BUMN UNTUK INDONESIA

IndonesiaRe

Recover, Rebound & Resilience

Bangkit untuk Tumbuh dan menjadi Lebih Tangguh

2022 **Laporan Tahunan**
Annual Report

PT REASURANSI INDONESIA UTAMA (PERSERO)

SANGGAHAN DAN BATASAN
DISCLAIMER

Laporan Tahunan ini diterbitkan sesuai dengan Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas dan Peraturan Menteri Badan Usaha Milik Negara No. PER-18/MBU/10/2014 tentang Penyampaian Data, Laporan, dan Dokumen Badan Usaha Milik Negara secara Elektronik.

Laporan Tahunan ini memuat pernyataan kondisi keuangan, hasil operasi, rencana, strategi, kebijakan, serta tujuan Perusahaan, yang digolongkan sebagai pernyataan ke depan dalam pelaksanaan perundang-undangan yang berlaku, di samping hal-hal yang bersifat historis. Pernyataan-pernyataan tersebut merupakan perkiraan dan hasilnya mungkin berbeda dalam perkembangan aktual.

Pernyataan-pernyataan prospektif dalam laporan tahunan ini dibuat berdasarkan berbagai asumsi mengenai kondisi terkini dan kondisi mendatang Perusahaan, serta lingkungan bisnis di mana Perusahaan menjalankan kegiatan usaha.

Hasil-hasil yang diharapkan dari dokumen-dokumen yang digunakan telah dipastikan keabsahannya, bersifat prospektif dan tidak berlaku sebagai jaminan. Laporan Tahunan ini memuat kata "Indonesia Re" dan "Perusahaan" yang didefinisikan sebagai PT Reasuransi Indonesia Utama (Persero) yang menjalankan usaha di bidang reasuransi. Penyebutan satuan mata uang "Rupiah", "Rp" atau IDR merujuk pada mata uang resmi Republik Indonesia, sedangkan "Dolar AS" atau USD merujuk pada mata uang resmi Amerika Serikat. Semua informasi keuangan disajikan dalam mata uang Rupiah.

Laporan dibuat dalam dua bahasa, yakni Bahasa Indonesia dan Bahasa Inggris. Selain dalam edisi cetak, Laporan serupa dapat diakses melalui situs resmi Perusahaan http://www.indonesiare.co.id.

This Annual Report is published in accordance with Law No. 40 of 2007 on Limited Liability Companies and Regulation of the Minister of State-Owned Enterprises No. PER-18/MBU/10/2014 on Electronic Submission of Data, Reports, and Documents of State-Owned Enterprises.

This Annual Report contains statements of financial conditions, operations results, plans, strategies, policies, and objectives of the Company, which are categorized as forward-looking statements in the implementation of the applicable laws and regulations, aside from historical matters. These statements are estimates and results may differ in the actual development.

The prospective statements in this annual report are prepared based on various assumptions on the latest condition, the future condition, and the business environment where the Company carries out its business activities. The results expected from the documents used have been confirmed as valid, prospective, and do not act as guarantees.

This Annual Report contains the words "Indonesia Re" and "Company" which are defined as PT Reasuransi Indonesia Utama (Persero) which engages in reinsurance business. The designation of the currency unit "Rupiah", "Rp", or "IDR" refers to the official currency of the Republic of Indonesia, while "US Dollar" or "USD" refers to the official currency of the United States of America. All financial information is presented in Rupiah.

The Report is made in two languages, which are Indonesian and English. In addition to the printed edition, the Report can be accessed through the Company's official website http://www.indonesiare.co.id.

Recover, Rebound & Resilience

Bangkit untuk Tumbuh dan menjadi Lebih Tangguh

Kegiatan usaha Indonesia Re sepanjang tahun 2022 bergerak ke arah yang lebih positif. Kondisi ini mengindikasikan bahwa Perusahaan telah menjalankan strateginya secara optimal sehingga berada di jalur yang tepat untuk mendukung pemulihan, menjadi titik balik untuk tumbuh, dan memiliki ketahanan yang kuat dalam menghadapi situasi yang dinamis.

Untuk itu, Perusahaan terus memperkuat fundamental keuangan dan operasional, antara lain melalui upaya-upaya untuk menjaga kesehatan keuangan, pengelolaan aset investasi, pengendalian rasio klaim, memastikan kecukupan cadangan klaim di seluruh portofolio bisnis, hingga mengoptimalkan sistem informasi dan memperkuat permodalan Perusahaan.

Indonesia Re's business activities in 2022 have moved in a more positive direction. This condition indicates that the Company has optimally executed its strategy, putting it on track to recover faster, rebound to grow, and have strong resilience in the face of dynamic situations.

Therefore, the Company continues to strengthen its financial and operational fundamentals, including efforts to maintain financial health, manage investment assets, control claim ratios, ensure the adequacy of claim reserves for entire business portfolio, optimize information systems, and strengthen the Company's capital.

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HASIL YANG MEMUASKAN

Excellent Results

Ikhtisar Kinerja

Performance Overview

Kilas Kinerja 2022

2022 Performance Highlights

Di tengah kondisi perekonomian yang masih bergerak dinamis, PT Reasuransi Indonesia Utama (Persero) "Indonesia Re" masih membukukan hasil kinerja usaha yang bergerak positif. Pendapatan hasil *underwriting* bersih tumbuh dibandingkan tahun sebelumnya.

In the midst of dynamic economic conditions, PT Reasuransi Indonesia Utama (Persero) otherwise known as "Indonesia Re" succeeded in posting positive business performance results. Net underwriting income grew compared to the previous year.

Jumlah Aset
Total Assets

Rp11,38

Triliun Trillion

2,31%

Total aset Indonesia Re tahun 2022 tercatat sebesar Rp11.382,48 miliar, bertambah Rp257,47 miliar atau 2,31% dibandingkan tahun sebelumnya.

Total assets of Indonesia Re in 2022 amounted to Rp11,382.48 miliar, an increase of Rp257.47 billion or 2.31%, from the previous year.

Jumlah Investasi
Total Investments

Rp6,10

Triliun Trillion

1,52%

Jumlah investasi Indonesia Re sepanjang tahun 2022 tercatat sebesar Rp6.098,99 miliar, meningkat 1,52% jika dibandingkan tahun sebelumnya.

Total investments of Indonesia Re during 2022 amounted to Rp6,098.99 billion, up 1.52% compared to the previous year.

Hasil Investasi
Investment Income

Rp348

Miliar Billion

Hasil investasi Indonesia Re di tahun 2022 mencapai Rp348 miliar atau 105,58% dari target Rencana Kerja dan Anggaran Perusahaan sebesar Rp330 miliar, dengan *Yield on Investment* (YOI) 5,76%, lebih tinggi dari target Rencana Kerja dan Anggaran Perusahaan.

Investment income of Indonesia Re in 2022 was recorded at Rp348 billion, representing 105.58% of the Company's Budget Work Plan target of Rp330 billion, with a Yield on Investment (YOI) of 5.76%, higher than the Company's Budget Work Plan target.

Premi Reasuransi/Premi Bruto
Reinsurrance/Gross Premium

Rp6,54

Triliun Trillion

Pada tahun 2022, Indonesia mencatat premi reasuransi/premi bruto sebesar Rp6.535,95 miliar, naik Rp182,74 miliar atau 2,88% dibandingkan tahun sebelumnya. Kontributor terbesarnya berasal dari premi reasuransi kebakaran, yaitu Rp2.717 miliar, diikuti oleh premi reasuransi jiwa Rp2.028 miliar dan premi bruto yang diperoleh dari entitas anak sebesar Rp491 miliar.

In 2022, Indonesia Re posted Rp6,535.95 billion of reinsurance/gross premium, an increase of Rp182.74 billion or 2.88% from the previous year. The largest contributor was the fire reinsurance premium at Rp2,727 billion, followed by life reinsurance premium of Rp2,028 biion and gross premium from subsidiaries of Rp491 billion.

Pendapatan Premi – Neto
Premium Income – Net

Rp4,17

Triliun Trillion

Indonesia Re membukukan pendapatan Premi – neto pada tahun 2022 sebesar Rp4.171,96 miliar, naik 5,32% dibandingkan tahun sebelumnya sebesar Rp3.961,29 miliar.

Indonesia Re posted Rp4,171.96 billion of Premium income – net in 2022, up by 5.32% from the previous year of Rp3,961.29 billion.

Hasil Underwiting Bersih
Net Underwriting Income

Rp123,93

Miliar Billion

Pada tahun 2022, Indonesia mencatatkan hasil *underwriting* bersih sebesar Rp123,93 miliar, jauh lebih baik dibandingkan tahun sebelumnya yang minus Rp342,01 miliar.

In 2022, Indonesia Re recorded net underwriting income of Rp123.93 billion, a complete reversion from the previous year that recorded minus Rp342.01 billion.

Penilaian GCG
GCG Assessment

90,93

Pada tahun 2022, hasil penilaian GCG untuk tahun buku 2021 meraih skor 90,93 dengan kategori: "Sangat Baik".

In 2022, the GCG assessment score was 90.93 in the "Very Good" category.

Ikhtisar Keuangan
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POSISI KEUANGAN
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Angka-angka pada seluruh tabel dan grafik dalam Laporan Tahunan ini menggunakan notasi bahasa Indonesia (Rp Juta)

Numerical notations in all tables and graphs in this Annual Report are in Indonesian (Rp Million)

Uraian	2022	2021	2020	2019	2018	Description
Kas dan Setara Kas	67.191	147.399	109.070	246.321	68.560	Cash and Cash Equivalents
Jumlah Investasi	6.098.988	6.007.700	5.740.513	5.197.110	4.817.382	Total Investment
Piutang Reasuransi/Premi-Neto	965.276	1.075.600	1.093.793	1.068.527	865.623	Reinsurance/Premium Receivables-Net
Piutang Retrosesi/Reasurasi-Neto	1.004.074	905.663	869.245	620.479	582.703	Retrocession/Reinsurance Receivables-Net
Aset Reasuransi/Retrosesi	2.429.920	2.095.531	1.772.655	1.619.977	1.325.618	Reinsurance/Retrocession Assets
Piutang Ujroh	26.461	35.154	35.249	29.790	45.081	Ujroh Receivables
Aset Keuangan Lain	87.902	81.510	82.033	99.381	78.257	Other Financial Assets
Piutang Pegawai	9.859	8.803	7.345	8.283	11.709	Employee Receivables
Aset Tetap-Neto	483.766	461.741	480.912	501.684	487.631	Fixed Assets-Net
Aset Non-Keuangan Lain	38.826	41.125	35.581	21.873	24.937	Other Non-Financial Assets
Pajak Dibayar di Muka	-	121.662	185.669	287.381	283.615	Prepaid Tax
Aset Pajak Tangguhan-Neto	170.222	143.133	79.505	83.016	100.579	Deferred Tax Assets–Net
Jumlah Aset	**11.382.484**	**11.125.019**	**10.491.571**	**9.783.822**	**8.691.696**	**Total Assets**
Claims Payable	627.225	878.865	517.837	403.125	206.326	Claims Payable
Utang Retrosesi/Reasurasi	896.123	1.011.338	822.345	814.253	546.279	Retrocession/Reinsurance Payables
Liabilitas Kontrak Asuransi	6.503.296	5.693.899	5.092.556	4.682.249	4.374.874	Insurance Contract Liabilities
Utang Pajak	89.813	22.722	5.616	5.413	4.274	Taxes Payables
Utang Jasa Produksi	18.000	17.969	22.818	29.916	26.322	Employees Performance Incentives
Utang Komisi	2.727	4.361	1.830	4.824	2.102	Commission Payable
Utang Jaminan	5.981	3.342	1.680	6.606	9.009	Collateral
Penerimanaan Belum Teridentifikasi	-	-	-	12.617	3.379	Unidentified Income
Beban Akrual	38.207	63.430	47.153	64.393	66.791	Accrued Expenses
Utang Lancar Lainnya	61.528	18.305	26.570	1.299	1.341	Other Current Liabilities
Utang Dana Peserta	2.943	1.784	1.253	7.649	4.383	Policy Holder Payables
Pinjaman Rekening Dana Investasi	331.586	338.353	338.353	341.303	347.203	Investment Fund Loan
Obligasi Wajib Konversi (OWK-)-Komponen Liabilitas	115.166	169.925	38.080	38.080	38.080	Mandatory Convertible Bonds (MCB)-Liabilities Component
Liabilitas Imbalan Kerja	124.846	147.348	145.857	145.449	156.416	Employee Benefit Liabilities
Jumlah Liabilitas	**8.817.441**	**8.371.640**	**7.061.947**	**6.557.176**	**5.786.781**	**Total Liabilities**

Uraian	2022	2021	2020	2019	2018	Description
Modal Saham	878.358	878.358	878.358	878.358	878.358	Share Capital
Tambahan Modal Disetor	270	270	270	270	270	Additional Paid-In Capital
Komponen Ekuitas Obligasi Wajib Konversi (OWK)	784.834	730.075	861.920	861.920	861.920	Mandatory Convertible Bond (MCB)-Equity Component
Kenaikan (Penurunan) Penyisihan Ujroh	(5.939)	(7.671)	(9.429)	(12.621)	(22.329)	Increase (Decrease) in Ujroh Reserves
Saldo Laba						Retained Earnings
Ditentukan Penggunaanya	1.018.330	1.018.330	1.018.330	605.274	605.274	Appropriated
Belum Ditentukan Penggunaannya	(374.422)	(171.163)	352.101	651.657	443.056	Unappropriated
Penghasilan Komprehensif lainnya	263.593	305.162	328.057	241.772	138.351	Other Comprehensive Income
Kepentingan Non-Pengendali	19	19	18	17	15	Non-Controlling interests
Jumlah Ekuitas	**2.565.043**	**2.753.379**	**3.429.624**	**3.226.646**	**2.904.915**	**Total Equity**
Jumlah Liabilitas dan Ekuitas	**11.382.484**	**11.125.019**	**10.491.571**	**9.783.822**	**8.691.696**	**Total Liabilities and Equity**

LABA (RUGI) DAN PENGHASILAN KOMPREHENSIF LAINNYA KONSOLIDASIAN
CONSOLIDATED PROFIT (LOSS) AND OTHER COMPREHENSIVE INCOME

(Rp Juta) (Rp Million)

Uraian	2022	2021	2020	2019	2018	Description
Premi Reasuransi/Premi Bruto	6.535.948	6.353.204	6.537.554	6.574.498	6.213.057	Gross Reinsurance Premium
Premi Retrosesi/Reasurans	(2.272.485)	(2.424.913)	(2.228.215)	(2.306.549)	(2.005.396)	Retrocession/Reinsurance Premium
Penurunan (Kenaikan) Premi yang Belum merupakan Pendapatan	(91.505)	33.000	56.215	117.783	(68.712)	Decrease (Increase) in Unearned Premium Income
Pendapatan Premi-Bersih	**4.171.959**	**3.961.292**	**4.365.554**	**4.385.732**	**4.138.944**	**Premium Income-Net**
Klaim Bruto	(4.016.177)	(4.408.217)	(4.139.959)	(3.807.732)	(3.337.747)	Gross Claims
Klaim Reasuransi Keluar	1.401.878	1.391.785	1.351.402	1.085.235	753.366	Reinsurance Claims Outward
Recoveries	6.154	22.347	27.942	10.821	30.396	Recoveries
Penurunan (Kenaikan) Cadangan Klaim	(422.418)	(311.620)	(313.844)	(130.834)	(115.571)	Decrease (Increase) in Claims Reserve
Beban Klaim-Neto	**(3.030.562)**	**(3.305.706)**	**(3.074.458)**	**(2.842.509)**	**(2.669.556)**	**Claims Expense-Net**
Pendapatan (Beban) Komisi-Neto	(1.015.605)	(983.661)	(1.079.816)	(1.150.665)	(1.107.144)	Commission Income (Expenses)-Net
Beban Underwriting Lainnya	(1.863)	(14.931)	(36.792)	33.070	(27.774)	Other Underwriting Expenses
Beban Underwriting-Neto	**(4.048.030)**	**(4.304.298)**	**(4.191.066)**	**(4.026.244)**	**(3.804.475)**	**Underwriting Expenses-Net**
Hasil Underwriting Bersih	**123.928**	**(343.006)**	**174.487**	**359.489**	**334.469**	**Net Underwriting Income**
Hasil Investasi-Neto	348.590	318.835	334.045	319.884	300.798	Investment Income-Net
Beban Usaha	(371.368)	(351.369)	(323.034)	(423.238)	(406.205)	Operating Expenses
Laba (Rugi) Usaha	**101.150**	**(375.540)**	**185.498**	**256.134**	**229.062**	**Profit (Loss) from Operations**
Pendapatan (Beban) Lain-lain-Neto	(344.243)	(192.937)	(90.766)	(24.441)	(28.477)	Other Income (Expenses)-Net
Laba (Rugi) sebelum Pajak	**(243.094)**	**(568.477)**	**94.733**	**231.693**	**200.585**	**Profit (Loss) before Tax**
Manfaat (Beban) Pajak	24.075	50.621	9.319	(11.853)	2.801	Tax Benefit (Expense)
Laba (Rugi) Tahun Berjalan	**(219.019)**	**(517.857)**	**104.052**	**219.840**	**203.386**	**Profit (Loss) Current Year**

Uraian	2022	2021	2020	2019	2018	Description
Penghasilan (Beban) Komprehensif lain	-					Other Comprehensive Income (Loss)
Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi						Items that Will Not be Reclassified to Profit or Loss
Pengukuran Kembali Atas Imbalan Pascakerja	20.399	(6.962)	11.812	(1.458)	34.307	Remeasurement on Post Employee Benefit
Pajak Penghasilan Terkait Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi	(4.638)	1.556	(2.362)	365	(8.577)	Income Tax Related to Items that Will Not be Reclassified to Profit or Loss
Keuntungan Revaluasi Aset Tetap-Neto	38.959	-	-	-	-	Gains on Fixed Assets Revaluation-Net
Pos yang Akan Direklasifikasikan ke Laba Rugi						Items that will be Reclassified to Profit or Loss
Keuntungan atas Perubahan Nilai Wajar Aset Keuangan untuk Dijual	(88.181)	(33.904)	100.936	111.917	(202.836)	Gain from Changes in Fair Value of Available for Sale of Financial Asset
Dikurangi: Penyesuaian Reklasifikasi atas Keuntungan yang Termasuk dalam Laba Rugi	-	-	-	-	1.267	Less: Reclassification Adjustment on Gains Already Included in Profit or Loss
Pajak Penghasilan Terkait Pos yang Akan Direklasifikasi ke Laba Rugi	7.653	11.009	(14.650)	(8.495)	5.443	Income Tax Related to Item that Will be Reclassified to Profit or Loss
Penghasilan Komprehensif lain Tahun Berjalan Setelah Pajak	**(25.809)**	**(28.301)**	**95.735**	**102.328**	**(170.396)**	**Other Comprehensive Income for the Year After Tax**
Jumlah laba (Rugi) Komprehensif Tahun Berjalan	**(244.828)**	**(546.158)**	**199.787**	**322.168**	**32.991**	**Total Comprehensive Income (Loss) for the Year**
Laba (Rugi) Tahun Berjalan						Profit (Loss) Current Year
• Diatribusikan ke Pemilik	(219.020)	(517.858)	104.051	219.839	203.385	Attributable to equity holders of the Parent Entity
• Diatribusikan ke Kepentingan	1	1	1	1	1	Attributable to Non-Controlling Interests
Penghasilan Komprehensif						Comprehensive Income
• Diatribusikan kepada Pemilik Entitas Induk	(244.828)	(546.159)	199.785	322.167	32.991	Attributable to equity holders of the Parent Entity
• Diatribusikan kepada Kepentingan Non-Pengendali	1	1	1	1	(0.25)	Attributable to Non-Controlling Interests

ARUS KAS
CASH FLOWS

(Rp Juta) (Rp Million)

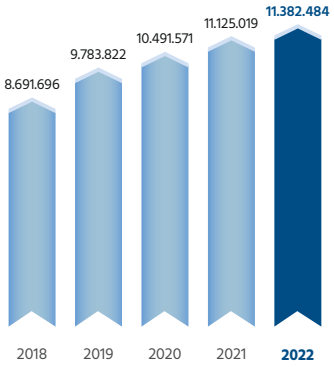
Uraian	2022	2021	2020	2019	2018	Description
Arus kas dari Aktivitas Operasi	(177.918)	118.550	72.302	255.028	(13.255)	Cash Flow from Operating Activities
Arus Kas dari Aktivitas Investasi	152.787	1.904	(149.228)	45.302	(24.594)	Cash Flows from Investing Activities
Arus Kas dari Aktivitas Pendanaan	(55.078)	(82.125)	(60.325)	(92.570)	(82.400)	Cash Flows from Financing Activities
Kenaikan (Penurunan) Kas dan Setara Kas Bersih	**(80.208)**	**38.329**	**(137.251)**	**177.761**	**(120.249)**	**Net Increase (Decrease) in Cash and Cash Equivalents**
Kas dan Setara Kas Awal Tahun	147.399	109.070	246.321	68.560	188.810	Cash and Cash Equivalents at Beginning of the Year
Kas dan Setara Kas Akhir Tahun	**67.191**	**147.399**	**109.070**	**246.321**	**68.560**	**Cash and Cah Equivalents at end of the Year**

RASIO KEUANGAN
FINANCIAL RATIOS

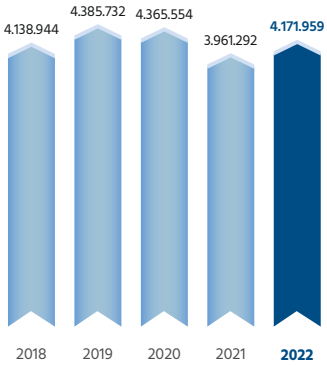
(%)

Uraian	2022	2021	2020	2019	2018	Description
Rasio Laba (Rugi) Sebelum Pajak terhadap Rata- Rata Aset	(2,16)	(5,26)	0,93	2,51	2,40	Profit (Loss) Before Tax to Average Assets Ratio
Rasio Laba (Rugi) terhadap Rata-Rata Ekuitas	(8,24)	(16,75)	3,13	7,17	7,03	Profit (Loss) to Average Equity Ratio
Profit (Loss) to Revenue/ Sales Ratio	(3,35)	(8,15)	1,59	3,34	3,27	Profit (Loss) to Revenue/ Sales Ratio
Rasio Liabilities dikurangi Aset Reasuransi/ Retrosesi terhadap Ekuitas	249,02	227,94	154,22	153,01	153,57	Liabilities Less Asset Reinsurance/Retrocession to Equity Ratio
Rasio Liabilitas terhadap Aset	77,46	75,25	67,31	67,02	66,58	Liabilities to Asset Ratio
Solvabilitas (Rasio RBC)	131,16	145,38	214,90	242,34	236,71	Solvency
Rasio Likuiditas	133,80	134,65	148,91	144,12	144,56	Liquidity Ratio
Rasio Investasi terhadap Kewajiban	69,17	71,76	81,29	79,26	83,25	Investment to Liabilities Ratio
Rasio Hasil Investasi terhadap Rata-rata Investasi	5,76	5,43	6,11	6,39	6,32	Return on Investment to Average Investment Ratio
Rasio Hasil Underwriting terhadap Pendapatan Premi Bruto	1,90	(5,40)	2,67	5,47	5,37	Underwriting Result to Gross Premium Income Ratio
Rasio Kecukupan Investasi	131,18	137,48	152,42	157,08	150,08	Investment Adequacy Ratio

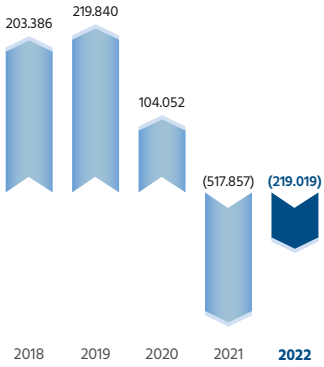
Jumlah Aset
Total Assets
(dalam jutaan Rupiah/in million Rupiah)



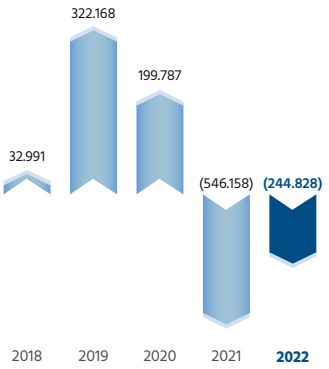
Pendapatan Premi-neto
Premium Income-net
(dalam jutaan Rupiah/in million Rupiah)



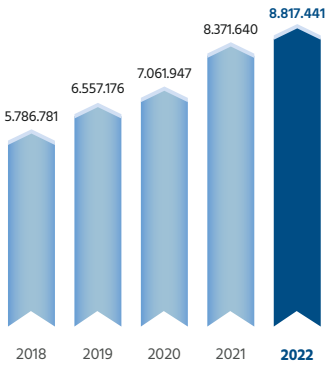
Laba (Rugi) Tahun Berjalan
Current Year Profit
(dalam jutaan Rupiah/in million Rupiah)



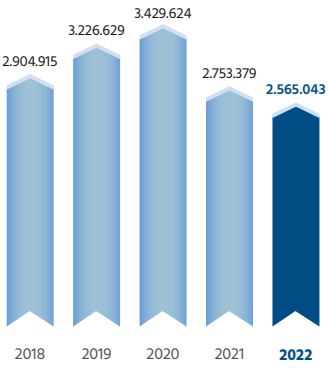
Jumlah Laba (Rugi) Komprehensif
Total Comprehensive Income (loss)
(dalam jutaan Rupiah/in million Rupiah)



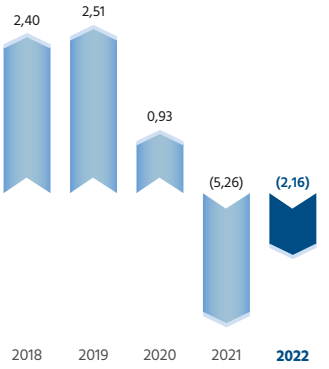
Jumlah Liabilitas
Total Liabilities
(dalam jutaan Rupiah/in million Rupiah)



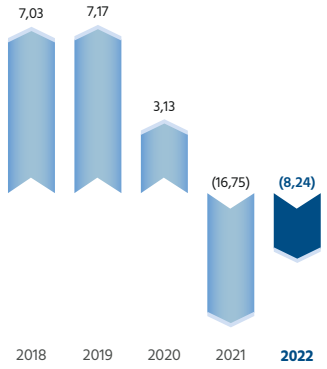
Jumlah Ekuitas
Total Equity
(dalam jutaan Rupiah/in million Rupiah)



ROA
Return on Assets
(%)



ROE
Return on Equity
(%)



Ikhtisar Saham
Share Highlights

Indonesia Re merupakan Badan Usaha Milik Negara (BUMN) yang seluruh sahamnya dimiliki oleh Pemerintah Republik Indonesia. Sampai akhir tahun 2022, Perusahaan belum menerbitkan sahamnya untuk publik, sehingga pada Laporan Tahunan ini tidak ada pengungkapan mengenai informasi kapitalisasi pasar, harga tertinggi, terendah, dan penutupan saham berdasarkan Bursa Efek Indonesia (BEI), serta volume perdagangan saham.

Indonesia Re is a State-Owned Enterprise (SOE) with 100% ownership by the Government of the Republic of Indonesia. Because the Company has not issued its shares to the public until the end of 2022, this Annual Report does not disclose information related to market capitalization, the highest, lowest, and closing price of shares on the Indonesia Stock Exchange (IDX), and stock trading volume.

Aksi Korporasi
Corporate Actions

Pada tahun 2022, Perusahaan tidak melakukan aksi korporasi.

In 2022, the Company did not conduct any corporate actions.

Ikhtisar Efek Lainnya

Other Securities Highlights

Tahun 2014, Indonesia Re menerbitkan Obligasi Wajib Konversi (OWK) senilai Rp900 miliar yang akan jatuh tempo pada 31 Desember 2024. OWK tersebut menawarkan kupon 7% dan pada tahun 2022 memperoleh peringkat A+.

In 2014, Indonesia Re issued Mandatory Convertible Bonds (MCB) worth Rp900 billion, which will mature on 31 December 2024. The MCB has a 7% coupon and was rated A+ in 2022.

Peristiwa Penting 2022

2022 Event Highlights

Maret
March
12

Kolaborasi TJSL BUMN untuk Banten
Indonesia Re ikut ambil bagian dalam "Kolaborasi TJSL BUMN Bantuan untuk Provinsi Banten" bersama 50 BUMN. Secara umum, programnya adalah memberikan bantuan infrastruktur berupa jembatan penyeberangan, seragam sekolah bagi siswa, dan perangkat Teknologi Informasi dan Komputer (TIK) untuk lembaga pendidikan di Banten.

SOE TJSL Collaboration for Banten
Indonesia Re joined 50 other SOEs in the "SOE TJSL Collaboration for Assistance in Banten Province." In general, the program was to provide infrastructure assistance in the form of pedestrian bridges, student uniforms, and information technology and computer (ICT) equipment to educational institutions in Banten.

Maret
March
26-29

Program Bakti BUMN untuk Indonesia
Indonesia Re bersama sembilan BUMN melakukan penanaman pohon di Kawasan Danau Toba, Sumatera Utara, sebagai bagian dari rangkaian program Bakti BUMN untuk Indonesia. 10 BUMN yang terlibat di program ini mendelegasikan perwakilannya sebagai relawan dalam kegiatan tersebut.

SOE Service Program for Indonesia
As part of a series of Bakti SOE programs for Indonesia, Indonesia Re and nine SOEs planted trees in the Lake Toba Area of North Sumatra. Ten SOEs involved in this program delegated their representatives to participate in this activity as volunteers.

April
April
19

Penandatanganan Kerja Sama *Reciprocal Facultative Agreement* antara Indonesia Re Group dan Etihad Credit Insurance
Indonesia Re Group menandatangani Reciprocal Facultative Agreement dengan Etihad Credit Insurance (ECI) pada 19 April 2022. Kesepakatan ini merupakan lanjutan dari penandatanganan MoU antara Indonesia Re Group dengan Etihad Credit Insurance pada 4 November 2021.

Signing of Reciprocal Cooperation Facultative Agreement between Indonesia Re Group and Etihad Credit Insurance
On 19 April 2022, Indonesia Re Group signed a Reciprocal Facultative Agreement with Etihad Credit Insurance (ECI). This agreement is a continuation of the MoU signed by Indonesia Re Group and Etihad Credit Insurance on 4 November 2021.

Juli
July
12-13

Inhouse Cardiovascular Module 2022
Indonesia Re menggelar pelatihan asuransi berkaitan dengan penyakit jantung bertajuk *Inhouse Cardiovascular Module* 2022 pada Selasa dan Rabu, 12–13 Juli 2022, yang diikuti oleh 77 peserta dari 40 perusahaan asuransi jiwa. Kegiatan ini sebagai bentuk kepedulian Indonesia Re dalam mencetak tenaga underwriter profesional.

Inhouse Cardiovascular Module 2022
On Tuesday and Wednesday, 12-13 July 2022, Indonesia Re held an insurance training related to heart disease titled Inhouse Cardiovascular Module 2022, which was attended by 77 participants from 40 life insurance companies. This activity was part of Indonesia Re's focus on developing professional underwriters.

Agustus
August

12-14

***Treaty* Forum 2022**
Indonesia Re kembali menggelar kegiatan technical meeting dan sharing session Indonesia Re *Treaty* Forum 2022 pada 12–14 Agustus 2022 di Yogyakarta, yang diikuti oleh 27 Direktur Teknik dari perusahaan asuransi umum. Kegiatan ini dirancang sebagai platform saling bertukar informasi dan pemikiran terkait tantangan bisnis bersama ke depan.

Treaty Forum 2022
Indonesia Re again held a technical meeting and sharing session for the 2022 Indonesia Re Treaty Forum on 12-14 August 2022, in Yogyakarta, which was attended by 27 Technical Directors from general insurance companies. This activity was created to serve as a forum for exchanging information and ideas about future joint business challenges.

September
September

23

Kunjungan ke Mitra Binaan Sleman Yogyakarta dalam program TJSL
Indonesia Re mengunjungi mitra binaan dalam program Tanggung Jawab Sosial dan Perusahaan (TJSL) di Kelompok Petani Ikan (KPI) Tirta Mas, Ledok Peri, Tanjungtirto, Berbah, Sleman, Daerah Istimewa Yogyakarta pada tanggal 23 September 2022 untuk memberikan motivasi kepada para petani ikan anggota KPI untuk bangkit dan pulih setelah pandemi COVID-19 mereda.

Visit to Sleman Yogyakarta Foster Partners in the TJSL program
Indonesia Re visited foster partners in the Social and Corporate Responsibility (TJSL) program at the Tirta Mas Fish Farmers Group (KPI), Ledok Peri, Tanjungtirto, Berbah, Sleman, in the Special Region of Yogyakarta, on 23 September, 2022, to motivate member fish farmers of KPI to rise and recover after the COVID-19 pandemic subsides.

September
September

28-29

Indonesia Re International Conference (IIC) 2022
Indonesia Re menyelenggarakan seri perdana kegiatan industri asuransi dan reasuransi berskala internasional: Indonesia Re International Conference 2022 (IIC 2022)", dengan mengusung tema Reinsurance and Economic Resilience: Dealing with Climate Change, Pandemic and Geopolitical Challenges, bertempat di Hotel Ritz Carlton, Jakarta.

Indonesia Re International Conference (IIC) 2022
Indonesia Re held the inaugural series of international-scale insurance and reinsurance industry activities: Indonesia Re International Conference 2022 (IIC 2022)", with the theme Reinsurance and Economic Resilience: Dealing with Climate Change, Pandemic and Geopolitical Challenges, at the Ritz Carlton Hotel, Jakarta.

Oktober
October

28

Indonesia Re Actuarial Seminar 2022
Indonesia Re menggelar Indonesia Re Actuarial Seminar 2022 bertempat di Bandung [28/10], yang dihadiri oleh para aktuaris, tim valuasi, *pricing* atau *product development* relasi Indonesia Re dari perusahaan asuransi jiwa. Kegiatan ini diadakan untuk meningkatkan kesadaran pelaku usaha asuransi jiwa nasional, khususnya para aktuaris dalam menghadapi perubahan yang terjadi di industri akibat pandemi Covid-19,

Indonesia Re Actuarial Seminar 2022
Indonesia Re held the Indonesia Re Actuarial Seminar 2022 in Bandung [28/10], which was attended by actuaries, the valuation team, and pricing or product development relations for Indonesia Re from life insurance companies. This activity aimed to raise the awareness of national life insurance business players, particularly actuaries, about the changes that have occurred in the industry as a result of the COVID-19 pandemic.

November
November

4

HUT ke–37 Tahun Indonesia Re
Indonesia Re memperingati HUT ke-37 di Yogyakarta dengan menggelar kegiatan *gathering* karyawan dan aksi sosial. Di antaranya, donor darah oleh karyawan Indonesia Re Group, pemberian beasiswa bagi anak karyawan yang berprestasi, perbaikan rumah untuk karyawan kontrak, mengunjungi beberapa bisnis UMKM hingga pelepasan 15.000 bibit ikan nila di Sungai Elo, Yogyakarta.

37th Anniversary of Indonesia Re
Indonesia Re celebrated its 37th anniversary in Yogyakarta with a series of employee gathering activities and social actions. The program includes, among other things, blood donations by Indonesia Re Group employees, scholarships for employees' children who have good achievements, house renovation for contract employees, visits to MSME businesses, and the release of 15,000 tilapia seeds on the Elo River in Yogyakarta.

Penghargaan dan Sertifikasi
Awards and Certifications

PENGHARGAAN
AWARDS

Best Sales Marketing for Reinsurance Company
Economic Review

Survival Creation Award
BUMN Track

Best CEO in Reinsurance Category - Mr. Benedictus M. Waworuntu, President Director of Indonesia Re
The Iconomics

Corporate Reputations Award Reinsurance Category
The Iconomics

Indonesian Most Prominent PR Person Award – Mr. Robbi Y. Walid, Risk Management, Compliance, Human Capital Director & Corporate Secretary of Indonesia Re
The Iconomics

Best TJSL 2022 : Outstanding Initiatives of Community Development Programs
Warta Ekonomi

Best Brand Image in Reinsurance Category
The Iconomics

Best Video Company Profile in Reinsurance Category
The Iconomics

PENGHARGAAN
AWARDS

Best Insurance 2022 with Top Financial Performance & Increasing Company Capabilities to Achieve Sustainability Growth in Reinsurance Category
Warta Ekonomi

Top Financial Performance and Provision of Comprehensive Reinsurance Solution for Insurance and Pension Fund Services Category
Best Insurance 2022 with Top Financial Performance and Increasing Company Capabilities to Achieve Sustainable Growth for Reinsurance Category
Warta Ekonomi

Best Brand Awareness in Reassurance Category
The Iconomics

SERTIFIKASI
CERTIFICATIONS

ISO 37001:2016
Sertifikasi Sistem Manajemen Anti Penyuapan
Anti-Bribery Management System Certification

Pihak Pemberi | Provider
ASRICERT

ISO 9001:2015
Sertifikasi Sistem Manajemen Mutu
Quality Management System Certification

Pihak Pemberi | Provider
SUCOFINDO

SNI ISO 27001:2013
Sistem Manajemen Keamanan Informasi
Information Security Management Systems

Pihak Pemberi | Provider
TÜV Nord Indonesia

SNI ISO 20000-1:2018
Sertifikat Sistem Manajemen Layanan Teknologi Informasi
Information Technology Services Management System Certification

Pihak Pemberi | Provider
ASRICERT

MENUNJUKKAN PROFIL SECARA TERBUKA

Showing Profile Openly

Laporan Manajemen

Management Report

Laporan Dewan Komisaris
Report of the Board of Commissioners

JULIAN NOOR
Komisaris Utama/
Komisaris Independen
President Commissioner/
Independent Commissioner

Direksi telah melakukan beragam inisiatif strategis dalam pengelolaan bisnis di tahun 2022, misalnya langkah perbaikan portofolio treaty pada akhir tahun 2022 untuk *renewal treaty* tahun 2023.

The Board of Directors has implemented various strategic initiatives in managing the business in 2022, including steps to improve the treaty portfolio at the end of 2022 for 2023 treaty renewal.

Pemegang saham dan pemangku kepentingan yang terhormat,

Puji syukur atas karunia Tuhan Yang Maha Esa, sehingga PT Reasuransi Indonesia Utama (Persero) atau disebut "Indonesia Re", "Perusahaan" berhasil melalui tahun 2022 dengan kinerja yang baik. Pencapaian *gross* premi yang meningkat dan tingkat kesehatan (RBC) di atas ketentuan, walaupun Perusahaan masih membukukan kerugian akibat beban sengketa pajak beberapa tahun yang lalu yang harus diselesaikan secara bertahap.

Laporan yang disampaikan ini merupakan bagian dari penerapan prinsip keterbukaan informasi serta pelaksanaan tata kelola perusahaan yang baik. Khususnya berkenaan dengan tugas dan fungsi Dewan Komisaris di bidang pengawasan dan pemberian nasihat atas jalannya kegiatan usaha Perusahaan.

Dewan Komisaris menyadari bahwa kondisi perekonomian, khususnya di tingkat global pada tahun 2022 bergerak dinamis. Dari proses pemulihan akibat dampak COVID-19 di awal tahun, sampai akhirnya harus berhadapan dengan imbas perang Rusia dengan Ukraina yang ikut mempengaruhi lonjakan harga.

Kendati demikian, seperti dicatat oleh Biro Pusat Statistik (BPS), ekonomi Indonesia pada tahun 2022 cukup tangguh menghadapi tekanan global, dengan tumbuh 5,31% secara tahunan (*Year on Year*/YoY). Kinerja ekonomi nasional yang baik ini ikut memberikan pengaruh positif terhadap industri perasuransian.

To our esteemed shareholders and stakeholders,

Praise be to God Almighty, our gratitude for His grace that PT Reasuransi Indonesia Utama (Persero) otherwise known as "Indonesia Re", "the Company" was able to navigate through 2022 with satisfactory results. Among our notable achievements are increasing gross premium and financial health (RBC) above the mandatory limit, despite the Company recording a loss due to expenses arising from tax disputes from several years past and requiring resolution over a certain period.

This report represents an integral part of our information disclosure and good corporate governance implementation, as it relates to the Board of Commissioners discharging duties and functions in oversight and providing advice on managing the Company's business activities.

The Board of Commissioners fully acknowledges that in 2022 we experienced dynamic economic conditions, particularly on the global level. Significantly contributing to these challenges is the ongoing recovery from the COVID-19 pandemic and the resulting impacts of the Russia and Ukraine war on price escalation.

Nevertheless, the Indonesian economy remained resilient in facing global pressures in 2022, as reflected in data from Indonesia Statistics showing growth of 5.31% year on year (yoy). Favorable performance of the domestic economy positively trickled down to the insurance industry.

Laporan Dewan Komisaris
Report from the Board of Commissioners

Di tengah situasi perekonomian yang tetap kuat tersebut, Perusahaan tetap menjaga tingkat kewaspadaan sebagai bagian dari penerapan manajemen risiko. Apalagi, Perusahaan masih merasakan adanya tantangan pasca pandemi COVID-19.

Dalam kondisi tersebut, Perusahaan mengalami peningkatan *gross premium* namun sekaligus mengalami peningkatan *incurred claim* pada tahun 2022. Karena itu, Dewan Komisaris tetap meminta Direksi fokus pada penguatan analisa data hasil *underwriting* bersih sebagai sumber pendapatan perusahaan.

Selain itu, Direksi juga harus melakukan perubahan dan perbaikan pada perjanjian *treaty* reasuransi dan fakultatif reasuransi yang mengacu pada kebijakan *underwriting* dan klaim yang *proper* dan *prudent.* Termasuk, pembentukan cadangan yang sesuai dengan ketentuan.

PENILAIAN DEWAN KOMISARIS TERHADAP DIREKSI

Pengelolaan Perusahaan oleh Direksi

Mekanisme Dewan Komisaris dalam melakukan pengawasan dan memberikan nasihat kepada Direksi, antara lain dilakukan secara langsung pada saat kegiatan rapat gabungan Dewan Komisaris bersama Direksi yang diselenggarakan minimal 1 (satu) kali dalam sebulan. Sementara pengawasan dilaksanakan melalui evaluasi hasil usaha Perusahaan dan laporan progres kinerja Perusahaan secara periodik, yaitu 3 (tiga) bulan sekali.

Untuk kinerja tahun 2022, Perusahaan mencatatkan premi reasuransi/premi bruto mencapai Rp 6,53 triliun. Dibandingkan tahun 2021 sebesar Rp6,35 triliun, meningkat 2,88% atau Rp182,74 miliar.

Hasil *underwriting* bersih Perusahaan dipengaruhi sejumlah faktor. Salah satunya adalah portofolio bisnis reasuransi jiwa yang sangat terdampak oleh lonjakan klaim dari produk asuransi kesehatan dan asuransi jiwa kredit yang masih terimbas COVID-19. Dampak COVID-19 juga mempengaruhi kinerja *underwriting* sektor reasuransi umum. Lini usaha aneka, khususnya lini finansial yang mencakup *suretyship* dan asuransi kredit mengalami peningkatan klaim.

Pada tahun 2022, Perusahaan juga menghadapi beban atas sengketa pajak Koreksi Kenaikan Aset Merger PT Reasuransi Umum Indonesia (Persero) ke dalam PT Reasuransi Indonesia Utama (Persero) pada bulan Desember 2015. Begitu juga dengan penggabungan PT Reasuransi Internasional Indonesia ke dalam Perusahaan pada bulan Juni 2016 senilai Rp290 miliar.

Dewan Komisaris menilai Direksi memiliki komitmen kuat untuk menyelesaikan sengketa perpajakan Perusahaan secara *prudent* dengan mengacu kepada ketentuan-ketentuan yang berlaku. Direksi juga berkoordinasi dengan seluruh

Despite strong economic conditions, the Company continued to maintain high vigilance as part of risk management implementation in the business. Moreover, the Company still experienced post-COVID-19 pandemic challenges.

Under these conditions, the Company managed to generate an increase in gross premium although simultaneously recording higher incurred claims in 2022. Therefore, the Board of Commissioners continued to request the Board of Directors to focus on strengthening the analysis of net underwriting results data as a source of Company income.

Further, the Board of Directors must also make changes and improvements to reinsurance and facultative reinsurance treaties with reference to proper and prudent underwriting and claims policies. This includes provisioning reserves in accordance with regulations.

BOARD ASSESSMENT ON THE COMPANY'S BOARD OF DIRECTORS

Company Management by the Board of Directors

The approach taken by the Board of Commissioners in performing oversight and providing advice to the Board of Directors includes direct communication in joint meetings of the Board of Commissioners, and Board of Directors held at least once a month. Also, oversight is carried out by periodic evaluation of the Company's business results and performance progress reports every quarter.

In 2022, the Company recorded reinsurance premiums/gross premiums of Rp 6.53 trillion. This is an increase of 2.88% or Rp182.74 billion compared to the 2021 performance of Rp6.35 trillion.

The Company's net underwriting results were influenced by several factors. One of them was the life reinsurance business portfolio that has been highly affected by a surge in claims from health insurance and credit life insurance products due to the COVID-19 outbreak. The COVID-19 pandemic also impacted the underwriting performance of the general reinsurance sector. The casualty business line, particularly the financial line that covers suretyship and credit insurance, experienced higher claims.

In 2022, the Company also faced the impacts of tax disputes arising from the Correction of Increased Assets from the Merger of PT Reasuransi Umum Indonesia (Persero) into PT Reasuransi Indonesia Utama (Persero) in December 2015, as well as the merger of PT Reasuransi Internasional Indonesia into the Company in June 2016 worth Rp290 billion.

The Board of Commissioners assesses that the Board of Directors possesses a strong commitment to prudently resolving these tax disputes by observing applicable regulations. The Board of Directors also coordinated with all

stakeholders, seperti Kementerian BUMN dan Kementerian Keuangan, dalam rangka menjaga keberlangsungan (*going concern)* Perusahaan.

Dewan Komisaris memandang Direksi juga telah melakukan beragam inisiatif strategis dalam pengelolaan bisnis di tahun 2022, misalnya langkah perbaikan portofolio *treaty* pada akhir tahun 2022 untuk *renewal treaty* tahun 2023. Pada *ceding-ceding* sebagai *partner* bisnis telah dilakukan analisa *result* bisnis dan juga telah dilakukan analisa perbaikan pada lini bisnis yang memberikan hasil negatif dengan perubahan *terms and condition* serta *pricing correction* untuk memperbaiki Hasil *Underwriting* Bersih (HUB) Perusahaan.

Perubahan *terms and condition* serta *pricing correction* juga disebabkan oleh penguatan *terms and condition* oleh retrosesi luar Negeri. Dewan Komisaris juga mendukung usaha Direksi untuk melakukan pengajuan tambahan modal kepada pemegang saham melalui Penyertaan Modal Negara (PMN) untuk memperbaiki struktur dan memperkuat permodalan.

Dewan Komisaris memberikan apresiasi kepada Direksi beserta seluruh jajarannya atas pencapaian kinerja yang dibukukan Perusahaan sepanjang tahun 2022 dengan tetap menyelesaikan beban-beban masa lalu. Dewan Komisaris berharap Direksi dapat terus meningkatkan kinerja di masa yang akan datang.

Dewan Komisaris juga berpandangan bahwa Direksi pada tahun 2022 telah berusaha menjalankan tata kelola Perusahaan sesuai ketentuan, dengan tingkat kompetensi yang memadai. Begitu juga dengan penerapan *core value* AKHLAK yang harus ditingkatkan pada tahun-tahun mendatang.

Pengawasan Dewan Komisaris terhadap Perumusan dan Implementasi Strategi Perusahaan oleh Direksi

Dewan Komisaris melakukan pengawasan terhadap pengelolaan Perusahaan yang dijalankan oleh Direksi sejak perumusan hingga implementasi strategi. Terkait dengan proses ini, Dewan Komisaris memandang bahwa Direksi tahun 2022 telah menjalankannya dengan baik, sehingga memperoleh hasil kinerja yang secara umum meningkat di luar beban pajak masa lalu yang harus diselesaikan.

Dewan Komisaris menyampaikan apresiasinya atas capaian kinerja Perusahaan pada tahun buku 2022, walaupun tentu saja masih perlu terus ditingkatkan. Dewan Komisaris memahami bahwa berbagai upaya perbaikan yang telah dilakukan Direksi memerlukan waktu dan proses agar perbaikan tersebut dapat memberikan dampak langsung terhadap capaian kinerja keuangan perusahaan.

stakeholders, such as the Ministry of SOEs and the Ministry of Finance, to ensure the Company's sustainability (going concern).

The Board of Commissioners views that the Board of Directors has also implemented strategic initiatives in managing the business in 2022, including steps to improve the treaty portfolio at the end of 2022 for renewal treaty in 2023. Regarding ceding companies as business partners, the Company also made an analysis of business results and analysis of improvements in business lines that contributed to negative results by adopting changes to terms and conditions as well as pricing correction to improve the Company's Net Underwriting Results.

Changes in Terms and Conditions, as well as pricing correction, were also caused by stronger terms and conditions by global retrocession. The Board of Commissioners also commends the Board of Directors' efforts in proposing additional capital injection through State Equity Participation (PMN) to the shareholders to strengthen capital and improve the capital structure.

The Board of Commissioners conveys appreciation to the Board of Directors and all its staff for performance achievements by the Company throughout 2022, in addition to resolving outstanding issues from previous years. The Board of Commissioners hopes that the Board of Directors exerts its best efforts to improve performance going forward.

The Board of Commissioners is also of the view that the Board of Directors implemented corporate governance in 2022 consistent with applicable regulations and adequate internal competencies. Likewise, in implementing the core value AKHLAK that must be continuously improved in the coming years.

Board Oversight on Company Strategy Formulation and Implementation by the Board of Directors

The Board of Commissioners oversees the management of the Company as carried out by the Board of Directors, starting from strategy formulation to implementation. The Board of Commissioners considers that the Board of Directors effectively carried out management duties in 2022, as reflected in Company's overall performance improvement apart from the tax case to be resolved.

The Board of Commissioners expresses appreciation for the Company's performance achievements in the 2022 financial year, while we expect further improvements going forward. The Board of Commissioners fully understands that improvement initiatives already introduced by the Board of Directors require time and processes until the desired results emerge and are reflected in the Company's financial performance.

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Dewan Komisaris juga selalu menjaga komitmennya untuk mengawal proses upaya perbaikan yang dilakukan Direksi agar dapat dicapai hasil yang maksimal dan tepat waktu. Atas kinerja tahun 2022, Dewan Komisaris memberikan arahan antara lain sebagai berikut:

1. Terkait dengan *underwriting*:
   a. Membuat kebijakan-kebijakan strategis di bidang operasional dan keuangan terutama dalam rangka mitigasi atas dampak pandemik COVID-19.
   b. Melakukan evaluasi kinerja bisnis selama kurun waktu tertentu pada seluruh *ceding-ceding* baik perusahaan asuransi jiwa maupun perusahaan asuransi umum.
   c. Melakukan evaluasi atas klaim reasuransi jiwa, akibat COVID-19 dan mempertimbangkan kembali *Terms and Condition*, besaran premi, dan metode reasuransi untuk reasuransi jiwa.
   d. Menghindari *Treaty* Reasuransi tanpa data detail (*Blind Treaty*) dan mengantisipasi klaim *outstanding* dari *Blind Treaty* dimasa lalu.
   e. Melakukan pengawasan terhadap proses transparansi pemilihan broker baik broker reasuransi maupun broker retrosesi yang akan dilakukan.

2. Terkait investasi:
   a. Memperhatikan prinsip kehati-hatian (*prudent*) dan mengupayakan keseimbangan optimum antara tingkat pengembalian (*yield*) dan risiko penempatan portofolio investasi.
   b. Menjaga alokasi penempatan dana investasi sesuai ketentuan yang berlaku dan mengutamakan kebutuhan likuiditas untuk hasil investasi (*yield*) optimal.
   c. Melakukan pemantauan intensif terhadap penempatan reksa dana *underlying* saham serta melakukan evaluasi berkala atas penempatan portofolio investasi secara keseluruhan.
   d. Melakukan pengelolaan *currency mismatch* sesuai ketentuan yang berlaku.
   e. Memonitor kondisi dan kinerja ekonomi, baik global maupun domestik, dan mengevaluasi potensi implikasinya terhadap kinerja investasi.

3. Terkait keuangan:
   a. Melakukan rekonsiliasi piutang reasuransi dan retrosesi serta penagihan atas piutang tersebut dengan jangka waktu yang di atas satu tahun.
   b. Melakukan rekonsiliasi hutang reasuransi dan retrosesi serta menyelesaikan hutang tersebut untuk yang di atas satu tahun.
   c. Melakukan CKPN atas piutang yang tidak tertagih sesuai ketentuan yang berlaku.

4. Terkait biaya:
   a. Meningkatkan kinerja dengan mengupayakan efisiensi biaya di segala lini guna mencapai target Rencana Bisnis.

The Board of Commissioners also upholds a commitment to oversee improvement processes initiated by the Board of Directors to ensure maximum and timely results. For 2022 performance, the Board of Commissioners provided the following directives:

1. Underwriting issues:
   a. Develop strategic policies in operational and financial aspects, particularly related to mitigating the impacts of the COVID-19 pandemic.
   b. Perform a review of business performance over a specified time period for all ceding companies, both life insurance and general insurance companies.
   c. Perform a review of life reinsurance claims arising from the COVID-19 pandemic and reassess the Terms and Conditions, premium amounts, and methods for life reinsurance.
   d. Avoid Blind Treaties and anticipate outstanding claims arising from Blind Treaties established in the past.
   e. Oversee to ensure the transparency of the broker selection process, applicable to both reinsurance brokers and retrocession brokers in the future.

2. Investment:
   a. Observe the prudential principle and strive for an optimum balance between yield and risk levels in managing placements of investment portfolios.
   b. Maintain the allocation of investment funds in accordance with applicable regulations and set priority on liquidity needs for optimum yield of investment.
   c. Conduct intensive monitoring of investment in underlying equity mutual funds in addition to periodic review of the entire investment portfolio.
   d. Manage currency mismatch in accordance with applicable regulations.
   e. Monitor the global and domestic economic conditions and performance, and evaluate the potential implications to overall investment performance.

3. Financial issues:
   a. Perform reconciliation of reinsurance and retrocession receivables as well as collection of these receivables with a maturity of more than one year.
   b. Perform reconciliation of reinsurance and retrocession liabilities, in addition to paying these obligations with a maturity of more than one year.
   c. Setting reserves (CKPN) for uncollectible receivables in accordance with applicable regulations.

4. Costs:
   a. Improve performance by seeking cost efficiency across all business lines to realize Business Plan targets.

b. Mengawasi pengeluaran dan biaya yang dikeluarkan agar sepenuhnya ditujukan untuk kepentingan perseroan dengan mempertimbangkan serta memperhatikan kajian ekonomis yang layak serta memperhatikan aspek kinerja dan kewajaran.

5. Terkait penguatan permodalan:
Mengawal proses usulan pengajuan PMN secara maksimal dan melakukan komunikasi secara aktif dengan para pihak terkait untuk keberhasilan pengajuan PMN tersebut.

6. Terkait tindak lanjut hasil audit:
   a. Menindaklanjuti secara tuntas hasil temuan audit, baik yang berasal dari auditor internal maupun eksternal.
   b. Menindaklanjuti temuan Satuan Pengawas Internal (SPI) untuk prioritas temuan yang dapat dipercepat perbaikannya karena berdampak signifikan dan langsung terhadap kinerja Perusahaan.

7. Terkait permasalahan lain-lain:
   a. Melakukan pembinaan dan monitoring secara aktif terhadap kinerja anak perusahaan dalam rangka menjaga pencapaian kinerja dan meningkatkan kesehatan anak perusahaan, khususnya perbaikan Dana Tabarru pada ReINDO Syariah.
   b. Direksi juga diharapkan agar melakukan sejumlah langkah strategis guna memperluas pasar dengan tetap memperhatikan aspek manajemen risiko guna peningkatan pendapatan premi pada anak perusahaan.
   c. Melakukan proses *transfer knowledge* yang harus dilakukan oleh para *broker* dan reasuradur luar Negeri kepada SDM Perusahaan agar memiliki kapabilitas, sehingga ke depan diharapkan dapat memilah *Class of Business* (CoB) yang dapat ditangani dengan keahlian dari SDM internal.

MEKANISME PENGAWASAN YANG DILAKUKAN OLEH DEWAN KOMISARIS

Sesuai dengan ketentuan Anggaran Dasar Indonesia Re dan Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas, Dewan Komisaris melakukan pengawasan atas kebijakan pengurusan, jalannya pengawasan pada umumnya, baik mengenai Perseroan maupun usaha Perseroan dan memberi nasihat kepada Direksi. Pengawasan dan pemberian nasihat tersebut dilakukan untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan.

Termasuk dalam pelaksanaan tugas pengawasan itu, berkenaan dengan: pelaksanaan Rencana Jangka Panjang Perusahaan (RJPP), Rencana Kerja dan Anggaran Perusahaan (RKAP), ketentuan Anggaran Dasar, Keputusan RUPS serta peraturan perundang-undangan.

b. Monitor costs that are incurred to ensure that all these costs are fully directed to serve the interests of the Company with due consideration to proper economic review, financial performance and fairness.

5. Strengthening capital position:
Oversee optimally from the initial process of PMN proposal submission and actively communicate with relevant parties to promote its successful completion.

6. Follow-up to audit findings:
   a. Complete follow-up to audit findings that are raised by both internal and external auditors.
   b. Follow up the findings of the Internal Audit Unit (SPI) to identify priorities with potential accelerated response as these would contribute significant and direct impacts to the Company's performance.

7. Other issues:
   a. Proactively promote guidance and monitoring of subsidiary companies to assist them in sustaining optimum performance results and improving overall financial soundness, including improvements to Dana Tabarru in ReINDO Syariah.
   b. The Board of Directors is also expected to execute a strategic initiative to expand the market with parallel focus on risk management aimed to increase premium income of subsidiary companies.
   c. Implement the knowledge transfer process, specifically from international brokers and reinsurers for Underwriters for the purpose of building internal capabilities, hence the Company can conduct future business with internal human resource expertise, including assessing Class of Business (CoB).

OVERSIGHT BY THE BOARD OF COMMISSIONERS

Pursuant to Indonesia Re's Articles of Association and Law No. 40 of 2007 concerning Limited Liability Company, the Board of Commissioners is responsible for oversight of management policies, general oversight on the Company and its businesses in addition to providing advice to the Board of Directors. These activities are conducted in the interest of the Company and in accordance with its objectives and mission/goals.

The scope of oversight activities includes the implementation of the Company's Long-Term Plan (RJPP), Work and Budget Plan (RKAP), provisions of the Articles of Association, GMS Resolutions, and applicable laws and regulations.

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Dalam hal melaksanakan tugas pengawasan dan memberikan nasihat kepada Direksi, Dewan Komisaris antara lain terlibat dalam Penyusunan Rencana Kerja dan Anggaran Tahunan (RKAT) yang merupakan bagian yang tidak terpisahkan dari RKAP. Kemudian, menyampaikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru lampau kepada RUPS.

Dewan Komisaris memantau dan memastikan bahwa prinsip tata kelola perusahaan yang baik (GCG) telah diterapkan secara efektif dan berkelanjutan. Sedangkan di lingkungan internal, Dewan Komisaris membuat pembagian tugas, termasuk membentuk komite-komite Dewan Komisaris.

Selain itu, Dewan Komisaris melaksanakan rapat rutin dan non rutin, baik internal Dewan Komisaris maupun rapat gabungan Dewan Komisaris dengan Direksi. Dewan Komisaris memberikan tanggapan, saran da n/atau persetujuan atas aksi korporasi yang dilakukan oleh Direksi. Hasil pengawasan disampaikan kepada Pemegang Saham secara berkala.

Begitu juga dengan laporan-laporan yang dipersyaratkan oleh regulator. Dewan Komisaris juga memastikan bahwa dalam laporan tahunan Perusahaan telah memuat informasi sesuai dengan ketentuan dan penyampaiannya sesuai dengan waktu yang ditentukan regulator.

PANDANGAN DEWAN KOMISARIS TERHADAP PROSPEK USAHA PERUSAHAAN

Indonesia Re telah menyusun Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2023 dengan mengacu pada sejumlah peraturan perundang-undangan yang berlaku. Di antaranya, Keputusan Menteri BUMN Nomor: KEP-101/MBU/2002 tentang Penyusunan Rencana Kerja dan Anggaran Badan Usaha Milik Negara, Surat Menteri BUMN Nomor: S-683/MBU/10/2022 tanggal 24 Oktober 2022 hal Aspirasi Pemegang Saham/Pemilik Modal untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2023 serta Anggaran Dasar Perusahaan.

Selain itu, penyusunan RKAP juga telah mempertimbangkan asumsi makro dan mikro, serta memperhatikan situasi dan perkembangan perekonomian terutama bisnis reasuransi. Begitu juga dengan pencapaian prognosa tahun 2022.

Dalam RKAP juga telah memuat Rencana Kerja Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) serta RKA Dewan Komisaris. Karena itu, Dewan Komisaris telah mempelajari dokumen tersebut serta mendukung usulan Direksi atas RKAP yang menggambarkan tentang prospek usaha Perusahaan.

In discharging the duties of oversight and providing advice to the Board of Directors, the Board of Commissioners are involved, among others, in preparing the Annual Work and Budget Plan (RKAT), which is an integral part of RKAP, in addition to presenting a report on oversight duties carried out during the recent financial year to the GMS.

The Board of Commissioners monitors and ensures that the principles of good corporate governance (GCG) have been effectively and continuously implemented. Internally, the Board of Commissioners determines assignment of duties, including forming committees under the Board of Commissioners.

Furthermore, the Board of Commissioners holds routine and non-routine meetings, both internally among members of the Board of Commissioners and jointly with the Board of Directors. The Board of Commissioners expresses its views, makes suggestions, and/or grants approval for corporate actions taken by the Board of Directors. The accomplishment of oversight activities are regularly reported to Shareholders.

The Company is also subject to mandatory reporting by regulators. The Board of Commissioners also ensures that the Company publishes an annual report containing all information and submitted within the timeline in compliance with applicable regulations.

BOARD VIEW ON COMPANY'S BUSINESS PROSPECTS

Indonesia Re has prepared the 2023 Work and Budget Plan (RKAP) with reference to several applicable laws and regulations. Among them is the Decree of the Minister of SOEs No. KEP-101/MBU/2002 concerning Preparation of Work and Budget Plan for State-Owned Enterprises, Letter of the Minister of SOEs No. S-683/MBU/10/2022, dated October 24, 2022, concerning Aspirations of Shareholders/Capital Owners to Prepare Company's 2023 Work and Budget Plan and Articles of Association.

The preparation of RKAP has taken into consideration macro and micro assumptions as well as economic conditions and developments, particularly related to the reinsurance business. Likewise, with the achievement of the prognosis in 2022.

The RKAP includes the Work Plan and Budget for the Social and Environmental Responsibility Program (RKA TJSL) as well as the Board of Commissioners Work Plan and Budget. As a result, the Board of Commissioners has reviewed this document and supported the Board of Directors' proposals in the RKAP, which provides an overview of the Company's business prospects.

Kendati demikian, Dewan Komisaris memberikan arahan agar Direksi memperhatikan sejumlah hal dalam menghadapi tahun 2023. Di antaranya, Dewan Komisaris mengingatkan agar penyelesaian masalah pajak masa lalu serta perhitungan cadangan premi dan klaim yang *proper* selalu menjadi *concern* Direksi, begitu juga beban-beban masa lalu apabila ada untuk diselesaikan secara bertahap.

Prosedur penanganan pajak, cadangan premi dan klaim serta potensi klaim jangka panjang untuk tahun 2023 ke depan dapat ditangani dengan prosedur yang *proper* sesuai ketentuan dan koordinasi dengan seluruh *stakeholder*. Direksi juga harus memperbaiki sistem informasi agar dapat melakukan evaluasi atas hasil *underwriting* bersih (HUB) Perusahaan dari Perubahan *Treaty* secara periodik, dengan mendasarkan pada data yang akurat, khususnya bagi *ceding-ceding* baru dan *ceding-ceding* yang memberikan *result* bisnis negatif.

Hal lainnya, Direksi agar tetap melakukan kontrol atas beban biaya dengan mempertimbangkan pencapaian target HUB dan hasil investasi. Piutang dan investasi perlu terus di monitor agar sesuai ketentuan dan memperhitungkan dengan baik potensi "*currency mismatch* " atas *liability* dalam mata uang asing.

Dewan Komisaris mengingatkan Direksi agar senantiasa meningkatkan pengawasan pada anak perusahaan terkait dengan fokus bisnis serta implementasi *Governance Risk Compliance* (GRC) secara baik. Pada saat bersamaan, Direksi tetap menjaga *Risk Based Capital* (RBC) Perusahaan diatas ketentuan OJK serta mengusahakan kenaikan RBC dan peringkat Perusahaan sambil tetap berusaha mendapatkan tambahan modal.

PANDANGAN DEWAN KOMISARIS ATAS PENERAPAN TATA KELOLA PERUSAHAAN

Dewan Komisaris menilai bahwa Direksi telah menerapkan tata kelola perusahaan dengan baik. Hal itu diwujudkan melalui penerapan prinsip-prinsip *Good Corporate Governance* (GCG) yang selalu dipatuhi dalam setiap aksi korporasi, implementasi strategi dan pengambilan keputusan selama tahun 2022.

Selain itu, Perusahaan juga telah memiliki Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS) yang berfungsi sebagai sarana pencegahan, pengungkapan pelanggaran atau tindak kecurangan dalam Perusahaan. Termasuk di dalamnya *insider trading, fraud, money laundering, Anti Bribery and Corruption* (ABC), diskriminasi dan penyimpangan lainnya.

Dewan Komisaris sangat memperhatikan penerapan dan efektivitas pelaksanaan WBS dan beranggapan bahwa sampai saat ini, Perusahaan telah menerapkan dan mengembangkan

Nevertheless, the Board of Commissioners provides direction for the Board of Directors to closely monitor certain matters in facing 2023. Those that the Board of Commissioners highlighted should become the Board of Directors' particular concerns, including the settlement of past tax issues and proper calculation of reserves for premiums and claims, as well as other incurred costs requiring gradual settlement.

Proper procedures based on existing regulations and close coordination with all stakeholders need to be applied to handle company taxes, premiums and claims reserves, as well as potential long-term claims for 2023 and beyond. The Board of Directors must also improve the existing information system with capabilities to make periodic evaluations of the Company's net underwriting results (HUB) from Treaty changes based on accurate data, particularly for new ceding companies and existing ceding companies identified to contribute negative business results.

Other important matters for the Board of Directors include exercising cost control by comparing it to the achievement of HUB and investment return targets. Receivables and investments must be continuously monitored to ensure regulatory compliance and to prudently mitigate the risk of a currency mismatch arising from liabilities denominated in foreign currencies.

Another reminder from the Board of Commissioners to the Board of Directors is the necessity for consistent improvement in oversight of subsidiaries related to business focus and effective implementation of Governance Risk Compliance (GRC). At the same time, the Board of Directors must maintain the Company's Risk-Based Capital (RBC) above OJK's mandatory limits and seek to increase the Company's RBC and rating in addition to implementing efforts to obtain additional capital.

BOARD VIEW ON CORPORATE GOVERNANCE IMPLEMENTATION

The Board of Commissioners considers that the Board of Directors has effectively implemented corporate governance. This is evident through the Company's consistent adherence to Good Corporate Governance (GCG) principles in executing corporate actions, corporate strategies, and decision-making processes during 2022.

Further, the Company has in operation a Whistleblowing System (WBS) that functions to prevent and disclose fraudulent acts and other violations within the Company, including insider trading, fraud, money laundering, Anti Bribery and Corruption (ABC), discrimination, and other irregularities.

The Board of Commissioners closely monitors the WBS application and its overall effectiveness, providing a positive assessment of the Company's performance to date in

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mekanisme media pengaduan WBS, antara lain melalui email khusus dengan alamat: wbs@indonesiare.co.id, *website* www.indonesiare.co.id, SMS Centre khusus +6281115220 serta dibentuknya pihak khusus yang menangani pengaduan.

Dewan Komisaris menyarankan agar setiap insan Indonesia Re berani untuk menyampaikan info-info tentang pelanggaran dan penyimpangan yang terjadi di dalam perusahaan.

PENILAIAN TERHADAP KINERJA KOMITE DI BAWAH DEWAN KOMISARIS

Hingga akhir tahun buku 2022, Dewan Komisaris memiliki 4 (empat) komite di bawahnya: Komite Audit, Komite Nominasi dan Remunerasi, Komite Pemantau Risiko, dan Komite Tata Kelola Terintegrasi.

Setiap tahun, Dewan Komisaris memberikan penilaian terhadap kinerja komite-komite tersebut. Kriteria dalam penilaian kinerja Komite dapat dilihat dari tercapainya penyusunan Laporan Bulanan yang berisi analisa atas kinerja Perusahaan, Laporan Triwulanan dan Laporan Tahunan yang disusun oleh Komite atas Laporan Kinerja Komite termasuk rekomendasi yang dilaporkan kepada Dewan Komisaris.

Dengan berbagai pertimbangan tersebut, Dewan Komisaris menilai bahwa komite di bawah Dewan Komisaris telah melaksanakan tugas dan tanggung jawabnya di sepanjang tahun 2022 sesuai ketentuan Otoritas Jasa Keuangan (OJK).

PERUBAHAN KOMPOSISI DEWAN KOMISARIS

Sesuai dengan ketentuan Pasal 111 ayat (1) jo Pasal 119 ayat (1) Undang-Undang Nomor 40 Tahun 2007 tentang Perseroan Terbatas dan Pasal 27 ayat (1) dan (2) Undang-Undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara, pengangkatan dan pemberhentian Dewan Komisaris ditetapkan oleh Rapat Umum Pemegang Saham (RUPS), dalam hal ini yang bertindak selaku RUPS, yaitu Menteri BUMN.

Sepanjang tahun 2022, telah terjadi perubahan komposisi Dewan Komisaris. RUPS memberhentikan dengan hormat Mohammad Tonas dan mengangkat Reza Yamora Siregar serta Arya Gumilar sebagai Komisaris Independen.

the implementation and development of WBS reporting mechanisms and media, including access via a designated email address: wbs@indonesiare.co.id, website www.indonesiare.co.id, special SMS Centre +6281115220, and the formation of a team specifically tasked to handle complaints.

The Board of Commissioners sincerely appeals to every Indonesia Re employee to have courage and divulge information on potential violations and irregularities that occur within the Company.

ASSESSMENT ON PERFORMANCE OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS

At the end of the 2022 financial year, the Board of Commissioners has four (4) committees under its responsibility: the Audit Committee, the Nomination and Remuneration Committee, the Risk Monitoring Committee, and the Integrated Governance Committee.

The Board of Commissioners provides an annual assessment of the performance of these committees. Criteria used in committee performance assessment can be seen from Monthly Reports prepared and submitted, containing results in terms of analysis of the Company's performance, as well as Quarterly Reports and Annual Report prepared by Committee on Committee Performance Report, including recommendations reported to the Board of Commissioners.

With these considerations, the Board of Commissioners assesses that the committees under the Board of Commissioners have fulfilled their duties and responsibilities in 2022 in accordance with regulations issued by the Financial Services Authority (OJK).

CHANGE IN MEMBERSHIP OF THE BOARD OF COMMISSIONERS

Pursuant to Article 111 paragraph (1) jo Article 119 paragraph (1) Law No. 40 of 2007 concerning Limited Liability Company and Article 27 paragraphs (1) and (2) Law No. 19 of 2003 concerning State-Owned Enterprise, appointment and dismissal of the Board of Commissioners members by the General Meeting of Shareholders (GMS), in this matter acting as GMS is the Minister of SOEs.

There was a change in the membership of the Board of Commissioners in 2022. The GMS honorably dismissed Mohammad Tonas and appointed Reza Yamora Siregar and Arya Gumilar as Independent Commissioners.

Dengan demikian, komposisi Dewan Komisaris Indonesia Re hingga berakhirnya tahun buku 2022 adalah sebagai berikut:

Therefore, the membership of the Board of Commissioners of Indonesia Re at the end of the 2022 financial year is as follows:

Julian Noor	Komisaris Utama/ Komisaris Independen	President Commissioner/ Independent Commissioner
Dadang Iskandar	Komisaris	Commissioner
Dwi Pudjiastuti Handayani	Komisaris	Commissioner
Reza Yamora Siregar	Komisaris Independen	Independent Commissioner
Arya Gumilar	Komisaris Independen	Independent Commissioner

APRESIASI

Dewan Komisaris menyampaikan terima kasih kepada Pemegang Saham yang telah memberikan kepercayaan dan kesempatan serta dukungan kepada Dewan Komisaris untuk menjalankan tugas dan fungsi Dewan Komisaris dalam melakukan pengawasan serta memberikan nasihat kepada Direksi Perusahaan.

Kepada Direksi dan seluruh Insan Indonesia Re, Dewan Komisaris memberikan apresiasi dan ucapan terima kasih atas dedikasi dan kerja keras yang diberikan selama tahun 2022. Dewan Komisaris mengajak seluruh Insan Indonesia Re untuk melakukan perubahan dan terus memberikan kemampuan terbaiknya agar dapat membantu Perusahaan meraih pertumbuhan kinerja yang berkelanjutan.

Kepada para pemangku kepentingan lainnya yaitu seluruh mitra kerja, Dewan Komisaris menyampaikan terima kasih atas kerja sama yang telah terjalin dengan baik selama ini. PT RIU berkomitmen untuk memberikan nilai dan manfaat yang berkelanjutan kepada mitra kerja, pemangku kepentingan dan Negara Indonesia.

APPRECIATION

The Board of Commissioners expresses utmost appreciation to our Shareholders for their continued trust and support to extend opportunities to the Board of Commissioners in fulfilling duties and functions in performing oversight and providing advice to the Board of Directors of the Company.

The Board of Commissioners also convey appreciation and gratitude to the Board of Directors and all Indonesia Re employees for their dedication and hard work throughout 2022. The Board of Commissioners encourages all Indonesia Re employees to embrace change and continually give their best efforts to support the Company in achieving sustainable performance growth.

To all valued stakeholders and our business partners, in particular, the Board of Commissioners is sincerely grateful for the cooperation we have built through the years. PT RIU is fully committed to contributing sustainable value and benefits to our business partners, stakeholders, and Indonesia.

Jakarta, Mei | May 2023

Atas nama Dewan Komisaris
On behalf of the Board of Commissioners

Julian Noor
Komisaris Utama/Komisaris Independen
President Commissioner/Independent Commissioner

Laporan Direksi

Board of Directors' Report

BENEDICTUS (BENNY) M. WAWORUNTU
Direktur Utama
President Director

Kinerja Perusahaan pada tahun 2022 menunjukkan perbaikan, sejalan dengan penerapan strategi yang tepat oleh manajemen, antara lain menjaga kesehatan keuangan serta kecukupan kapasitas bisnis.

The Company delivered an improved performance in 2022, in line with the right strategy execution by the Management, including maintaining healthy financial and adequate business capacity.

Pemegang Saham dan Pemangku Kepentingan yang terhormat,

Dengan memanjatkan puji dan syukur kepada Tuhan Yang Maha Esa, PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re", "Perusahaan") dapat melalui tahun 2022 dengan baik. Di tengah kondisi eksternal yang bergerak dinamis, Perusahaan terus melakukan yang terbaik demi menjaga kesinambungan usaha Perusahaan.

Laporan ini merupakan informasi atas pengelolaan Perusahaan untuk tahun buku yang berakhir pada 31 Desember 2022 beserta laporan keuangan yang telah diaudit oleh Kantor Akuntan Publik Hertanto Grace Karunawan (HGK) dengan opini "Wajar dalam semua hal yang material".

PERKEMBANGAN KONDISI EKONOMI DAN INDUSTRI

Pada awal tahun 2022, kondisi perekonomian Indonesia masih dalam fase proses pemulihan dari dampak pandemi COVID-19 yang terjadi pada periode sebelumnya. Salah satu tanda-tandanya adalah membaiknya gairah ekonomi secara global, terlihat dari meningkatnya permintaan.

Dear Shareholders and Stakeholders,

Praise and gratitude be to God the Almighty, which has allowed us to carry PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re", "the Company") through 2022 with notable achievements. We did our best to navigate the year's dynamic external landscape to sustain the Company's business.

This report gives you information on the Company's management during the fiscal year ended December 31, 2022, along with the financial statements that had been audited by the Public Accounting Firm Hertanto Grace Karunawan (HGK) with the opinion "fair in all material respects."

DEVELOPMENT OF ECONOMIC AND INDUSTRIAL CONDITIONS

As the year began to unfold, Indonesia's economy was still recovering from the pandemic impacts that had been inflicting the country for quite a while. A major sign of the recovery was the reignition of the economy as global demand strengthened.

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Proses pemulihan ekonomi tersebut mendapat tantangan berat seiring dengan dinamika geopolitik di tingkat global, yaitu terjadinya perang Rusia dan Ukraina. Ketegangan geopolitik tersebut berdampak pada pelemahan transaksi perdagangan, kenaikan harga komoditas, dan ketidakpastian pasar keuangan global. Meski penyebaran COVID-19 mulai menurun, pemburukan kondisi tersebut menyebabkan koreksi prakiraan pertumbuhan ekonomi global dan menambah ketidakpastian pasar keuangan global.

Fragmentasi politik dan ekonomi serta pemburukan gangguan mata rantai pasokan global memperlemah pertumbuhan ekonomi dari sisi penawaran. Eskalasi ketegangan geopolitik Rusia-Ukraina yang diikuti dengan pengenaan sanksi berbagai negara terhadap Rusia serta perang dagang AS-Tiongkok yang memanas memengaruhi transaksi perdagangan dan menyebabkan gangguan mata rantai pasokan global. Harga komoditas global meningkat, termasuk komoditas energi, pangan, dan logam, sehingga memberikan tekanan pada inflasi global.

Pengetatan kebijakan moneter yang agresif di negara maju menyebabkan perlambatan perekonomian dari sisi permintaan. Pengetatan kebijakan moneter tersebut mendorong perlambatan ekonomi dari sisi permintaan dan peningkatan ketidakpastian pasar keuangan global.

Hal ini menjadi penyebab bank sentral di banyak negara menaikkan suku bunga acuan. Bank sentral Amerika Serikat (The Federal Reserve/The Fed) misalnya, mulai menaikkan suku bunga acuan sejak Maret 2022. Tujuannya untuk meredam laju inflasi.

Langkah serupa dilakukan oleh Bank Indonesia. Bukan hanya untuk meredam inflasi, tetapi juga menstabilkan nilai tukar rupiah yang terus melemah.

Secara umum, di tengah kondisi yang dinamis, Indonesia menghadapi 5 (lima) tantangan. Pertama, pertumbuhan ekonomi yang menurun (*slow growth*). Kedua, inflasi yang sangat tinggi (*high inflation*) dipicu kenaikan harga energi dan pangan global. Ketiga, kebijakan suku bunga tinggi dalam waktu yang lama (*higher for longer*). Keempat, dolar AS yang sangat kuat (*strong dollar*) sehingga memberikan tekanan depresiasi nilai tukar banyak negara. Kelima, penarikan dana investor global dan mengalihkan ke aset likuid (*cash is the king*). Berbagai tantangan perekonomian global tersebut pada akhirnya menuntut penguatan kerja sama internasional baik skala regional maupun multilateral.

Nonetheless, the global economic recovery faced some serious challenges due to geopolitical dynamics after Russia waged war against Ukraine. This heightened geopolitical tension led to weaker trade transactions, rising commodity prices, and uncertainty in global financial markets. While COVID-19 has begun to diminish, this less favorable landscape resulted in downward corrections in global economic growth projection and added uncertainty to the already shaky global financial market.

The political and economic fragmentation combined with global supply chain disruption weakened economic growth on the supply side. The escalated geopolitical tension between Russia and Ukraine and the subsequent sanctions imposed by certain countries on the former [G1], and the heated US-China trade war had an impact on trade transactions and caused global supply chain disruptions. The prices of global commodities such as energy, food, and metal skyrocketed, fueling fires of global inflation.

This aggressive tightening of monetary policy in developed nations has slowed global economic demand. This policy has eventually slowed the economy on the demand side and increased uncertainty in global financial markets.

This prompted the central banks around the globe to hike their benchmark rates. The Federal Reserve has led the charge since March of this year. Their sole objective was to curb inflation.

Bank Indonesia followed suit with an additional objective of stabilizing the rupiah exchange rate in addition to curbing otherwise more severe inflation.

In general, Indonesia encountered 5 (five) challenges during that very dynamic landscape. First, slow economic growth. Second, high inflation was triggered by increases in global energy and food prices. Third, higher for longer high-interest rates policy. Fourth, the strong US dollar put downward pressure on the currencies of many other countries. Fifth, global investors withdrew their funds and converted them into liquid assets (where cash is considered king). The various challenges to the global economy ultimately prompted countries to strengthen international cooperation on both the regional and multilateral scales.

Sinergi kebijakan kuat Bank Indonesia, pemerintah, dan Komite Stabilitas Sistem Keuangan (KSSK) mampu memuluskan berlanjutnya pemulihan ekonomi pada 2022 dengan ditopang stabilitas ekonomi yang terjaga. Perekonomian Indonesia terbukti cukup kuat menghadapi tekanan kondisi global. Badan Pusat Statistik (BPS) mencatat ekonomi tumbuh 5,31% secara tahunan (*year on year*/yoy). Seluruh sektor usaha juga bergerak positif. Lapangan usaha jasa keuangan dan asuransi tumbuh 1,93% (yoy).

ANALISIS ATAS KINERJA PERUSAHAAN 2022

Kendala dan Tantangan yang Dihadapi

Kondisi perekonomian global berdampak kepada industri perasuransian nasional. Dengan demikian, industri perlu melakukan kajian ulang mengenai pengetatan syarat dan ketentuan serta tarif asuransi guna mengantisipasi *hardening market* akibat pandemi COVID-19 yang terjadi sejak tahun 2020. *Hardening Market* merupakan kondisi saat industri asuransi dan reasuransi global mencatatkan peningkatan klaim yang signifikan dan mempengaruhi profitabilitas. Sebagai akibatnya, *renewal treaty* menunjukkan indikasi peningkatan tarif, penurunan kapasitas risiko dan pemberlakukan beberapa ketentuan pembatasan.

Untuk memitigasi dampak dari kondisi *hardening market* pada pasar asuransi global, Indonesia Re melakukan peninjauan kembali *terms and condition*, serta menghitung ulang *pricing/rate*. Penyesuaian ini dilakukan agar tercipta kembali keseimbangan ekosistem industri yang menjadi tanggung jawab bersama industri perasuransian.

Strategi dan Kebijakan Strategis

Seiring dengan kondisi yang berkembang sepanjang tahun 2022, Indonesia Re telah memitigasinya melalui sejumlah strategi dan kebijakan strategis. Di antaranya adalah:

1. *Pricing* yang sehat dan pencadangan yang cukup untuk setiap premi didukung dengan basis data perhitungan lengkap dan akurat, telah memitigasi risiko secara wajar dan mencukupi, baik dari sisi teknis perusahaan reasuransi maupun kewajaran pencatatan akuntansi.

2. *Improvement* metode cadangan teknis baik di Reasuransi Jiwa dan Reasuransi Umum melalui *review* metode cadangan teknis dari konsultan eksternal.

3. Mempersiapkan implementasi IFRS 17 di tahun 2025 dengan tahapan pembuatan *position paper* dan penentuan konsultan/vendor sistem IFRS 17.

Buoyed by sustained economic stability, Bank Indonesia worked in synergy with the government and the Financial System Stability Committee (KSSK) to keep the year's economic recovery momentum. Indonesia's economy yet again proved shock-resilient. The country's Central Statistics Agency (BPS) registered an annualized 5.31% of economic growth. Businesses across all sectors were revving up. The financial services and insurance business sector grew 1.93% (yoy).

ANALYSIS OF COMPANY PERFORMANCE IN 2022

Obstacles and Challenges

Global economic conditions have had an impact on the nation's insurance industry. It was necessary for the industry to have a further review on tightening insurance terms and conditions to anticipate a hardening market due to the COVID-19 pandemic that has hit the country since 2020. A hardening market refers to a condition where the global insurance and reinsurance industry records a significant increase in claims, which narrows profitability. As a result, the renewal treaty shows indications of increasing rates, reducing risk capacity, and imposing several restrictive provisions.

To mitigate the impact of hardening market conditions on the global insurance market, Indonesia Re has reviewed the terms and conditions and recalculated pricing/rate. We made this adjustment to re-create a balanced industrial ecosystem as a shared responsibility of the insurance industry.

Strategy and Strategic Policy

Indonesia Re has mitigated the possible risks associated with the current trend throughout 2022 through a number of strategies and strategic policies, which encompassed:

1. Sound pricing and adequate reserves for each premium backed by a database of complete and accurate calculations, which have mitigated risks fairly and adequately, both from the technical point of view of reinsurance companies and fair accounting records.

2. Improvement in technical reserve methods in both Life Reinsurance and General Reinsurance through a review of technical reserve methods by external consultants.

3. Preparing for the implementation of IFRS 17 which will come into effect in 2025 with the stages of preparing a position paper and determining consultants/vendors for the IFRS 17 system.

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4. Meningkatkan efektivitas pengendalian rasio klaim dan memastikan kecukupan cadangan klaim masing-masing portofolio bisnis didukung dengan perhitungan yang akurat.

5. Menjaga kesehatan keuangan serta kecukupan kapasitas bisnis yang didukung dengan optimalisasi kapasitas retrosesi maupun retensi sendiri.

6. Pengelolaan dan penempatan aset investasi Perusahaan harus dilakukan secara hati-hati pada instrumen investasi yang sehat, menerapkan prinsip liability driven investment/LDI serta prinsip manajemen risiko perusahaan yang *prudent* sesuai Peraturan OJK.

7. Terus melakukan langkah-langkah peningkatan, perbaikan kinerja dan mitigasi risiko serta perbaikan portofolio, maupun peningkatan kontribusi kinerja dari masing-masing Anak Perusahaan.

8. Meningkatkan optimalisasi *management information system* (MIS) perusahaan, melakukan penguatan *database* perusahaan untuk masing-masing portofolio bisnis/CoB termasuk perhitungan aktuaria.

9. Penyelesaian kasus sengketa perpajakan terkait proses merger di tahun 2015 yang dihadapi perusahaan dilakukan dengan mengupayakan pengajuan Penilaian Kembali keputusan Banding ke Mahkamah Agung.

10. Melakukan upaya mitigasi terkait hukum atas penyelesaian tagihan klaim yang berasal dari bisnis lama RUI (kontrak tahun 1960 – 1970).

4. Improving the effectiveness of controlling the claim ratio and ensuring the adequacy of claim reserves for each business portfolio supported by accurate calculations.

5. Maintaining financial health and adequacy of business capacity supported by optimizing retrocession and internal retention capacity.

6. Prudent management and placement of the Company's investment assets in sound investment instruments, applying the liability driven investment/LDI principle and prudent corporate risk management principles in compliance with OJK Regulations.

7. Taking continuous steps to enhance, improve performance and mitigate risks while improving and encouraging all subsidiaries to make more meaningful contributions.

8. Increasing the optimization of the Company's management information system (MIS), strengthening the company database for each business/CoB portfolio including actuarial calculations.

9. The settlement of the tax dispute case faced by the Company related to the merger process in 2015 was carried out by filing a Re-Assessment of the Appeal Decision to the Supreme Court.

10. Conducting legal mitigation efforts for the settlement of claim bills originating from the old RUI business (1960-1970 contract).

Peran Direksi dalam Perumusan Strategi dan Kebijakan Strategis serta Upaya Memastikan Implementasinya

Keterlibatan Direksi dalam perumusan strategi diawali dari penyusunan Rencana Kerja Anggaran Perusahaan (RKAP), penyelarasan strategi Rencana Jangka Panjang Perusahaan (RJPP) pasca COVID-19, penyesuaian Master Plan TI (MPTI) terkait transformasi digitalisasi pasca COVID-19, dan penyusunan Rencana Bisnis Perusahaan (Renbis).

Selain itu, Direksi juga merumuskan pengajuan Penyertaan Modal Negara (PMN) sebagai upaya memperkuat modal Perusahaan.

Our Role in the Formulation of Strategies and Strategic Policies and Efforts to Ensure Strategy Executions

Our engagement in the formulation of the strategy begins with the preparation of the Company's Budget Work Plan (RKAP), alignment of the post-COVID-19 Corporate Long Term Plan (RJPP) strategy, adjustment to the IT Master Plan (MPTI) related to post-COVID-19 digitization transformation, and the preparation of the Company Business Plan (Renbis).

We also formulated submissions for State Equity Participation (PMN) as an effort to strengthen the Company's capital.

Di bidang pengelolaan usaha, Direksi terlibat aktif dalam merumuskan sejumlah kebijakan strategis terkait dengan: Strategi perbaikan proses bisnis melalui implementasi Host to Host antara perusahaan dengan *ceding company*, upaya meningkatkan kualitas produk dan layanan kepada nasabah (*ceding*) termasuk penetapan *pricing* dan *term and condition* yang sehat, startegi dalam rangka meningkatkan kualitas Sumber Daya Manusia (SDM) baik internal maupun Industri melalui Indonesia Re Institute, serta mendorong berlangsungnya transformasi perusahaan secara terus menerus dan konsisten melalui digitalisasi.

In running the business, we were actively involved in formulating a number of strategic policies pertaining to: Strategies for improving business processes through Host to Host between the Company and ceding companies, efforts to improve the quality of products and services to the customers (ceding) including setting healthy pricing and terms and conditions, strategies for improving Human Resources (HR) quality both internal-Company and industry-wide through the Indonesia Re Institute, and encouraging continuous and consistent corporate transformation through digitalization.

Pada bulan September 2022 dilaksanakan *event* Indonesia Re *International Conference* (IIC) 2022, dalam rangka memberikan informasi terbaru di bidang perasuransian dan memperkuat literasi keuangan kepada semua pemangku kepentingan dengan tema *Dealing With Climate Change, Pandemic, and Geopolitical Challenges* dimana rangkaian acara tersebut juga dilakukan *relaunching* Indonesia Re Institut dan peluncuran aplikasi BPPDAN analytic Gen 1 bekerja sama dengan Swiss Re, serta dilaksanakan *go live* Indonesia Re *Insurance Inteligence* (I3).

In September 2022 the Indonesia Re International Conference (IIC) 2022 event was held to give the latest information in insurance business and strengthen financial literacy to all stakeholders, carrying the theme of 'Dealing With Climate Change, Pandemic, and Geopolitical Challenges', during which the Indonesia Re Institute was re-launched and the BPPDAN analytic Gen 1 app was launched in collaboration with Swiss Re, as well as the implementation of go live Indonesia Re Insurance Intelligence (I3).

Tidak berhenti pada perumusan, Direksi juga ikut memastikan seluruh strategi dan kebijakan strategis yang telah ditetapkan dapat diimplementasikan dengan baik dan optimal. Upaya ini direalisasikan melalui pembentukan tiga belas (13) gugus kerja yang ada di Perusahaan dan pelaksanaan sejumlah kegiatan, seperti:

We did not stop at strategy formulation, as we had to ensure all the predetermined strategies and strategic policies were properly executed to get optimum results. We actualized this effort through the establishment of thirteen (13) working groups in the Company and the implementation of a number of activities, such as:

Pembentukan Gugus Kerja di Perusahaan

Formation of a Working Group

No.	Gugus Kerja Working Group	Tanggung Jawab Responsibility	
1.	**Tim *Business Process Improvement* | Business Process Improvement**		
	Tim Umum **General Team**	a. Melakukan Perencanaan dan jadwal seluruh rencana pekerjaan	a. Planning and scheduling all work plans
		b. Melakukan koordinasi dalam pelaksanaan pekerjaan	b. Coordinating the execution of all work planned
		c. Melakukan *alignment* terhadap hasil dari tim-tim kerja	c. Aligning the results of work teams
		d. Melakukan pelaporan secara berkala kepada Direksi atas hasil pekerjaan	d. Delivering periodic reports to the Board of Directors on work results
		e. Sebagai koordinator dan *counter part* konsultan (apabila diperlukan) terhadap proses penyusunan *Business Process Improvement*	e. Acting as a coordinator and counterpart consultant (if needed) for the Business Process Improvement preparation process
	Tim *Analysis* **Analysis Team**	a. Melakukan reviu terhadap proses bisnis Indonesia Re saat ini	a. Reviewing Indonesia Re's current business processes
		b. Melakukan koordinasi dengan unit kerja terkait proses bisnis *existing*	b. Coordinating with related work units on existing business processes

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No.	Gugus Kerja Working Group	Tanggung Jawab Responsibility	
		c. Melakukan *Gap Analysis* terhadap proses bisnis *existing*	c. Conducting Gap Analysis of existing business processes
	Tim Transformasi dan Inovasi **Transformation and Innovation Team**	a. Melakukan reviu terhadap *Gap Analysis* yang dihasilkan	a. Conducting reviews of the Gap Analysis results
		b. Melakukan rancangan inovasi dan transformasi untuk menutup *gap existing*	b. Designing innovation and transformation to fill existing gaps
	Tim *Allignment* dan Implementasi **Alignment and Implementation Team**	a. Melakukan penyesuaian SOP	a. Making adjustments in SOPs
		b. Melakukan sosialisasi bisnis proses terbaru	b. Disseminating the latest business processes
2.	**Tim Digitalisasi | Digitalization Team**		
	Tim Digitalisasi Perseroan bertugas sebagai berikut: **The Company's Digitalization Team has the following duties:**	a. menyusun program kerja, anggaran beserta *timeline*/target waktu dan *output*nya;	a. preparing work programs, budgets with timelines/time frames and work outputs;
		b. melakukan akselerasi penyelesaian program-program digitalisasi Perseroan;	b. accelerating the completion of the Company's digitalization programs;
		c. mengusulkan untuk menggunakan konsultan, narasumber, dan/atau tim pendukung lainnya sesuai dengan kebutuhan untuk mendukung kelancaran pelaksanaan tugas apabila dipandang perlu;	c. suggesting using the services of consultants, resource persons, and/or other support teams as needed to support the smooth implementation of tasks, if deemed necessary;
		d. melakukan koordinasi dengan kepala divisi terkait dan/atau unit kerja lainnya dalam rangka penyusunan konsep digitalisasi bisnis dan/atau usulan atas tugas yang dilakukan;	d. coordinating with heads of related divisions and/or other work units in order to prepare business digitization concepts and/or suggestions for tasks carried out;
		e. melakukan tugas-tugas lain yang berkaitan dengan akselerasi penyelesaian program-program digitalisasi Perseroan.	e. conducting other tasks related to accelerating the completion of digitalization of the Company's programs.
3.	**Tim *Employee Engagement* | Employee Engagement Team**		
	Tim *Engagement* bertugas untuk: **The Engagement Team is tasked with:**	a. Menyusun program kerja, anggaran, beserta *timeline*/target waktu dan *output*nya;	a. Developing work programs, budget, along with a timeline/time target and outputs;
		b. Merumuskan konsep program *engagement* karyawan dalam rangka memenuhi KPI perusahaan;	b. Formulating the concept of an employee engagement program in order to meet the Company's KPIs;
		c. Melaksanakan dan memonitor penyelenggaraan program *engagement* karyawan;	c. Executing and monitoring of employee engagement programs;
		d. Mengusulkan untuk menggunakan jasa pihak ketiga, narasumber, dan/atau pihak pendukung lainnya sesuai dengan kebutuhan untuk mendukung kelancaran pelaksanaan program *engagement* karyawan apabila dipandang perlu;	d. Proposing to use the services of third parties, resource persons, and/or other supporting parties as needed to support the smooth implementation of the employee engagement program, if deemed necessary;

No.	Gugus Kerja Working Group	Tanggung Jawab Responsibility	
		e. Melakukan koordinasi dengan divisi terkait untuk melibatkan karyawan dan karyawan anak usaha sehubungan dengan pelaksanaan tugasnya dan berkoordinasi dengan organisasi BAPORSI, BABINROHIS, Organisasi Millenial, serta organisasi lain yang dibentuk oleh perusahaan berdasarkan Keputusan Direksi berdasarkan persetujuan Corporate Secretary Division Head dan HCGA Division Head;	e. Coordinating with related divisions to engage employees and the employees of subsidiaries pertaining to the implementation of their respective works and coordinating with BAPORSI, BABINROHIS, Millenial Organizations, and other organizations formed by the Company based on Directors Decree based on the approval of the Corporate Secretary Division Head and HCGA Division Head;
		f. Melakukan tugas-tugas lain yang berkaitan dengan pelaksanaan program *engagement* karyawan;	f. Conducting other tasks related to the implementation of the employee engagement program;
		g. Bentuk program *engagement* yang dimaksud pada angka 2 adalah diluar rangkaian kegiatan rutin seperti perayaan HUT Perusahaan dan buka puasa bersama.	g. Engagement programs referred to in point 2 refers to anything beyond the series of routine activities such as celebrating the Company's anniversary and breaking the fast together.
4.	**AR/AP dan *Suspense* | AR/AP and Suspensed Account**		
	Tim Penyelesaian *Suspended Account* Dan Utang Piutang PT Reasuransi Indonesia Utama (Persero) bertugas untuk: **The PT Reasuransi Indonesia Utama (Persero) Suspended Account and AR/AP Settlement Team is tasked with:**	a. Melakukan penyelesaian *suspense* dan utang piutang yang membutuhkan koordinasi antara unit kerja yang terkait;	a. Conducting settlement of suspended and receivables/ payables accounts that require inter-work unit coordination;
		b. Mengusulkan *initiative strategic* yang dibutuhkan termasuk namun tidak terbatas pada SOP, Guidelines yang diperlukan dalam rangka penyelesaian *suspense* dan utang piutang;	b. Proposing the necessary strategic initiatives including but not limited to the necessary SOPs and guidelines to settle suspended and receivables/payables accounts;
		c. Melakukan penyelesaian *suspense* dan utang piutang dimaksud meliputi bisnis reasuransi umum dan reasuransi jiwa.	c. The referred settlement of suspended and receivables/ payables accounts includes the general reinsurance business and the life reinsurance business.
5.	**Tim IFRS 17 | IFRS 17 Team**		
	Tim Persiapan Implementasi *International Financial Accounting Standard* (IFRS) 17 Perseroan bertugas sebagai berikut: **The Company's International Financial Accounting Standard (IFRS) 17 Implementation Preparation Team has the following duties:**	a. Menyusun program kerja, anggaran beserta *timeline*/target waktu dan outputnya;	a. Developing work programs, agreements along with timelines/ time frames and work outputs;
		b. menyusun konsep dan langkah-langkah persiapan implementasi *International Financial Accounting Standard* (IFRS) 17 PT Reasuransi Indonesia Utama (Persero);	b. Developing concepts and steps to prepare for the implementation of International Financial Accounting Standards (IFRS) 17 PT Reasuransi Indonesia Utama (Persero);
		c. Mengusulkan untuk menggunakan konsultan, narasumber, dan/ atau tim pendukung lainnya sesuai dengan kebutuhan untuk mendukung kelancaran pelaksanaan tugas apabila dipandang perlu;	c. Proposing to use the services of consultants, resource persons, and/or other support teams as needed to support the smooth implementation of tasks if deemed necessary;

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No.	Gugus Kerja Working Group	Tanggung Jawab Responsibility	
		d. Melakukan koordinasi dengan kepala divisi terkait dan/atau unit kerja lainnya serta anak usaha dalam rangka persiapan implementasi *International Financial Accounting Standard* (IFRS) 17 PT Reasuransi Indonesia Utama (Persero);	d. Coordinating with heads of related divisions and/or other work units and subsidiaries to prepare for the implementation of the International Financial Accounting Standard (IFRS) 17 of PT Reasuransi Indonesia Utama (Persero);
		e. Melakukan tugas-tugas lain yang berkaitan dengan persiapan implementasi *International Financial Accounting Standard* (IFRS) 17 PT PT Reasuransi Indonesia Utama (Persero).	e. Conducting other tasks related to the preparation for the implementation of the International Financial Accounting Standard (IFRS) 17 of PT Reasuransi Indonesia Utama (Persero).
6.	**Tim *Service Excellence* | Service Excellence Team**		
	Tim *service Excellence* bertugas untuk: **The Service Excellence team is tasked with:**	a. Menyusun program kerja,anggaran beserta *timeline*/target waktu dan outputnya;	a. Developing work programs, budgets along with timelines/time frames and work outputs;
		b. Menyusun konsep *excellent service* PT Reasuransi Indonesia Utama (Persero) sebagai upaya untuk membangun *corporate brand* sebagai perusahaan yang mengedepankan profesionalitas dalam melakukan pelayanan jasa kepada mitra usaha;	b. Developing the excellent service concept of PT Reasuransi Indonesia Utama (Persero) as an effort to build a corporate brand as a company that prioritizes professionalism in providing services to business partners;
		c. Mengusulkan untuk menggunakan konsultan, narasumber, dan/atau tim pendukung lainnya sesuai dengan kebutuhan untuk mendukung kelancaran pelaksanaan tugas apabila dipandang perlu;	c. Proposing to use the services of consultants, resource persons, and/or other support teams as needed to support the smooth implementation of tasks if deemed necessary;
		d. Melakukan koordinasi dengan kepala divisi terkait dan/atau unit kerja lainnya serta anak usaha dalam rangka penyusunan rekomendasi dan/atau usulan atas tugas yang dilakukan;	d. Coordinating with heads of related divisions and/or other work units as well as subsidiaries to prepare recommendations and/or proposals for the tasks carried out;
		e. Melakukan tugas-tugas lain yang berkaitan dengan pembentukan *excellent services* PT Reasuransi Indonesia Utama (Persero)	e. Conducting other tasks related to the establishment of excellent services of PT Reasuransi Indonesia Utama (Persero)
7.	**Tim POJK 39 | POJK 39 Team**		
	Tim Kajian POJK 39/2020 bertugas untuk: **The POJK 39/2020 Study Team is tasked with:**	a. Menyusun program kerja, anggaran beserta *timeline*/target waktu dan *output*nya;	a. Developing work programs, budgets along with timelines/time frames and work outputs;
		b. Melakukan kajian dan tinjauan (reviu) pengaruh terbitnya POJK 39/2020 terhadap keberlangsungan bisnis perusahaan baik langsung maupun tidak langsung;	b. Conducting studies and reviews of both the direct and indirect impacts of the issuance of POJK 39/2020 on the continuity of the company's business;
		c. Memberikan rekomendasi dan/atau kepada Direksi mengenai langkah-langkah yang perlu dilakukan untuk memitigasi dampak/pengaruh terbitnya POJK 39/2020 serta menganalisa peluang yang ada;	c. Giving recommendations to the Board of Directors regarding steps that need to be taken to mitigate the impact/influence of the issuance of POJK 39/2020 while analyzing opportunities that come up;

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		d. Mengusulkan untuk menggunakan konsultan, narasumber, dan/atau tim pendukung lainnya sesuai dengan kebutuhan untuk mendukung kelancaran pelaksanaan tugas apabila dipandang perlu;	d. Proposing to use the services of consultants, resource persons, and/or other support teams as needed to support the smooth implementation of tasks if deemed necessary;
		e. Melakukan koordinasi dengan kepala divisi terkait dan/atau unit kerja lainnya dalam rangka penyusunan rekomendasi dan/atau usulan atas kajian yang dilakukan;	e. Coordinating with heads of related divisions and/or other work units in the framework of preparing recommendations and/or suggestions for the studies conducted;
		f. Melakukan tugas-tugas lain yang berkaitan dengan pelaksanaan kajian POJK 39/2020.	f. Conducting other tasks related to the implementation of the POJK 39/2020 review.
8.	**Tim Jelita: | Jelita Team:**		
		Tim dibentuk sebagai bentuk fokus perusahaan dalam mencetak *top talent* dari para karyawati Indonesia dengan mengadakan sejumlah kegiatan pengembangan talenta. Komunitas Wanita Jelita 30 PT Reasuransi Indonesia Utama (Persero) berfungsi sebagai wadah bagi karyawati Perusahaan agar dapat saling mendukung, membangun *personal and professional capability*, serta terus menerus belajar hal – hal yang baru, beradapatasi dengan berbagai perubahan dan menjaga keseimbangan dengan perannya sebagai Ibu dan Istri.	The team was formed as a form of the company's focus on producing top talent from Indonesian female employees by organizing a number of talent development activities. The Komunitas Wanita Jelita 30 of PT Reasuransi Indonesia Utama (Persero) functions as a forum for the female employees where they can support each other, build personal and professional capabilities, and continuously learn new things, adapt to various changes while living a balanced life as wife and mother to their children.
9.	**Tim Millenial: | Millennial Team:**		
	Tim dibentuk guna membantu perusahaan dalam meningkatkan pengembangan karyawan khususnya yang berusia dibawah 40 tahun melalui program-program *engagement.* Organisasi Gen Milennials PT Reasuransi Indonesia Utama (Persero) bertugas sebagai berikut: **The team was formed to assist the company in improving employee development, especially those under 40, through engagement programs. The Millennials Generation Organization of PT Reasuransi Indonesia Utama (Persero) has the following duties:**	a. Mendukung dan menciptakan aktifitas/kegiatan-kegiatan Gen Millenial yang bersifat kreatif, inovatif dan produktif, sebagai bagian dari penggerak kemajuan perusahaan, penciptaan nilai-nilai positif bagi perusahaan, dan meningkatkan sinergi antar BUMN, serta dalam menjaga keutuhan Negara Kesatuan Republik Indonesia;	a. Supporting and creating Millennial Generation activities/activities that are creative, innovative and productive, as part of driving company progress, creating positive values for companies, increasing synergy between SOEs, and helping to keep the integrity of the Republic of Indonesia;
		b. Menjadikan Organisasi Gen Millenial sebagai mitra perusahaan dalam meningkatkan keterlibatan (*engagement*) dan partisipasi aktif generasi millenial di Perusahaan, tidak hanya pada kegiatan di lingkungan perusahaan, namun juga pada kegiatan-kegiatan antara lain di bidang sosial, budaya dan lingkungan, yang memberikan manfaat positif bagi masyarakat.	b. Developing the Millennial Generation Organization as a partner to the Company that will help improve the engagement and active participation of the millennial generation in the Company, not only internally but also in externally through activities in e.g. the social, cultural and environmental fields, which provide positive benefits for public.

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No.	Gugus Kerja Working Group	Tanggung Jawab Responsibility	
10.	**Tim Optimalisasi Transformasi Bisnis Asei | Asei Business Transformation Optimization Team**		
	Tugas dan tanggung jawab Tim Optimalisasi Transformasi Bisnis Asei adalah sebagai berikut: **The following are duties and responsibilities of the Asei Business Transformation Optimization Team:**	a. Melakukan diskusi dan rapat periodik (bulanan) dengan Tim Asuransi Perdagangan Asei untuk mengetahui sejauh mana transformasi bisnis Asuransi Perdagangan telah berjalan.	a. Conducting periodic (monthly) discussions and meetings with the Asei Trade Insurance Team to see how far the Trade Insurance business transformation has progressed.
		b. Melakukan *monitoring* efektifitas strategi transformasi bisnis Asei melalui dashboard bulanan.	b. Monitoring the effectiveness of Asei's business transformation strategy through monthly dashboard.
		c. Berkoordinasi dengan tim Asei terkait strategi dan action plan yang dilakukan untuk menyukseskan transformasi bisnis Asperdag	c. Coordinating with the Asei team on the strategies and action plans undertaken to bring to success the Trade Insurance business transformation
		d. Melakukan analisa dan evalhasi terkait kinerja bisnis Asuransi Perdagangan	d. Conducting analysis and evaluation on the performance of the Trade Insurance business
11.	**Tim Kerja Optimalisasi Kinerja Kantor Cabang Asei | The Asei Branch Offices Optimization Team**		
	Tim Kerja Optimalisasi Kantor Cabang Asei memiliki tugas sebagai berikut: **The Asei Branch Office Optimization Work Team has the following tasks:**	a. Melakukan monitoring kinerja kantor cabang Asei melalui laporan keuangan bulanan menggunakan dashboard bulanan;	a. Monitoring the performance of Asei branch offices through monthly financial reports using monthly dashboard;
		b. Melakukan analisa dan evaluasi Kinerja Kantor Cabang Asei melalui penyusunan kajian terkait kinerja kantor cabang Asei.	b. Making analysis and evaluation of the performance of the Asei Branch Office through the preparation of studies on the performance of the Asei branch office.
		c. Melaksanakan kunjungan pada Kantor Cabang yang berada dalam kondisi "dalam pengawasan" untuk mengetahui kondisi dan realita operasional kantor cabang tersebut.	c. Conducting work visits to Branch Offices that are in a "under oversight" status to learn first-hand about conditions and the operation at the respective branch office.
		d. Melakukan rapat periodik (bulanan) untuk dapat mengetahui informasi kantor cabang secara lebih komprehensif melalui pengukuran pada matriks *Branch Profitability Analysis*	d. Conducting periodic (monthly) meetings to get more comprehensive insight into the branch offices through measurements on the Branch Profitability Analysis matrix
12.	**Satgas COVID 19 yang terdiri dari: | The COVID 19 Task Force, which consists of:**		
	Tim bertugas membantu Perusahaan dalam memberikan informasi tentang pencegahan dan pengendalian serta penanganan penyebaran Corona Virus Disease (COVID-19) di lingkungan kantor. **teams that are tasked with assisting the Company in providing information about prevention and control as well as handling the spread of Corona Virus Disease (COVID-19) within the Company's premises.**	a. Tim Pencegahan b. Tim Pengendalian c. Tim Evaluasi Skema Kerja WFH/WFO a. Prevention Team b. Control Team c. WFH/WFO Work Scheme Evaluation Team	

No.	Gugus Kerja Working Group	Tanggung Jawab Responsibility	
	Tim T*ask Force* Penanganan COVID-19 PT Reasuransi Indonesia Utama (Persero) bertugas untuk: **The PT Reasuransi Indonesia Utama (Persero) COVID-19 Handling Task Force Team is tasked with:**	a. menyusun Protokol Penanganan COVID-19 dan COVID19 *Playbook* beserta *timeline,* khususnya namun tidak terbatas pada aspek manusia *(human capital & culture*), cara kerja (*process & technology*), serta pelanggan, pemasok, mitra, dan *stakeholders* lainnya (*business continuity*) beserta pembagian tugas sebagai upaya mengantisipasi secara lebih dini skenario *The New Normal* sebagaimana terlampir pada Keputusan;	a. Formulating the Handling Protocol for COVID-19 and COVID19 Playbook along with the timeline, especially but not limited to the human aspects (human capital & culture), work methods (process & technology), as well as customers, suppliers, partners and other stakeholders (business continuity) along with distribution tasks as an early anticipation of The New Normal scenario as attached to the Decree;
		b. menyusun *timeline* pelaksanaan skenario operasional selama masa pandemik COVID-19 dengan berpedoman pada kebijakan Kementerian BUMN, dan arahan Kementerian/Lembaga terkait seperti Badan Nasional Penanggulangan Bencana dan Kementerian Kesehatan;	b. Formulating a timeline for implementing operational scenarios during the COVID-19 pandemic by referring to the policies of the Ministry of SOEs, and directives from related Ministries/Institutions such as the National Disaster Management Agency and the Ministry of Health;
		c. Monitoring dan evaluasi atas pelaksanaan Protokol Penanganan COVID-19 dan COVID-19 *Playbook* pada lingkungan perusahaan.	c. Monitoring and evaluating the implementation of the COVID-19 Handling Protocol and COVID-19 Playbook within the Company.
		d. Mengkampanyekan gerakan optimisme dalam menghadapi *The New Normal,* melalui penggunaan hastag #CovidSafe BUMN pada setiap momentum/media yang relevan, dengan tetap menjaga kedisiplinan dalam penerapan Protokol Penanganan COVID-19.	d. Running a movement of optimism campaign in facing The New Normal, through the use of the #CovidSafe SOE hashtag at every relevant moment/media, while maintaining discipline in implementing the COVID-19 Handling Protocol.
		e. Memberikan laporan rutin mengenai Penanganan COVID-19 di lingkungan perusahaan kepada Kementerian Badan Usaha Milik Negara (BUMN).	e. Submitting routine reports on the handling of COVID-19 within the company to the Ministry of State-Owned Enterprises (SOE).
13.	**Tim Pengembangan BPPDAN | BPPDAN Development Team**		
	Tim Pengembangan BPPDAN memiliki tugas sebagai berikut: **The BPPDAN Development Team has the following tasks:**	a. Membangun *platform host to host* untuk mempermudah *Ceding Company* melaporkan sesi dan klaim	a. Building a host-to-host platform to facilitate Ceding Company to report sessions and claims
		b. Meningkatkan penggunaan data BPPDAN untuk penelitian pasar asuransi kebakaran sehingga *Ceding Company* mendapatkan *insight* dari data yang di kelola BPPDAN	b. Optimizing the use of BPPDAN data for research on the fire insurance market that will give ceding companies more insights from the data managed by BPPDAN
		c. Membangun *platform* analisa data yang dapat membantu *ceding company* mengawasi portofolio perusahaan dan market sehingga dapat meningkatkan kemampuan *underwriting ceding company*	c. Building a data analysis platform that can help ceding companies oversee the Company's portfolio and market so as to improve ceding company underwriting capabilities
		d. Mengeksplorasi lini bisnis asuransi lain untuk di kelola oleh BPPDAN yang bertujuan membantu *ceding company* meningkatkan kemampuan analisa risiko	d. Exploring other insurance business lines that the BPPDAN plan to manage, with an ultimate goal of help ceding companies improve their risk analysis capabilities

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Pelaksanaan Kegiatan Direksi di tahun 2022

1. Melakukan rapat Direksi;
2. Rapat Direksi dan Komisaris
3. Rapat Laporan Hasil Usaha bulanan baik induk maupun anak usaha;
4. Membentuk komite-komite terintegrasi; dan
5. Rapat advisory komite secara triwulanan.
6. Pertemuan-pertemuan khusus yang dilakukan dalam rangka menyelesaikan project perusahaan

Kinerja Usaha: Perbandingan Target dan Realisasi

Ekonomi Indonesia tahun 2022 tumbuh sebesar 5,31%, lebih tinggi dibanding capaian tahun 2021 yang mengalami pertumbuhan sebesar 3,70%. Angka tersebut melampaui target yang ditetapkan Pemerintah yakni sebesar 5,2%. Pada tahun 2023, pertumbuhan ekonomi diprakirakan tetap kuat meskipun sedikit melambat sejalan dengan perlambatan ekonomi global ke titik tengah kisaran 4,5%-5,3%.

Industri Asuransi Umum membukukan premi dicatat senilai Rp90,1 triliun sepanjang 2022, tumbuh sebesar 15,3% dibandingkan perolehan di 2021. Sebagian besar lini usaha mencatatkan pertumbuhan positif dan hanya 2 lini bisnis Asuransi Umum yang membukukan pertumbuhan negatif pada Triwulan IV tahun 2022 ini.

Industri Asuransi Jiwa mengalami penurunan 5,3%. Industri Asuransi Jiwa (IAJ) mencatatkan total pendapatan premi tahun 2022 sebesar Rp192,08 triliun, atau turun dari tahun sebelumnya sebesar Rp202,93 triliun. Adapun pendapatan premi secara weighted mengalami pertumbuhan 0,5 persen (yoy) atau mencapai Rp108,18 triliun. Meskipun begitu, pertumbuhan pada total tertanggung industri asuransi jiwa (IAJ) mencapai 85,01 juta orang dari sebelumnya 65,20 juta orang mengindikasikan target pasar IAJ semakin luas.

Berikut ini kami sampaikan ringkasan pencapaian kinerja 2022 dibandingan dengan target/anggaran dan realisasi tahun 2021:

1. Total pendapatan premi bruto konsolidasi sebesar Rp6,53 triliun pada tahun 2022 atau 99,81% dari anggaran 2022 sebesar Rp6,55 triliun. Premi bruto berasal dari bisnis reasuransi konvensional sebesar Rp6,04 triliun dan dari asuransi sebesar Rp491 miliar.
2. Bisnis Reasuransi Umum Indonesia Re mencatatkan *gross* premi sebesar Rp4,01 triliun. Besarnya *gross* premi ini disumbang 67% dari kelas *Fire*, 11% dari kelas *Engineering*, 9,6% dari kelas *Casualty* dan *Personal Accident*, dan 11% lainnya disumbang dari kelas *Marine Hull, Marine Cargo,*

Activities of the Board of Directors Carried Out in 2022

1. Convening Board of Directors meetings;
2. Attending Board of Commissioners and Board of Directors joint meetings
3. Monthly business results report meetings for both the holding and subsidiaries;
4. Establishing integrated committees; And
5. Advisory committee quarterly meetings.
6. Special meetings held in order to bring the Company's projects to completion

Business Performance: Targets Vs. Achievements

Indonesia's economy in 2022 grew 5.31%, higher than in 2021, which registered a growth of 3.70%. This figure exceeded the target of 5.2% set by the Government. Economic growth in 2023 is bound to remain strong, although predictions say that growth will slow a bit in line with the expected global economic slowdown at somewhere between the 4.5%-5.3% range.

The general insurance industry recorded premiums of Rp90.1 trillion throughout 2022, growing by 15.3% compared to 2021. Most of the lines of business recorded positive growth, and only 2 General Insurance business lines suffered negative growth in the fourth quarter of 2022.

The Life Insurance Industry experienced a 5.3% decline. The Life Insurance Industry (IAJ) recorded a total premium income in 2022 of Rp192.08 trillion, down from Rp202.93 trillion in the previous year. The premium income on a weighted basis experienced a growth of 0.5 percent (yoy) or reached Rp108.18 trillion. However, we still saw the total insured life insurance industry (IAJ) reaching 85.01 million people, growing from previously 65.20 million people, indicating an increasingly broad IAIJ target market.

The Company's achievement in 2022 in comparison to 2022 target and 2021 realization are presented below:

1. Total consolidated gross premium income reached Rp6.53 trillion in 2022 or 99.81% of the 2022 budget of Rp6.55 trillion. Gross premiums came from the conventional reinsurance business of Rp6.04 trillion and Rp491 billion from insurance.
2. Indonesia Re's General Reinsurance Business recorded a gross premium of Rp4.01 trillion. 67% of this gross premium was contributed by the Fire class, 11% by the Engineering class, 9.6% by Casualty and Personal Accident class, while the remaining 11% by Marine Hull, Marine Cargo, Aviation

Aviation, dan Motor. Di sisi bisnis reasuransi umum, sejalan dengan kondisi pasar dan kebijakan *underwriting* untuk tahun 2022, Indonesia Re membatasi penutupan lini asuransi kredit yang berakibat penurunan *gross* cukup signifikan. Kebijakan ini harus diambil, karena proyeksi klaim yang sangat tinggi dan keadaan pasar yang masih belum berubah, terutama di *terms and conditions*.

and Motor classes. In general reinsurance business, in line with market conditions and underwriting policies for 2022, Indonesia Re has limited the writing of credit insurance lines which resulted in a significant decline of gross premium. We had to take this policy due to the expectedly high claims and persistent hard market especially in terms and conditions.

3. Premi Reasuransi Jiwa tahun 2022 mengalami penurunan jika dibandingkan dengan tahun 2021. Penurunan ini merupakan efek dari perbaikan portofolio yang dilakukan sejak tahun 2017 dan secara masif dilakukan di tahun 2022. Selain itu, adanya ketentuan terbaru mengenai penempatan reasuransi dalam POJK No. 39/POJK.05/2020 berpengaruh juga terhadap penurunan *gross premi* karena *ceding company* diperbolehkan untuk menempatkan bisnisnya secara langsung kepada reasuradur luar negeri.

3. The Life Reinsurance Premium in 2022 experienced a decline from 2021. The decline was the effect of portfolio improvements since 2017 and got intensified in 2022. Furthermore, the 39/POJK.05/2020 also had also reduced gross premiums because ceding companies were from then and on allowed to place their business directly with foreign reinsurers.

4. Hasil *Underwriting* Bersih (HUB) konsolidasi tahun 2022 sebesar Rp123,93 miliar atau 45,61% dari anggaran tahun 2022 sebesar Rp271,69 miliar. Jika dibandingkan dengan HUB tahun 2021, mengalami kenaikan sebesar Rp466,93 miliar atau 136,13%.

   Hasil *Underwriting* dari Bisnis Reasuransi (induk) yang terdiri dari Reasuransi Umum dan Reasuransi jiwa secara gabungan sebesar Rp24,79 miliar atau 15,49% dari anggaran tahun 2022 sebesar Rp160,10 miliar. Jika dibandingkan dengan HUB tahun 2021, mengalami kenaikan sebesar Rp469,83 miliar atau 105,57%.

   Sepanjang tahun 2022, pada segmen Reasuransi Umum, Perusahaan mencatatkan Hasil *Underwriting* Bersih (HUB) sebesar Rp20,96 miliar, jauh lebih baik dibandingkan tahun 2021 yaitu minus Rp97,23 miliar atau secara *year on year* mengalami kenaikan Rp118,2 miliar. Hasil *Underwriting* Bersih ini ditopang oleh kelas Fire yaitu sebesar Rp226 miliar. Namun pada lini bisnis lainnya, seperti *Casualty* dan *Marine* masih memberikan Hasil *Underwriting* Bersih yang negatif. Secara umum, Indonesia Re mencanangkan perbaikan portofolio dan karenanya membatasi akseptasi pada bisnis-bisnis yang tidak menguntungkan.

   Hasil Underwriting Bersih (HUB) Reasuransi jiwa tahun 2022 mengalami kenaikan signifikan dibandingkan dengan tahun 2021, yaitu dari minus Rp347,8 miliar di tahun 2021 menjadi Rp3,8 miliar pada tahun 2022, naik sebesar Rp350 miliar. Pencapaian ini juga melebihi dari target yang ditetapkan di tahun 2022. Selain dari pengajuan klaim COVID-19 yang sudah jauh menurun,

4. Our 2022 Consolidated Net Underwriting Results (HUB) reached Rp123.93 billion or representing 45.61% of the 2022 budget of Rp271.69 billion. This represented an increase of Rp466.93 billion or 136.13% from the 2021 figure.

   Underwriting results from the Reinsurance Business (main) consisting of General Reinsurance and Life Reinsurance combined reached Rp24.79 billion or 15.49% of the 2022 budget of Rp160.10 billion. This was an increase of Rp469.83 billion or 105.57% from the 2021 figure.

   Throughout 2022, in the General Reinsurance segment, the Company recorded a Net Underwriting Result (HUB) of Rp20.96 billion, a much better figure compared to minus Rp97.23 billion in 2021 or showing a year-on-year increase of Rp118.2 billion. This Net Underwriting result was supported by the Fire class, which contributed Rp226 billion. However, other business lines, such as Casualty and Marine still delivered negative Net Underwriting Results. In general, Indonesia Re has been promoting portfolio improvement and therefore limiting acceptance of unfavorable businesses.

   Net Underwriting Result (HUB) Life reinsurance in 2022 experienced a significant increase from minus Rp347.8 billion in 2021 to Rp3.8 billion in 2022, an increase of Rp350 billion. This figure did exceed the target set for 2022. Besides the significant decrease of COVID-19 claims, massive portfolio improvement conducted during 2022 has significantly contributed to the increase of

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efek dari perbaikan portofolio yang dilakukan secara masif di tahun 2022 juga menjadi salah satu faktor kenaikan Hasil *underwriting* Bersih reasuransi jiwa. Pencapaian Hasil Underwriting Bersih Reasuransi Jiwa ini sudah melebihi dari target RKAP 2022 yang sudah ditetapkan.

5. Hasil Investasi tahun 2022 sebesar Rp348,59 miliar atau 105,58% dari anggaran tahun 2022 sebesar Rp330,16 miliar. Jika dibandingkan dengan Hasil Investasi tahun 2021, mengalami kenaikan sebesar Rp29,76 miliar atau naik 9,33%.

6. Beban Operasional per 31 Desember 2022 mencapai Rp371 miliar atau 85,75% dari Anggaran Biaya tahun 2022 sebesar Rp433 miliar. Jika dibandingkan dengan realisasi beban operasional per 31 Desember 2021 terjadi kenaikan beban operasional sebesar Rp20 miliar atau naik 5.69%.

7. Laporan Posisi Keuangan Konsolidasian per 31 Desember 2022 ditutup dengan Total Aset sebesar Rp11,38 triliun, mencapai 96,66% dari anggaran 2022 sebesar Rp11,78 triliun dan mengalami kenaikan sebesar Rp0,23 triliun atau 2,31% dibandingkan realisasi tahun 2021 sebesar Rp11,13 triliun.

8. Laporan Laba (rugi) Konsolidasian per 31 Desember 2022 mencatat (rugi) bersih konsolidasi sebesar minus Rp219,02 miliar atau minus 273.48% dari anggaran 2022 sebesar Rp80,09 miliar dan mengalami kenaikan sebesar Rp298,84 miliar atau 57.71% jika dibandingkan dengan realisasi tahun 2021 sebesar minus Rp517,86 miliar. Penyebab utama kerugian pada tahun 2022 adalah pembebanan atas sengketa pajak Perusahaan sebesar Rp290,74 Miliar. Atas beban sengketa pajak tersebut Perusahaan telah menyelesaikan pembayaran pajaknya sebesar Rp223, 82 Miliar.

PROSPEK USAHA DAN TARGET 2023

Pandemi COVID-19 saat ini tidak lagi menjadi tantangan utama dalam perekonomian global karena situasi yang mulai terkendali di sebagian besar negara di dunia. Bahkan pada tahun 2022, semakin banyak negara yang perekonomiannya telah melewati level pra pandemi, tetapi *uneven recovery* masih terjadi. Kondisi ini kemudian mendorong pemulihan permintaan, aktivitas produksi domestik, maupun perdagangan antar negara/kawasan.

underwriting result. The achieved figure in Life Reinsurance Net Underwriting Results exceeded the 2022 RKAP target for the year.

5. Investment return for 2022 reached Rp348.59 billion or 105.58% of the 2022 budget of Rp330.16 billion. This shows an increase of Rp29.76 billion or 9.33% from the 2021 figure.

6. Operating expenses as of December 31, 2022 reached Rp371 billion or 85.75% of the 2022 Budget of Rp433 billion. This figure was an increase of Rp20 billion or 5.69% from the figure registered on December 31, 2021.

7. The Consolidated Financial Statement as of 31 December 2022 closed with Total Assets of Rp11.38 trillion, reaching 96.66% of the 2022 budget of Rp11.78 trillion and an increase of Rp0.23 trillion or 2.31% from the 2021 figure of Rp11.13 trillion.

8. The consolidated profit (loss) report as of December 31, 2022 recorded a consolidated net (loss) of Rp219.02 billion or minus 273.48% of the 2022 budget of Rp80.09 billion but an increase of Rp298.84 billion or 57.71% from the 2021 figure of minus Rp517.86 billion. The main cause of the loss in 2022 was the expense of Rp290.74 billion incurred in the Company's tax. The Company has settled Rp223.82 billion of this figure.

2023 BUSINESS PROSPECTS AND TARGETS

The current COVID-19 pandemic is no longer a major global economic challenge as most countries have managed to keep the health catastrophe quite under control. An increasing number of countries have even surpassed their pre-pandemic levels in 2022 despite a mixed picture of recovery globally. This has restored global demand, domestic production activities, and improved trade across countries/regions.

Di dalam negeri, mengacu pada data Kementerian Keuangan, Anggaran Pendapatan dan Belanja Negara (APBN) menunjukkan kondisi surplus Rp131,8 triliun atau 0,63% dari Produk Domestik Bruto (PDB). Kinerja APBN Februari 2023 mencerminkan situasi Indonesia yang terus optimis namun waspada dalam menghadapi prospek perekonomian tahun 2023.

Sementara data Otoritas Jasa Keuangan (OJK) mengungkapkan, kinerja sektor asuransi dan reasuransi Januari 2023 memperlihatkan bahwa premi bruto asuransi umum per Januari 2023 sebesar Rp10,6 triliun, sedangkan Januari 2022 sebesar Rp9,4 triliun. Dengan demikian, ada peningkatan sebesar 13% (yoy). Sedangkan untuk pendapatan bruto asuransi jiwa, pada Januari 2023 sebesar Rp13,9 triliun, turun 7,94% dibandingkan Januari 2022 sebesar Rp15,1 triliun.

Untuk premi bruto reasuransi di Januari 2023 mencapai Rp3,2 triliun. Dibandingkan dengan Januari 2022 sebesar Rp2,1 triliun, atau terjadi peningkatan sebesar 52% (yoy).

Dengan perkembangan tersebut, serta rencana strategis yang telah disiapkan, Indonesia Re yakin mampu menghadapi tahun 2023 dengan pencapaian target. Perusahaan juga dapat menghasilkan profit, karena strategi perbaikan portofolio baru dilakukan secara efektif berjalan sesuai yang diharapkan. Hal ini diperkuat dengan proses *renewal* treaty di akhir tahun 2022, Indonesia Re menjadi pilihan utama reasuransi di Indonesia.

Strategi lain yang akan mendukung pencapaian usaha Perusahaan pada tahun 2023 adalah kelanjutan dari pengembangan digitalisasi, yaitu INDONESIA RE-Connect.

Selain itu, peran Indonesia Re Institute sebagai pusat riset dan pengembangan kompetensi akan dipertajam serta dilakukan peningkatan kepatuhan *cedant untuk* mensesikan ke BPPDAN. Saat ini baru 49% polis saja yang disesikan ke BPPDAN.

PERKEMBANGAN PENERAPAN TATA KELOLA PERUSAHAAN

Dalam menjalankan proses bisnis, Perusahaan terus melakukan perbaikan pada semua unit kerja, peningkatan kinerja serta meningkatkan pelayanan kepada konsumen. Sebagai organisasi bisnis profesional, Perusahaan meyakini pentingnya penerapan prinsip tata kelola perusahaan yang baik *Good Corporate Governance* (GCG). Perusahaan juga berkomitmen untuk menerapkan GCG sebagaimana diamanatkan dalam Peraturan Menteri Negara BUMN Nomor PER-01/MBU/2011

If we refer to data released by the country's Ministry of Finance, Indonesia had a surplus of Rp131.8 trillion in its State Revenue and Budget (APBN) or 0.63% of the Gross Domestic Product (GDP). The February 2023 State Budget reflects that Indonesia will remain cautiously optimistic about the upcoming year's economic outlook.

The Financial Services Authority (OJK) revealed that the performance of the insurance and reinsurance sector in January 2023 showed that the general insurance gross premium as of January 2023 was Rp10.6 trillion compared to Rp9.4 trillion in January 2022. This shows an increase of 13% (yoy). Life insurance gross income in January 2023 reached Rp13.9 trillion, declining 7.94% compared to Rp15.1 trillion in January 2022.

Reinsurance gross premiums in January 2023 reached Rp3.2 trillion, an increase of 52% (yoy) or Rp2.1 trillion from January 2021.

Having learned this positive trend and prepared our strategic plans, we are optimistic about accomplishing our 2023 targets. We have high visibility on profitability since our portfolio improvement strategy execution has worked out as expected. This is reinforced by the renewal treaty process at the end of 2022, which positions Indonesia Re as the preferred choice of reinsurance in Indonesia.

Another strategy that will help the Company to deliver in 2023 is digitalization, which we refer to internally as INDONESIA RE-Connect.

We have also sharpened the role of the Indonesia Re Institute as a center for research and competency development and improved cedant compliance for the cession to BPPDAN. Currently, only 49% of the policies are submitted to BPPDAN.

DEVELOPMENT OF CORPORATE GOVERNANCE IMPLEMENTATION

In running the business process, we continue to make improvements across work units and deliver better and improved service to consumers. As a professional business organization, we believe in the importance of implementing GCG principles. We have also committed the Company is also to implementing GCG as mandated in the Regulation of the Minister of State-Owned Enterprises No PER-01/MBU/2011 concerning the Implementation of Good Corporate

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tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara jo Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-09/MBU/2012 tentang Perubahan Peraturan Menteri Negara Badan Usaha Milik Negara .

Bagi Perusahaan, implementasi GCG bukan sekadar upaya pemenuhan regulasi, akan tetapi merupakan kesadaran internal untuk membuat Perusahaan hidup dalam suasana bisnis yang sehat, bertanggung jawab, dan berdaya tahan tinggi dalam menjawab tantangan bisnis. Implementasi GCG sudah menjadi kebutuhan dalam meningkatkan kinerja Perusahaan sehingga dapat tercapai tujuan akhir sebagai *well governed company*. Penerapan praktik GCG telah ditetapkan sebagai salah satu indikator dalam *Key Performance Indicator* (KPI) yang tercantum dalam Kontrak Manajemen Direksi.

Beberapa inisiatif

Perusahaan terus mengevaluasi pelaksanaan prinsip-prinsip GCG secara berkala, yaitu setiap tahun. Pada tahun 2022, pelaksanaan penilaian dilakukan oleh PT Mitrausaha Cipta Solusi ("Konsultan") selaku assessor independen, dengan skor 91,01 atau klasifikasi "Sangat Baik" untuk seluruh aspek penilaian.

Dewan Komisaris bersama Direksi berkomitmen untuk menerapkan GCG secara konsisten dan berkelanjutan sesuai peraturan perundang-undangan, juga melakukan penyelesaian *area of improvement* sesuai dengan fungsi, tugas, wewenang dan tanggung jawab masing-masing. Melalui penerapan prinsip GCG secara efektif, Indonesia Re dapat terus mendapat kepercayaan dari seluruh pemangku kepentingan. Hal ini tercermin pada Kinerja operasional dan keuangan Perusahaan yang menunjukkan peningkatan yang baik.

Untuk memastikan Tata Kelola yang optimal secara berkesinambungan, penerapan GCG Perusahaan juga diperkuat dengan berbagai pedoman dan kebijakan, diantaranya Pedoman Tata Kelola Perusahaan, BOD Manual, Pedoman Etika dan Perilaku, Pedoman Pengendalian Gratifikasi, dan Pedoman Whistleblowing. Selain itu juga diselenggarakan kegiatan sosialisasi yang diikuti oleh seluruh karyawan, yakni:

- Sosialisasi Pengendalian Gratifikasi,
- Sosialiasi Benturan Kepentingan
- Sosialisasi SMAP 37001: 2016.

Governance in State-Owned Enterprises in conjunction with Regulation of the Minister of State-Owned Enterprises No. PER-09/MBU/2012 concerning Changes to the Regulation of the State Minister for State-Owned Enterprises.

For the Company, GCG implementation is beyond compliance since we also use it to build internal awareness that allows us not only to face the toughest challenges but also to run the Company in a healthy, responsible, and highly resilient business atmosphere. GCG implementation has become a necessity in delivering stronger performance in order to achieve its ultimate goal of becoming a well-governed company. GCG practice has been determined as one of the indicators in the Key Performance Indicator (KPI) enclosed in the Directors' Management Contract.

Some of Our initiatives

We make a yearly evaluation of the implementation of GCG principles. In 2022, we had PT Mitrausaha Cipta Solusi ("Consultant") make the assessment where the Company earned a score of 91.01 or fell under the "Excellent" classification for all the assessment aspects.

The Board of Commissioners and the Board of Directors are committed to the consistent and continuous, and law-abiding implementation of GCG principles and, in accordance with our respective functions, duties, authorities, and responsibilities, making improvements in areas where we consider improvements are still possible. Through the effective implementation of GCG principles, Indonesia Re can keep the trust of all stakeholders. This is reflected in the constant improvements the Company has made in operational and financial terms.

To continuously ensure optimal Governance, we are strengthening the Company's GCG by using guidelines and policies, including the Guidelines for Corporate Governance, BOD Manual, Guidelines for Ethics and Conduct, Guidelines for Gratification Control, and Guidelines for Whistleblowing. We also carry out socialization activities that are attended by all employees on:

- Gratification Control,
- Conflict of Interest
- SMAP 37001: 2016.

Di sisi bisnis, beberapa inisiatif strategis yang dilakukan oleh Perusahaan untuk meningkatkan tata kelola yang baik diantaranya :

- Perumusan ulang *Delegation of Authority*
- Pengintegrasian *Underwriting Guideline*
- Pembentukan/reaktivasi Komite *Underwriting* & Klaim
- Reaktivasi Komite *Underwriting* & Klaim

On the business side, strategic initiatives carried out by the Company to improve good governance include:

- Reformulation of Delegation of Authority
- Integration of the Underwriting Guidelines
- Establishment/reactivation of the Underwriting & Claims Committee
- Reactivation of the Underwriting & Claims Committee

PENGELOLAAN SUMBER DAYA MANUSIA

Indonesia Re terus berkomitmen untuk dapat memberikan kesempatan pengembangan dan pendidikan bagi Karyawannya. Hal itu dibuktikan bahwa pada tahun 2022 rata-rata jam pelatihan bagi seluruh karyawan adalah sebesar 32,5 jam pelatihan per Karyawan. Sedangkan apabila dilihat dari jumlah kepemilikan gelar profesi sendiri, Indonesia Re memiliki sebanyak 268 gelar profesi asuransi maupun non asuransi.

Indonesia Re juga fokus dalam pemenuhan talenta serta peningkatan keterikatan (*engagement*) karyawan kepada Perusahaan. Untuk itu, sesuai dengan peta jalan (*roadmap*) yang ada, fokus pengelolaan sumber daya manusia (SDM) adalah "Membangun dan Berkesinambungan" dengan menajamkan tujuan pada:

a. **Restrukturisasi Organisasi serta Pemenuhan Talenta**
   Selama tahun 2022, Indonesia Re melakukan perubahan struktur organisasi dan pengembangan organisasi untuk menjawab tantangan bisnis. Perubahan dan pengembangan organisasi ini menyebabkan terjadinya kekosongan pada beberapa bagan organisasi.

   Dalam upaya pemenuhan talenta yang merupakan salah satu *Key Performance Indicator* (KPI) dari pemegang saham, Indonesia Re menyelenggarakan rekrutmen internal di beberapa posisi yang dianggap sangat diperlukan *(key position)* pada level divisi. Hal tersebut ditujukan bagi karyawan yang memiliki aspirasi untuk mengisi posisi tersebut dan memang memiliki kualifikasi posisi yang dipersyaratkan untuk mendapatkan kesempatan mengisi posisi yang diinginkan. Selama tahun 2022, terdapat Kepala Divisi baru yang berasal dari proses rekrutmen internal, yaitu sebanyak 31% dari jumlah posisi.

   Pada tahun 2022 terdapat restruktur organisasi yang mencakup pembentukan Unit/Departemen baru yang sifatnya kritikal dan belum ada di tahun sebelumnya, yaitu :
   - Departemen Underwriting Center & Risk Engineering
   - Departemen Pricing Actuary Non Life

HUMAN RESOURCES MANAGEMENT

In addition, the Company embraces its commitment to provide development and educational opportunities for the employees. Testament to this claim was that in 2022, we gave an average of 3.25 hours of training per employee. Further testament on this front is that Indonesia Re has as many as 268 insurance and non-insurance professional titles held by the employees.

Indonesia Re also focuses on fulfilling talent and increasing employee engagement with the Company. This underlies why the focus of human resource management (HR) according to the Company's roadmap is "To Build and Be Sustainable," where we are sharpening our objectives on:

a. Organizational Restructuring and Talent Fulfillment
During 2022, Indonesia Re made changes to its organizational structure and organizational development to respond to business challenges. This change and development of the organization caused some unfilled positions in several organizational charts.

In an effort to fulfill talent as part of the Key Performance Indicators (KPI) of shareholders, Indonesia Re held internal recruitment in several key positions at the division level. The intention was for employees who are inspired to fill the position and do have the required position qualifications for the get the opportunity to fill the desired position. During 2022, there were new Division Heads that came out of this internal recruitment process, accounting for around 31% of the total positions available.

In 2022, we made organizational restructuring that entailed formulating the previously inexistent but highly critical new Units/Departments:

- Underwriting Center & Risk Engineering Department
- Actuary Non Life Pricing Department

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- Fungsi Portfolio Management sebagai bagian dari Departemen Portfolio Management & Retrocession
- Pemisahan Departemen Engineering dari Departemen Property
- Pembentukan fungsi Client Management baik di Reasuransi Umum maupun Reasuransi Jiwa

Apabila masih terdapat kekosongan setelah pelaksanaan rekrutmen internal, pada tahun 2022 Indonesia Re melakukan *profesional hiring* (Prohire) di beberapa posisi kunci. Hal ini berdampak pada terpenuhinya KPI pengisian jabatan serta jumlah milenial dalam *nominated talent*.

b. *Talent Development* dan *Career Path*

Pada tahun 2022, pemegang saham memberikan arahan kepada Indonesia Re untuk melakukan kajian *Talent Development* dan *Career Path*. Untuk mendapatkan *best practice insight* yang objektif, Indonesia Re bekerja sama dengan salah satu vendor pengembangan talenta dalam mengerjakan kajian tersebut. Kajian tersebut juga diharapkan dapat menyelaraskan arah pengembangan SDM yang ada serta untuk mempertahankan talenta baru yang memiliki kualifikasi tinggi.

Pada tahun 2022, untuk meningkatkan kompetensi dari talenta yang dimiliki, Indonesia Re menerapkan *Individual Development Plan*. Program ini memastikan adanya komitmen pengembangan individu di antara manajemen maupun karyawan untuk memenuhi kesenjangan atau area pengembangan (*gap/area development*) yang dimiliki.

Pada tatanan organisasi yang lebih tinggi, serta dalam upaya mendukung inisiatif yang dimiliki oleh Kementerian BUMN, sejak tahun 2022 Indonesia Re ikut serta mendaftarkan Talenta terbaiknya pada level BoD-1 kedalam Portal Talenta yang dikelola oleh Kementerian BUMN. Hal tersebut menunjukkan komitmen bahwa Indonesia Re memiliki talenta yang tidak hanya kompeten, namun juga berkinerja baik yang dapat dibandingkan dengan talenta dari BUMN lainnya.

Untuk melengkapi perencanaan dan pengembangan talenta 2022, Indonesia Re memulai dengan menyelenggarakan penerimaan program *Management Trainee*. Indonesia Re juga memastikan *pipeline* terpenuhi dari mulai level *fresh graduate*, dengan membuka program *Management Trainee* IX di tahun 2022, sejumlah 13 orang.

- Portfolio Management function as part of the Portfolio Management & Retrocession Department
- Separation of the Engineering Department from the Property Department
- The establishment of a Client Management function in both General Reinsurance and Life Reinsurance

Since there were still vacancies after the internal recruitment, in 2022, Indonesia Re conducted professional hiring (Prohire) in several key positions. This allowed the fulfillment of the KPI for filling positions and the number of millennials in nominated talent.

b. Talent Development and Career Path

In 2022, shareholders gave a mandate to Indonesia Re to conduct Talent Development and Career Path reviews. To obtain objective insights into industry best practices, Indonesia Re is working with a talent development vendor to do the reviews. The reviews are also expected to align the development direction of existing human resources and to retain new talent with high qualifications.

In addition, in 2022, to increase the competency of its talents, Indonesia Re implemented the Individual Development Plan. This program ensures a commitment to individual development among management and employees to fill their gaps or areas of development.

At the higher organizational level, as well as in an effort to support the initiatives of the Ministry of SOEs, since 2022, Indonesia Re has participated in registering its best Talents at the BoD-1 level into the Ministry's Talent Portal. This shows the commitment that Indonesia Re has talents who are not only competent but also stand on par with the talents of other SOE.

To complete the 2022 talent planning and development, Indonesia Re started the initiative by holding a Management Trainee program. Indonesia Re also ensures that the pipeline is fulfilled starting from the fresh graduate level by opening the IX Management Trainee program in 2022, where 13 fresh graduates were enrolled.

Program ini berlangsung selama 1 tahun hingga tahun 2023 sebagai program yang berkelanjutan, Program *Management Trainee* ini direncanakan dilanjutkan dengan pembukaan program *Management Trainee* Aktuaria di tahun 2023.

Program ini diharapkan dapat menghasilkan talenta muda yang akan menjadi pemimpin Indonesia Re yang kompeten, memiliki pengetahuan di industri asuransi dan juga memegang teguh nilai-nilai AKHLAK.

c. Engagement Focus Activity

Menindaklanjuti hasil *Employee Engagement Survey* yang dilakukan pada tahun 2021, terdapat input mengenai faktor yang berpengaruh signifikan terhadap keterikatan karyawan, di antaranya:

1. Keterbukaan komunikasi dengan *Senior Management*
2. Pelaksanaan Kegiatan *Engagement*
3. Peningkatan Manajemen Kinerja

Terkait dengan keterbukaan komunikasi dengan manajemen senior, Human Capital (HC) dan Corporate Secretary secara rutin memfasilitasi pelaksanaan *townhall.* Momentum ini digunakan untuk memperbarui informasi tentang kondisi Perusahaan, capaian target, hingga kegiatan-kegiatan *engagement* di Perusahaan.

Selain itu, pelaksanaan kegiatan *engagement* di Indonesia Re juga kembali diaktifkan setelah sempat vakum selama masa pandemi dengan membentuk Tim *Engagement.* Tim ini fokus dalam menelurkan ide serta pelaksanaan kegiatan peningkatan *engagement* yang lebih terarah dengan membentuk Tim Millennials, dan Tim JELITA 30. Kedua tim tersebut dibentuk sesuai dengan fokus dari Kementerian BUMN dalam mencetak *top talent* dari karyawan milenial serta wanita. Melalui dua tim ini diharapkan dapat membantu fokus pengembangan dan kegiatan *engagement* yang spesifik terhadap kedua kelompok tersebut. Selain itu manajemen mengaktifkan kembali kegiatan Baporsi (Badan Pembinaan Olahraga dan Seni) yang sempat berkurang selama masa pandemi.

Selanjutnya, mengenai peningkatan manajemen kinerja, Tim Human Capital pada tahun 2022 mengoptimalkan model penilaian kinerja karyawan secara berjenjang, yaitu dengan menambahkan fungsi *self-assessment* masing-masing karyawan serta adanya sesi pemberian umpan balik atas kinerja yang ditunjukkan sebelumnya.

This program lasts for 1 year until 2023. And as an ongoing program, we plan to continue the Management Trainee Program by launching the Actuarial Management Trainee program in 2023.

We hope this program will produce young talents who will become competent leaders of Indonesia Re, have knowledge in the insurance industry and live up to the SOE's AKHLAK values.

Engagement Focus Activity

The Employee Engagement Survey conducted in 2021 suggest that there are factors that have a significant effect on employee engagement, including:

1. Open communication with Senior Management
2. Implementation of Engagement Activities
3. Improved Performance Management

Regarding the openness of communication with senior management, Human Capital (HC) and the Corporate Secretary routinely facilitate townhall meetings. This momentum is used to give updated information, from the condition of the Company, target achievements to engagement activities in the Company.

Further, Indonesia reactivated its engagement activities after quite a long period of vacuum during the pandemic by forming an Engagement Team. This team focuses on coming up with ideas and implementing activities to increase more focused engagement by forming the Millennials Team, and the JELITA 30 Team. The two teams were formed in accordance with the focus of the Ministry of SOEs on producing top talent from millennial and female employees. We expect the two teams to help focus on the development and engagement activities that are specific to the two groups. We have also reactivated Baporsi's (Sports and Arts Development Agency) activities that became less active during the pandemic.

Furthermore, regarding improving performance management, the Human Capital Team in 2022 started to gradually optimize the employee performance appraisal model by adding the self-assessment function for each employee as well as having a feedback session on the performance shown previously.

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PENGEMBANGAN TEKNOLOGI INFORMASI

Fokus pengelolaan dan pengembangan teknologi informasi tahun 2022 dilaksanakan berdasarkan arahan strategis yang telah ditetapkan dalam Master IT Plan yang diselaraskan dengan kebutuhan pemenuhan KPI Perusahaan dalam poin indikator Kepemimpinan Teknologi. KPI Perusahaan tahun 2022 dalam Kepemimpinan Teknologi, memiliki 2 (dua) poin indikator, yaitu:

1. Integrasi *Management Information System* Induk dan Anak Perusahaan.
2. Penyelesaian Pengembangan E-Service (*Host to Host Cession & Claim Portal*, Indonesia *Re Connect*, dan *Client Portal*).

Poin indikator Integrasi *Management Information System* Induk dan Anak Perusahaan diukur berdasarkan total implementasi layanan sistem informasi antara induk dan anak perusahaan. Sistem informasi yang menjadi poin implementasi antara lain:

1. Pengembangan Sistem GRC (*Governance, Risk, and Compliance*).
2. Pengembangan SIMRI (Sistem Manajemen Risiko) secara grup.
3. Pengembangan Sistem Human Capital (OrangeHR) dan Asset Management.

Poin indikator Penyelesaian Pengembangan *E-Service* (*Host to Host Cession & Claim*, Portal *Indonesia Re Connect* dan *Client Portal*) diukur berdasarkan total tahapan implementasi pengembangan *E-Service*. Arahan strategis yang diterapkan untuk mendukung pencapaian pemenuhan kedua poin indikator Kepemimpinan Teknologi tersebut berupa:

1. Kepatuhan terhadap regulasi dan sertifikasi internasional penyelenggaraan TI yang diwujudkan dengan menggunakan *good practices* terkait Tata Kelola IT seperti sertifikasi ISO 20000, sertifikasi ISO 27001, dan *assessment* COBIT 2019 dengan target pencapaian point 3.50 dari 5.0.
2. *Framework* proses kerja yang berorientasi kepada layanan berkualitas yang diwujudkan dengan penguatan kapasitas organisasi TI dengan memperhatikan kebutuhan implementasi-implementasi Tata Kelola TI serta keberadaan layanan baru.

IT DEVELOPMENT

The focus of IT management and development in 2022 was laid on the strategic directions set out in the IT Master Plan which are aligned with the need to meet the Company's KPIs in the Technology Leadership indicator points. The 2022 Company KPI in Technology Leadership had 2 (two) indicator points, namely:

1. The integration of the Management Information System of the Parent and Subsidiaries.
2. The completion of E-Service Development (Host to Host Cession & Claim Portal, Indonesia Re Connect, and Client Portal).

The Parent and Subsidiary Management Information System Integration indicator points were measured based on the total implementation of information system services between the two as listed below as implementation points:

1. Development of the GRC (Governance, Risk, and Compliance) System.
2. Development of SIMRI (Risk Management System) as a group.
3. Development of Human Capital (OrangeHR) and Asset Management Systems.

We measured E-Service Development Completion indicator points (Host to Host Cession & Claim, Indonesia Re Connect Portal and Client Portal) based on the total stages of E-Service development implementation. The strategic directions in supporting the fulfillment of the two Technology Leadership indicator points were in the form of:

1. Compliance with international regulations and certification of IT implementation which was realized by using good practices related to IT Governance such as ISO 20000 certification, ISO 27001 certification, and the 2019 COBIT assessment with a target of achieving 3.50 points out of 5.0 scale.
2. A work process framework that was oriented towards quality services, realized by strengthening the capacity of IT organizations with due regards on the need of IT Governance implementations and new services.

KOMITMEN DI BIDANG TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN

Program Tanggung Jawab Sosial dan Lingkungan (TJSL) merupakan komitmen Indonesia Re terhadap pembangunan berkelanjutan dengan memberikan manfaat yang fokus pada ekonomi, sosial, lingkungan, hukum serta tata kelola. Komitmen itu dilaksanakan dengan prinsip yang lebih terintegrasi, terarah, terukur, serta dapat dipertanggungjawabkan, yang merupakan bagian dari peran serta dan pendekatan bisnis perusahaan.

Implementasi TJSL Indonesia Re sejalan dengan penerapan keuangan berkelanjutan yang dilakukan secara komprehensif. Dengan demikian, tidak sekedar kegiatan yang bersifat filantropi, akan tetapi melekat pada prinsip pencapaian Tujuan Pembangunan Berkelanjutan (TPB) serta berpedoman pada ISO 26000 mengenai *Social Responsibility* sebagai dokumen panduan internasional pelaksanaan program. Karena itu, pelaksanaan program TJSL lebih terukur, berdampak serta berkelanjutan.

Indonesia Re memaknai TJSL Perusahaan sebagai bentuk komitmen dalam menciptakan keseimbangan antara kepentingan bisnis Perusahaan dengan minat pemangku kepentingan. Kegiatan usaha Perusahaan tidak mengejar keuntungan semata, namun mampu memberikan dampak positif, meningkatkan kualitas kehidupan serta lingkungan yang lebih bermanfaat, bagi perusahaan, lingkungan setempat, masyarakat sekitar, bahkan untuk Indonesia pada umumnya.

Indonesia Re membagi kegiatan TJSL Perusahaan menjadi kedalam 2 (dua) program, yaitu Program TJSL Pendanaan UMK (Usaha Mikro dan Kecil) dan TJSL Non-Pendanaan UMK. Kegiatan utama program TJSL Pendanaan UMK adalah menyasar pada pemberdayaan ekonomi masyarakat melalui pengembangan Usaha Masyarakat Kecil Menengah (UMKM) dalam rangka mengentaskan kemiskinan, sebagai wujud tanggung jawab sosial Perusahaan dalam bidang sosial kemasyarakatan. Pemberdayaan ekonomi masyarakat dilakukan dengan penyaluran dana pinjaman bagi mitra usaha sebagai bantuan modal kerja atau pengembangan usaha.

Fokus implementasi dari kegiatan tersebut adalah pemberdayaan masyarakat, perbaikan sarana dan prasarana sosial, sosialisasi serta pembinaan mengenai kebijakan dan prosedur anti korupsi, pelatihan pengembangan usaha dan lain sebagainya.

COMMITMENT IN SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

The Social and Environmental Responsibility Program (TJSL) is the commitment of Indonesia Re to sustainable development as we've been providing benefits that focus on economics, social, environment, law, and governance. We put this commitment to work on the more integrated, directed, measurable, and accountable principles as parts of the Company's participation and business approach.

Indonesia Re TJSL goes hand in hand with the implementation of comprehensive sustainable finance. Therefore, not only do we see TJSL as a philanthropic action, but we also have it embedded in the principle of the Sustainable Development Goals (TPB) using the ISO 26000 on Social Responsibility as an international guiding document for program implementation. This allows us to run a more measurable, more impactful, and more sustainable TJSL program.

Indonesia Re interprets the Company's TJSL as a form of commitment to strike a balance between the Company's business interests and the interests of stakeholders. We know we should go beyond making a profit as we strive to have positive impacts and improve the quality of life and the environment not only for the Company but also for the local environment, the surrounding community, and Indonesia in general.

Indonesia Re groups its TJSL activities into 2 (two) programs, the UMK Funding TJSL Program (Micro and Small Enterprises) and the UMK Non-Funding TJSL Program. The core of the UMK Funding TJSL program is targeting community economic empowerment through the development of Small and Medium Enterprises (SMEs) in order to alleviate poverty as a form of corporate social responsibility in the social sector. We actualize our community economic empowerment program by giving loans that our business partners can use either as working capital or to grow and expand their businesses.

We lay the program focus on community empowerment, social facility and infrastructure improvement, outreach and mentoring on anti-corruption policies and procedures, business development training, and some other programs.

Laporan Direksi
Board of Directors' Report

Selain melaksanakan Program Pendanaan PUMK, Indonesia Re juga melaksanakan program TJSL Non-PUMK dengan prioritas pada pilar pembangunan ekonomi, sosial, lingkungan dan hukum & tata kelola yang sejalan dengan Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*). Misalnya, perwujudan dari upaya menghapus kemiskinan, kehidupan sehat dan sejahtera, pendidikan berkualitas, pekerjaan layak dan pertumbuhan ekonomi, kota dan komunitas berkelanjutan serta perdamaian, keadilan & kelembagaan yang tangguh.

Perwujudan ini tercermin pada pemberian beasiswa bagi mahasiswa dan santunan untuk anak-anak karyawan mitra perusahaan yang berprestasi dalam rangka menciptakan generasi muda calon pelaku bisnis asuransi yang akan mendukung kemajuan bisnis reasuransi dan asuransi di Indonesia. Indonesia Re juga mendukung terselenggaranya pendidikan dengan berkontribusi dalam penyediaan/perbaikan sarana dan prasarana pendidikan serta pelestarian alam dengan melakukan kegiatan peduli lingkungan.

Indonesia Re senantiasa menjaga kearifan lokal, senantiasa melekatkan program TJSL dengan mengusung nilai *Creating Shared Value (CSV)*. Hal itu dilakukan melalui pembangunan kesejahteraan masyarakat yang fokus turut membantu pemerintah pada pengembangan aspek pemberdayaan potensi dan peningkatan ekonomi masyarakat.

KINERJA KOMITE DI BAWAH DIREKSI

Direksi menilai bahwa komite dan tim yang berada di bawah Direksi telah menjalankan tugas dan tanggung jawabnya dengan baik dalam memberikan masukan dan menjalankan tugas yang diberikan Direksi. Penilaian itu didasarkan pada garis besar program kerja komite tahun 2022 yang menjadi panduan komite melaksanakan tugas.

- Komite Manajemen Risiko
  Sesuai fungsinya, komite ini memberikan masukan berupa rekomendasi kepada Direksi tentang kebijakan dan strategi penerapan manajemen risiko di Perusahaan . Selama tahun 2022, Komite Manajemen Risiko telah melakukan upaya peningkatan penerapan manajemen risiko dengan melakukan rapat sebanyak 5 (lima) kali.

- Komite Investasi dan *Asset Liability Management*
  Dalam rangka merumuskan kebijakan dan strategi investasi dan mengawasi pelaksanaan kebijakan dan strategi investasi yang telah ditetapkan, Komite Investasi dan *Asset Liability Management* secara reguler melakukan rapat sebanyak 6 (enam) kali sepanjang tahun 2022. Kebijakan Investasi tahun 2022 telah ditetapkan melalui

Besides the PUMK Funding Program, we are also running the Non-PUMK TJSL program, where the priority is placed on the pillars of economic, social, environmental and legal & governance development that are consistent with the Sustainable Development Goals. Among the program manifestations are poverty eradication, healthy and prosperous lives, quality education, decent work and economic growth, sustainable cities and communities, as well as peace, justice & strong institutions.

This manifestation is reflected in the provision of scholarships for college students and compensation for the academically outstanding children of employees of our partners as an effort to create a prospective younger generation who can later support the progress of the reinsurance and insurance business in Indonesia. We also make educational contributions by providing/improving school facilities and infrastructure and helping preserve nature.

Indonesia Re always keeps the local wisdom, and the TJSL program embedded them in its Creating Shared Value (CSV). We do so through community welfare development which focuses on helping the government in developing aspects of potential empowerment and improving the community's economy.

HOW OUR COMMITTEES DID THIS YEAR

We would like to think that the committees and teams assigned to us have done an excellent job in their respective duties and responsibilities with the inputs and assistance they gave us as we were doing our tasks. We base this assessment on their respective work program for 2022 in discharging their duties.

- Risk Management Committee
  In accordance with its function, this committee gives us inputs in the form of recommendations on the Company's risk management policy and strategy execution. During 2022, the Risk Management Committee convened 5 (five) meetings to improve the implementation of risk management.

- Investment and Asset Liability Management Committee
  In order to formulate investment policies and strategies and oversee their implementation once they were approved, the Investment and Asset Liability Management Committee regularly convened 6 (six) meetings throughout 2022. The Investment Policy for 2022 has been stipulated through the Decree of the Board of Directors

Surat Keputusan Direksi Nomor 00001/80.HK.01.01/00/IndonesiaRe/01/2022 tanggal 26 Januari 2022 dan telah dilaporkan kepada OJK melalui surat nomor 00054/KU.06.07/00/IndonesiaRe/02/2022 tanggal 17 Februari 2022. Selain itu Komite ini juga telah melakukan review serta merumuskan strategi investasi setiap dua bulan dan dituangkan dalam internal memo Asset Liability Management/ALM.

Komite tersebut melakukan pembahasan beberapa langkah serta rencana arah strategi investasi untuk 2 (dua) bulan ke depan, dengan memperhatikan perkembangan kondisi makro (eksternal) dan mikro (internal perusahaan), pencapaian hasil investasi dan ketentuan penempatan dana *Mandatory Convertible Bond* (MCB) Indonesia Re (d/h Reindo tahun 2014).

- Komite Manajemen Risiko Terintegrasi
  Dalam penyempurnaan struktur organisasi Indonesia Re sebagaimana diatur dengan Keputusan Direksi No. 00502/HK.04.02/00/IndonesiaRe/10/2022 tanggal 21 Oktober 2022 tentang Struktur Organisasi PT Reasuransi Indonesia Utama (Persero), Direksi telah menetapkan Legal, Risk Management and Compliance Division sebagai unit kerja yang melaksanakan fungsi dan tugas manajemen risiko mencakup identifikasi dan penanganan risiko pada proses bisnis Perusahaan dengan Keputusan No. 00091/60.HK.01.01/00/Indonesia Re/06/2019 tanggal 13 Juni 2019 telah membentuk Komite Manajemen Risiko Terintegrasi (KMRT) PT Reasuransi Indonesia Utama (Persero) Entitas Utama-Lembaga Jasa Keuangan (LJK) Induk serta dengan Keputusan No. 00074/60.HK.01.01/00/IndonesiaRe/04/2018 tanggal 4 April 2018 telah membentuk Komite Manajemen Risiko PT Reasuransi Indonesia Utama (Persero).Di KMRT telah melakukan rapat sebanyak 6 kali di tahun 2022.

- Satuan Kerja Audit Internal Terintegrasi (SKAIT)
  Dalam upaya mensinergikan dan mengintegrasikan hubungan kepemilikan dan/atau pengendalian di berbagai sektor jasa keuangan yang telah meningkatkan kompleksitas transaksi dan interaksi antar lembaga jasa keuangan dalam konglomerasi keuangan, SKAIT melakukan 1 (satu) kali rapat koordinasi dengan entitas anak usaha di tahun 2022. SPI induk melakukan pemantauan audit intern pada masing-masing lembaga jasa keuangan dalam konglomerasi keuangan

Number 00001/80.HK.01.01/00/IndonesiaRe/01/2022 dated January 26, 2022, and has been reported to OJK through letter number 00054/ KU.06.07/00/IndonesiaRe/02/2022 dated February 17, 2022. In addition, every two months, the Committee also reviewed and reformulated an investment and had it enclosed in the Asset Liability Management/ALM internal memo

The Committee discussed several steps as well as planned investment strategy directions for the next 2 (two) months, taking into account developments in macro (external) and micro (internal company) conditions, achieved investment returns and provisions for placement of Indonesia Re Mandatory Convertible Bond (MCB) funds (known as Reindo back in 2014).

- Integrated Risk Management Committee
  To improve the organizational structure of Indonesia Re as stipulated in the Directors Decree No. 00502/HK.04.02/00/IndonesiaRe/ 10/2022 dated October 21, 2022 on the Organizational Structure of PT Reasuransi Indonesia Utama (Persero), we have set up a Legal, Risk Management and Compliance Division as a work unit tasked with risk management functions and duties including identification and handling risks in the Company's business processes with Decree No. 00091/60.HK.01.01/00/Indonesia Re/06/2019 dated June 13, 2019 has formed the Integrated Risk Management Committee (KMRT) of PT Reasuransi Indonesia Utama (Persero) Main Entity-Main Financial Services Institution (LJK) and by Decree No. 00074/60.HK.01.01/00/IndonesiaRe/04/2018 dated April 4, 2018 has formed the Risk Management Committee of PT Reasuransi Indonesia Utama (Persero). The committee convened 6 meetings in 2022.

- Integrated Internal Audit Work Unit (SKAIT)
  In an effort to synergize and integrate ownership and/or control relationships in various financial services sectors which have led to more complex transactions and interactions between financial service institutions in financial conglomerates, SKAIT convened 1 (one) coordination meeting with subsidiaries in 2022. The holding SPI monitored the internal audit of each financial service institution in the financial conglomerate

Laporan Direksi
Board of Directors' Report

- Satuan Kerja Kepatuhan Terintegrasi (SKPT)
  SKPT melakukan 1 (satu) kali pertemuan di tahun 2022 untuk memantau dan mengevaluasi pelaksanaan fungsi kepatuhan pada masing-masing anak usaha perusahaan dalam konglomerasi keuangan Indonesia Re.

- Komite Teknologi Informasi
  Guna menetapkan rencana strategis di bidang teknologi informasi (TI) dan kebijakan Perusahaan terkait penggunanan TI, termasuk hubungan kebijakan pengembangan TI Perusahaan induk dan anak usaha, Komite TI telah melakukan rapat sebanyak 3 (tiga) kali di tahun 2022.

PERUBAHAN KOMPOSISI DIREKSI DAN ALASAN

Selama periode tahun 2022, Menteri BUMN selaku Pemegang Saham Perusahaan telah melakukan pengangkatan dan pemberhentian Direksi Perusahaan. Berdasarkan Salinan Keputusan Menteri BUMN Nomor SK-73/MBU/03/2022 tanggal 10 Maret 2022, Menteri BUMN melakukan perubahan komposisi Direksi sebagai berikut:

1. Mengangkat Beatrix Santi Anugrah sebagai Direktur Pengembangan dan Teknologi Informasi menggantikan Putri Eka Sukmawati;
2. Mengangkat Delil Khairat sebagai Direktur Teknik Operasi menggantikan Erickson Saut Maruli Mangunsong.

Selanjutnya terkait alasan Perubahan Direksi tersebut di atas, Konsideran SK-73/MBU/03/2022 menyebutkan bahwa perubahan Direksi dilakukan dalam rangka penataan serta peningkatan efektivitas pengurusan Perusahaan.

Hingga akhir tahun buku 2022, komposisi Direksi Perusahaan adalah sebagai berikut:

- Integrated Compliance Work Unit (SKPT)
  SKPT convened 1 (one) meeting in 2022 to monitor and evaluate the implementation of the compliance function in each of the Company's subsidiaries companies in the Indonesia Re financial conglomerate.

- Information Technology Committee
  In order to establish strategic plans in the field of information technology (IT) and Company policies related to the use of IT, including the relationship between the parent company and its subsidiaries' IT development policies, the IT Committee convened 3 (three) meetings in 2022.

CHANGES IN THE COMPOSITION OF THE BOARD OF DIRECTORS

Over the course of 2022, the Minister of SOE as the Company's Shareholder has appointed and dismissed the Company's Directors. Based on a copy of the Decree of the Minister of SOE No SK-73/MBU/03/2022 dated March 10, 2022, the Minister of SOE made changes to the composition of the Board of Directors as follows:

1. Appointed Beatrix Santi Anugrah as Director of Information Technology and Development to replace Putri Eka Sukmawati;
2. Appointed Delil Khairat as Director of Technique and Operations to replace Erickson Saut Maruli Mangunsong.

The changes in the Board of Directors were mentioned above were made pursuant to Preamble SK-73/MBU/03/2022 for tthe structuring and increasing the effectiveness of the management of the Company.

By the end of the 2022 financial year, the composition of the Company's Directors is as follows:

Benedictus (Benny) M. Waworuntu	Direktur Utama President Director
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, HR and Corporate Secretary
Beatrix Santi Anugrah	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology
Delil Khairat	Direktur Teknik Operasi Director of Technique and Operations

APRESIASI

Direksi menyampaikan terima kasih atas kepercayaan yang diberikan oleh Pemegang Saham atas kepercayaan yang diberikan dalam mengelola Perusahaan. Begitu juga kepada Dewan Komisaris atas arahan dan masukan yang disampaikan dalam mendukung jalannya kegiatan usaha Perusahaan. Direksi juga mengucapkan terima kasih atas dedikasi dan kerja sama seluruh tim manajemen dan karyawan dalam meraih pencapaian kinerja yang baik untuk tahun buku 2022.

Kepada para pemangku kepentingan lain, baik regulator, nasabah, mitra kerja dan pihak lainnya, Direksi menyampaikan apresiasi yang setinggi-tingginya atas kerja sama yang telah terjalin selama ini. Semoga kerja sama yang baik tetap terjaga dalam rangka mengoptimalkan kinerja Perusahaan serta mengimplementasikan tata kelola perusahaan yang baik.

APPRECIATION

As the Board of Directors, we would like to convey our appreciation to the Shareholders for their confidence in the Company's management. The same gratitude is extended to the Board of Commissioners for the guidance and assistance they provided in assisting the Company's business activities. We also applaud the whole management team and staff for their hard work and collaboration in delivering such a remarkable success for the fiscal year 2022.

To other stakeholders, the regulators, customers, work partners, and other parties, we extend our highest appreciation for the continued cooperation. We hope that we can maintain this strong cooperation in order for the Company to deliver higher performance and implement good corporate governance.

Jakarta, Mei | May 2023

Atas nama Direksi PT Reasuransi Indonesia Utama (Persero)
On behalf of the Board of Directors PT Reasuransi Indonesia Utama (Persero)

Benedictus (Benny) M. Waworuntu
Direktur Utama
President Director

Surat Pernyataan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Tahunan 2022 PT Reasuransi Indonesia Utama (Persero)

Statement of the Members of the Board of Commissioners on the Responsibility for the 2022 Annual Report of PT Reasuransi Indonesia Utama (Persero)

Kami menyatakan bahwa semua informasi dalam Laporan Tahunan PT Reasuransi Indonesia Utama (Persero) tahun 2022 telah dimuat secara lengkap dan kami bertanggung jawab atas kebenaran isi Laporan Tahunan ini.
We certify that all information in the PT Reasuransi Indonesia Utama's (Persero) Annual Report 2022 is presented comprehensively and we are responsible in the truthfulness of the contents herein.

Jakarta, Mei | May 2023

Dewan Komisaris
The Board of Commissioners

Julian Noor
Komisaris Utama/Komisaris Independen
President Commissioner/Independent Commissioner

Dadang Iskandar
Komisaris
Commissioner

Dwi Pudjiastuti Handayani
Komisaris
Commissioner

Reza Yamora Siregar
Komisaris Independen
Independent Commissioner

Arya Gumilar
Komisaris Independen
Independent Commissioner

Surat Pernyataan Anggota Direksi tentang Tanggung Jawab atas Laporan Tahunan 2022 PT Reasuransi Indonesia Utama (Persero)

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Jakarta, Mei | May 2023

Direksi
The Board of Directors

Benedictus (Benny) M. Waworuntu
Direktur Utama
President Director

Maria Elvida Rita Dewi
Direktur Keuangan dan Aktuaria
Director of Finance and Actuarial

Robbi Yanuar Walid
Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary
Director of Risk Management, Compliance, Human Resources and Corporate Secretary

Beatrix Santi Anugrah
Direktur Pengembangan dan Teknologi Informasi
Director of Development and Information Technology

Delil Khairat
Direktur Teknik Operasi
Director of Technical Operation

MEMULAI DENGAN TEPAT

Making a Good Start

Profil Perusahaan

Company Profile

Profil Perusahaan
Company Profile

NAMA PERUSAHAAN
Company Name
PT Reasuransi Indonesia Utama (Persero)

NAMA PANGGILAN
Nickname
Indonesia Re

STATUS PERUSAHAAN
Company Status
Badan Usaha Milik Negara (BUMN)/Perseroan Terbatas/Non-Tbk
State Owned Enterprises/Limited Liability Company/Non Public Company

DASAR HUKUM PENDIRIAN
Legal Basis of Establishment

Dasar Hukum Pendirian Perusahaan berdasrakan Akta Pendirian No. 173 tanggal 30 November 1985 yang dibuat dihadapan Achmad Bajumi, S.H., Notaris pengganti dari Imas Fatimah, S.H., Notaris di Jakarta dan dengan perubahan Anggaran Dasar Perusahaan terakhir tertuang dalam Akta Notaris No. 03 tanggal 14 Mei 2020 yang dibuat dihadapan Nanda Fauz Iwan, S.H., M.Kn., Notaris di Jakarta dan telah memperoleh persetujuan Menteri Hukum dan Hak Azasi Manusia No. AHU-0036565.AH.01.02.Tahun 2020 tanggal 19 Mei 2020

The Legal Basis for the Establishment of the Company is based on the Deed of Establishment No. 173 dated November 30, 1985 made before Achmad Bajumi, S.H., Successor Notary of Imas Fatimah, S.H., Notary in Jakarta and with the latest amendment to the Company's Articles of Association as set out in Notarial Deed No. 03 dated May 14, 2020 made before Nanda Fauz Iwan, S.H., M.Kn., Notary in Jakarta and has obtained approval from the Minister of Law and Human Rights No. AHU-0036565.AH.01.02.Tahun 2020 dated May 19, 2020.

BENTUK BADAN HUKUM
Form of Legal Entity
Perseroan Terbatas
Limited Liability Company

BIDANG USAHA
Line of Business
Reasuransi Jiwa dan Reasuransi Umum
Life and General Reinsurance

KEPEMILIKAN SAHAM
Share Ownership
100% dimiliki oleh Pemerintah Republik Indonesia c.q. Kementerian Badan Usaha Milik Negara (BUMN).
100% owned by the Government of the Republic of Indonesia c.q. Ministry of State-Owned Enterprises (BUMN).

MODAL DISETOR
Paid-up Capital
Rp878.358.000.000

MODAL DASAR
Authorized Capital
Rp1.200.000.000.000

JUMLAH KARYAWAN
Total Employee
241 orang / employees

SERIKAT PEKERJA
Workers Union
Serikat Pekerja Indonesia Re No. 704/SP/JP/III/2017 tanggal 13 Maret 2017.

NOMOR INDUK BERUSAHA
Business Identification Number
SIUP Business License
Keputusan Dewan Komisaris OJK No. KEP-108/D.05/2015
Board of Commissioners of OJK Decision No. KEP-108/D.05/2015

TANGGAL PENDIRIAN
Date of Establishment
30 November 1985

TANGGAL BEROPERASI
Date of Operation
30 Juni 2016
30 June 2016

ALAMAT KANTOR PUSAT
Head Office
Jl. Salemba Raya No. 30,
Jakarta Pusat 10430, Indonesia
Telp : +62 021 392 0101

WEBSITE
www.indonesiare.co.id

E-MAIL
cosecretary@indonesiare.co.id

MEDIA SOSIAL
Social Media
Twitter : @Indonesia_Re
Facebook : IndonesiaRe
Instagram : @indonesiare
YouTube : Indonesia Re
LinkedIn : IndonesiaRe

Sejarah Singkat Indonesia Re

Brief History of Indonesia Re

PT Reasuransi Indonesia Utama (Persero) sebagai Perusahaan Induk yang dibentuk berdasarkan hukum dan Undang-undang Negara Republik Indonesia yang didirikan dengan nama Perusahaan Perseroan (Persero) "PT Asuransi Ekspor Indonesia", berdasarkan Peraturan Pemerintah Nomor 23 Tahun 1983 tentang Penyertaan Modal Negara RI untuk Pendirian Perusahaan Perseroan (Persero) Dalam Bidang Jaminan Kredit Ekspor dan Asuransi Ekspor, berdasar Akta No. 173 tanggal 30 Nopember 1985 yang dibuat dihadapan Achmad Bajumi, SH Notaris pengganti dari Imas Fatimah, S.H Notaris di Jakarta.

PT Reasuransi Indonesia Utama (Persero), as a Holding Company formed under the laws and regulations of the Republic of Indonesia, was established under the name of the Company (Persero) "PT Asuransi Ekspor Indonesia", based on Government Regulation No. 23 of 1983 concerning the Investment of State Capital of the Republic of Indonesia for the Establishment of a Company (Persero) in the Field of Export Credit Guarantee and Export Insurance, based on Deed No. 173 dated November 30, 1985 made before Achmad Bajumi, SH Notary in lieu for Imas Fatimah, S.H Notary in Jakarta.

Sesuai Peraturan Pemerintah No. 20 Tahun 1983, PT Asuransi Ekspor Indonesia (Persero) bergerak di bidang asuransi untuk mendukung pengembangan ekspor non-migas. Seiring dengan perkembangan dan dinamika bisnis, PT Asuransi Ekspor Indonesia (Persero) membangun indentitas korporasi baru dengan melakukan perubahan nama menjadi PT Asei Reasuransi Indonesia (Persero) ("Asei Re") berdasarkan Akta Pernyataan Keputusan Rapat Umum pemegang Saham perusahaan (Perseroan) PT Asuransi Ekspor Indonesia disingkat PT ASEI (Persero) Nomor 32 tanggal 21 Maret 2014 yang dibuat dihadapan Notaris Marthin Aliunir, S.H., Notaris di Jakarta. Selain melakukan perubahan nama, PT Asei Reasuransi Indonesia (Persero) juga melakukan perubahan terhadap kegiatan usahanya sehingga mencakup kegiatan usaha reasuransi.

PT Asei Reasuransi Indonesia kemudian melakukan kembali perubahan nama menjadi PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re") berdasarkan Akta No. 36 tanggal 22 Desember 2014, dibuat dihadapan Ny. Sastriany Josoprawiro, SH, Notaris di Jakarta.

In accordance with Government Regulation No. 20 of 1983, PT Asuransi Ekspor Indonesia (Persero) is engaged in insurance sector to support the development of non-oil and gas exports. Along with the business development and dynamics, PT Asuransi Ekspor Indonesia (Persero) built new corporate identity by making a change of name to PT Asei Reasuransi Indonesia (Persero) ("Asei Re") based on the Act of Declaration of the General Meeting of Shareholders of the Company (perseroan) PT Asuransi Expor Indonesia abbreviated PT ASEI (Persero) Number 32 on March 21, 2014 made before Notary Marthin Aliunir, S.H., Notary in Jakarta. In addition to changing the name, PT Asei Reinsurance Indonesia (Persero) also made changes to its business activities to reinsurance activities.

PT Asei Reasuransi Indonesia then changed its name to PT Reasurance Indonesia Utama (Persero) ("Indonesia Re") based on Act No. 36 dated December 22, 2014, made before Ny. Sastriany Josoprawiro, SH, Notary in Jakarta.

Di tengah penguatan bisnis yang dilakukan Perusahaan, pemerintah dalam hal ini Kementerian BUMN dan Kementerian Keuangan, serta Otoritas Jasa Keuangan, menyusun suatu kebijakan dan strategi untuk meningkatkan kapasitas reasuransi dalam negeri dengan membentuk Perusahaan Reasuransi Nasional (PRN) melalui penggabungan Perusahaan Reasuransi di Indonesia. Hal tersebut dilakukan dalam mengurangi ketergantungan Perusahaan kepada kebutuhan retrosesi/impor kapasitas reasuransi dari luar negeri.

Sebagai tindak lanjut pembentukan PRN, Pemerintah mengeluarkan Peraturan Pemerintah Republik Indonesia Nomor 77 Tahun 2015 Tentang Penggabungan Perusahaan Perseroan (Persero) PT Reasuransi Umum Indonesia ke dalam Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama.

Kini, dengan komitmen dan dukungan dari pemerintah serta kualitas sumber daya manusia dan sistem Teknologi Informasi yang canggih, Indonesia Re siap memberikan proteksi dan solusi reasuransi yang terandalkan serta pelayanan reasuransi yang berkualitas internasional.

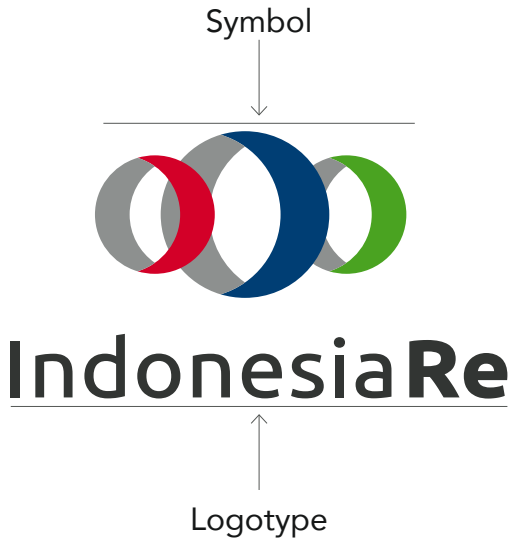
In strengthening the Company's business, the government, in this case the Ministry of SOEs, Ministry of Finance, and Financial Services Authority, formulated policies and strategies to increase domestic reinsurance capacity by forming National Reinsurance Company through a merger of Reinsurance Companies in Indonesia. The policies aim to reduce the Company's dependence on the need for retrocession/import of reinsurance capacity from the overseas market.

As a follow-up to the establishment of PRN, the Government issued the Government Regulation of the Republic of Indonesia Number 77 Year 2015 on the Merger of PT Reasuransi Umum Indonesia (Persero) into PT Reasuransi Indonesia Utama (Persero).

At the moment, with the commitment and support of the government, as well as the quality of human resources and sophisticated Information Technology systems, Indonesia Re is poised to provide dependable and international quality protection, solutions, and reinsurance services.

Makna Logo Perusahaan

Meaning of Company Logo



Logo Indonesia Re merupakan afiliasi dari beberapa perusahaan Reasuransi terbesar di Indonesia, simbol yang terdiri dari tiga buah lingkaran (*ring*) yang saling terhubung merupakan bentuk komitmen, kepercayaan, melindungi (*protecting*) dan persatuan (*union*) dari setiap visi dan misi masing-masing Perusahaan. Bentuk lingkaran dari yang kecil dan kemudian membesar merupakan bentuk perkembangan (*growing*) sebuah Perusahaan lokal yang siap mendunia dan mencapai visi yang lebih besar. Tiga warna (merah, biru, hijau) merupakan tiga warna dasar dari cahaya, sebagai pilar dasar dalam membangun dan mencapai setiap target yang lebih tinggi.

Indonesia Re's logo is an affiliation of some of the largest Reinsurance companies in Indonesia. This symbol consists of three interlocking circles (rings) as a form of commitment, trust, protecting and union of each vision and mission of each Company. The shape of the circles from small and subsequently enlarged is a form of development (growth) of local company that is ready to take on the world and achieve bigger vision. The three colors (red, blue, green) are the three basic colors of light which are the basic pillars of building and reaching higher target.

Bidang Usaha Perusahaan
Line of Business

Berdasarkan Anggaran Dasar Perusahaan, dijelaskan bahwa maksud dan tujuan Perusahaan adalah melakukan usaha di bidang Reasuransi Konvensional atau penanggungan seluruh atau sebagian risiko yang berhubungan dengan kebijakan asuransi yang ada yang ditanggung oleh perusahaan asuransi lain untuk menghasilkan jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar keuntungan guna meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

Untuk mencapai maksud dan tujuan tersebut di atas, Perusahaan dapat melaksanakan kegiatan usaha utama sebagai berikut:

1. Menyelenggarakan usaha pertanggungan ulang untuk risiko yang dihadapi perusahaan asuransi kerugian dan perusahaan asuransi jiwa;
2. Melakukan kegiatan lain yang lazim dilakukan oleh perusahaan reasuransi dengan memperhatikan ketentuan peraturan perundang-undangan.

Selain kegiatan usaha utama di atas, Perusahaan dapat melakukan kegiatan usaha dalam rangka optimalisasi pemanfaatan sumber daya yang dimiliki Perusahaan dengan memperhatikan ketentuan Peraturan Perundang-undangan.

Kegiatan Usaha sesuai Tahun Buku

Kegiatan usaha yang dijalankan Perusahaan sepanjang tahun 2022 sesuai dan sama dengan yang ditetapkan oleh Anggaran Dasar Perusahaan.

Based on the Company's Articles of Association, the purpose and objective of the Company is to conduct business in the field of Conventional Reinsurance or covering all or part of the risks associated with the existing insurance policies that are borne by other insurance companies to produce high quality services and have strong competitiveness to gain/pursue profits in order to increase the Company's value by applying the principles of a Limited Liability Company.

To achieve the aforesaid purposes and objectives, the Company may carry out the following main business activities:

1. Conducting reinsurance business for risks faced by loss insurance companies and life insurance companies;
2. Carrying out other activities commonly carried out by reinsurance companies by taking into account the provisions of laws and regulations;

In addition to the main business activities above, the Company may conduct business activities for the purpose of optimizing the Company's resources utilization by taking into account the provisions of Laws and Regulations.

Business Activities According to Fiscal Year

The business activities carried out by the Company throughout 2022 were in accordance with and following the Company's Articles of Association.

Produk, Jasa, dan Target Pasar

Product, Service, and Target Market

JENIS PERTANGGUNGAN

Indonesia Re menyediakan jasa pertanggungan ulang sebagai jenis produk usaha perusahaan. Jasa pertanggungan ulang itu meliputi bisnis asuransi umum dan asuransi jiwa. Berikut adalah produk-produk asuransi yang dapat ditanggung ulang oleh Perusahaan.

REASURANSI UMUM

Menyediakan jasa pertanggungan ulang atau reasuransi untuk seluruh jenis produk asuransi umum yang meliputi:

Asuransi Harta Benda

Memberikan jaminan reasuransi atas kerugian dan atau kerusakan pada harta benda; dan atau kepentingan yang dipertanggungkan beserta dengan gangguan usaha yang dialami saat terjadi kerusakan atau kerugian sesuai dengan peril yang dijamin didalam polis.

Asuransi Rekayasa

Memberikan jaminan reasuransi atas kerugian atau kerusakan yang dialami pada saat pekerjaan konstruksi atau pemasangan mesin, serta perlindungan terhadap mesin dan hasil kontruksi setelah pekerjaan selesai dikerjaan. Jenis Asuransi Rekayasa terbagi 2 yaitu:

1. Asuransi yang menjamin pekerjaan konstruksi pemasangan mesin (*project reinsurance*). Polis rekayasa yang menjamin pekerjaan kontruksi dan pemasangan mesin antara lain:
   - Constractor All Risk (CAR);
   - Erection All Risk (EAR).

2. Asuransi yang menjamin selain pekerjaan konstruksi (*non-project reinsurance*). Polis rekayasa yang menjamin selain pekerjaan kontruksi dan pemasangan mesin antara lain:
   - Machinery Breakdown (MB);
   - Electronic Equipment Insurance (EEI);
   - Civil Engineering Completed Risk (CECR);
   - Comprehensive Machinery\Insurance (CMI).

Asuransi Pengangkutan

Menyediakan penjaminan ulang (reasuransi) terhadap barang melalui suatu sarana alat angkut baik darat, laut, maupun udara sesuai dengan luas jaminan polis.

Asuransi Rangka Kapal

Memberikan proteksi reasuransi terhadap kerusakan atau kehilangan atas rangka kapal berikut mesin-mesin penggeraknya akibat dari hal-hal yang dijamin dalam polis.

TYPE OF COVERAGE

Indonesia Re provides reinsurance service as its line of business. The reinsurance products covered by the Company include General Reinsurance and Life Reinsurance. The following are insurance products covered by the Company.

GENERAL REINSURANCE

Providing reinsurance for all types of general insurance products which cover:

Fire Insurance

Providing reinsurance cover for loss and/or damage to the property; and/or the insured interests along with business interruptions experienced in case of damage or loss in accordance with the peril guaranteed in the policy.

Engineering Insurance

Providing reinsurance cover for loss or damage experienced during construction works or installation of machinery, and protection of the machineries and construction after the work is completed. Engineering Insurance consists of two types:

1. Insurance that guarantees construction and installation work (project reinsurance). Engineering policies that guarantee construction works and installation of machineries includes:
   - Contractor All Risk (CAR);
   - Erection All Risk (EAR).
2. Insurance that guarantees in addition to construction works (non-project reinsurance). Engineering policies that guarantee in addition to construction works and installation of machineries includes:
   - Machinery Breakdown (MB);
   - Electronic Equipment Insurance (EEI);
   - Civil Engineering Completed Risk (CECR);
   - Comprehensive Machinery Insurance (CMI).

Marine Cargo Insurance

Providing reinsurance cover for goods transported through a means of transportation, i.e. land, sea, or air transportation, in accordance with the policy's coverage.

Marine Hull Insurance

Providing reinsurance cover for damage or loss to the marine hull and its propellers as a result of risks covered under the policy.

Asuransi Pesawat Udara

Menyediakan proteksi reasuransi pada pesawat terbang, mesin dan atau berbagai peralatan lainnya dan juga berupa jaminan tanggung jawab hukum terhadap pihak ketiga. Pada penutupan Asuransi Pesawat Terbang, jaminan yang dapat diberikan meliputi:

1. *Hull, Spares, Equipment & Liability Insurance;*
2. *Deductible Insurance;*
3. *Hull War and Allied Perils Insurance;*
4. *Aviation War, Hijacking & Others Perils Excess of Liability Insurance.*

Asuransi Motor

Memberikan jaminan reasuransi untuk kendaraan bermotor dari kerugian atau kerusakan akibat tabrakan, kecelakaan satu pihak, kebakaran dan pencurian. Jaminan ini dapat diperluas termasuk tanggung jawab hukum kepada pihak ketiga, kecelakaan diri, kerusuhan, terorisme dan sabotase, banjir serta gempa bumi.

Asuransi Aneka

Jaminan reasuransi untuk Asuransi Aneka ini meliputi:

1. Asuransi Kecelakaan Diri
   Memberikan santunan kematian, cacat tetap (baik sebagian atau seluruhnya) cacat sementara (baik sebagian atau seluruhnya) serta santunan biaya pengobatan akibat kecelakaan diri, contohnya *Personal Accident, Travel Insurance.*
2. Asuransi Kebongkaran
   Menjamin kerugian tertanggung atas barang-barang yang disimpan di suatu bangunan yang diasuransikan, yang diakibatkan oleh pencurian dan pembongkaran yang disertai dengan tindak pemaksaan dan perusakan. Dalam hal ini, unsur pemaksaan dan pengrusakan adalah syarat mutlak untuk mendapatkan penggantian. Barang-barang yang dikecualikan antara lain adalah uang, cek, saham, kendaraan bermotor dan aksesorisnya, barang pecah belah, harta benda orang lain yang dibawa ke lokasi yang dipertanggungkan, dan barang-barang yang terletak di luar rumah. Pada umumnya, asuransi kebongkaran ini adalah perluasan dari asuransi kebakaran.
3. Asuransi Tanggung Gugat
   Memberikan jaminan perlindungan kepada Tertanggung, terhadap risiko yang timbul karena adanya tuntutan dari pihak lain (Pihak Ketiga) sehubungan dengan aktivitas personal/perusahaan milik Tertanggung. Adapun Produk dari Asuransi Tanggung Gugat yang dapat dipertanggungkan ulang antara lain:
   - *Commercial General Liability* (CGL);
   - *Automobile Liability;*
   - *Employers Liability;*

Aviation Insurance

Providing reinsurance cover for aircraft, machineries, and/ or various other equipment, as well as third party liabilities. The Aviation Insurance covers includes:

1. Hull, Spares, Equipment & Liability Insurance;
2. Deductible Insurance;
3. Hull War and Allied Perils Insurance;
4. Aviation War, Hijacking & Others Perils Excess of Liability Insurance.

Motor Insurance

Providing reinsurance cover for motor vehicles from loss or damage due to collision, one-sided accident, fire, and theft. The coverage can be extended to include legal liability to any third parties, personal accident, riots, terrorism and sabotage, floods, and earthquakes.

Miscellaneous Insurance

This Miscellaneous reinsurance coverage includes:

1. Personal Accident Insurance
   Providing compensation for death, permanent disability (either partially or completely), temporary disability (either partially or completely), and compensation for medical expenses due to personal accidents, for example Personal Accident, Travel Insurance.
2. Burglary Insurance
   Covering the loss of the insured for goods stored in an insured building, which is caused by theft and demolition along with acts of coercion and destruction. In this case, the element of coercion and destruction is an absolute condition to get recoveries. Excluded items include money, checks, shares, motor vehicles and accessories, glassware, property of other people brought in to the insured location, and items located outside of the house. In general, burglary insurance is an extension of fire insurance.
3. Liability Insurance
   Providing cover for the Insured against risks arising from claims from other parties (Third Parties) in connection with personal activities/companies of the Insured. The products of the Liability Insurance which can be covered include:
   - Commercial General Liability (CGL);
   - Automobile Liability;
   - Employers Liability;

Produk, Jasa dan Target Pasar
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- *Public Liability;*
- *Stevedore Liability;*
- *Workmen's Compensation;*
- *Professional Indemnity;*
- *Freight Forwarder Liability;*
- *Bailee & Warehousemen Liability;*
- *Director's and Officer's Liability;*

4. Asuransi Papan Reklame
   Menyediakan jaminan atas kerusakan dari Billboard (*material damage*) dan tanggung jawab hukum pihak ketiga (TPL) atas objek yang dipertanggungkan.
5. Asuransi *Hole In One*
   Memberikan perlindungan kepada panitia/sponsor atas hadiah yang telah ditetapkan akibat terjadinya *Hole-in-One* pada lubang yang telah ditetapkan. Pada umumnya yang dijamin dalam asuransi adalah hole dengan PAR 3.

Financial Lines

Memberikan proteksi reasuransi untuk produk asuransi kredit, kontrak bank garansi dan *surety bond.*

1. Asuransi Kredit
   Merupakan proteksi yang diberikan pihak asuransi (selaku penanggung) kepada bank (selaku tertanggung) atas risiko kegagalan debitur di dalam melunasi fasilitas kredit atau pinjaman tunai (*cash loan/direct loan*) Contoh: kredit modal kerja (*revolving*), kredit modal kerja transaksional dan lainnya (kredit multiguna, kredit investasi) yang diberikan oleh bank kepada debiturnya.
2. Kontrak Bank Garansi
   Bukti penjaminan dari *surety* (perusahaan asuransi) atas bank garansi yang diterbitkan oleh bank untuk kepentingan *principal* sebagaimana dipersyaratkan oleh *obligee*. Dalam hal ini *surety* telah terikat membayar ganti rugi kepada bank atas klaim bank garansi yang diajukan oleh *obligee*.
3. *Surety Bond*
   Perjanjian 3 pihak antara *surety* (asuransi) dan *principal* (kontraktor) untuk menjamin kepentingan *obligee* (pemilik proyek), dimana apabila principal gagal melaksanakan kewajibannya sesuai yang diperjanjikan dengan *obligee*, maka *surety* akan bertanggung jawab terhadap *obligee* untuk menyelesaikan kewajiban principal. Jenis jaminan antara lain:
   - Jaminan Penawaran;
   - Jaminan Pelaksanaan;
   - Jaminan Uang Muka;
   - Jaminan Pemeliharaan;
   - Jaminan Pembayaran;
   - Jaminan Pengadaan.

- Public Liability;
- Stevedore Liability;
- Workmen's Compensation;
- Professional Indemnity;
- Freight Forwarder Liability;
- Bailee & Warehousemen Liability;
- Director's and Officer's Liability.

4. Billboard Insurance
   Providing cover for damage from billboards (material damage) and third party liabilities (TPL) for the insured object.
5. Hole in One Insurance
   Providing cover for the committee/sponsor for prizes that have been determined to any golfer who can score a Hole-in-One in the specified hole. In general, it covers a PAR 3 hole.

Financial Lines

Providing reinsurance cover for credit insurance products, counter bank guarantees, and surety bonds.

1. Credit Insurance
   Protection provided by the insurance company (as the insurer) to the bank (as the insured) for the risk of debtor failure in paying off the credit facility or cash loan (cash loan/direct loan). Examples: working capital loans (revolving), transactional and other working capital loans (multipurpose loans, investment loans) provided by banks to their debtors.
2. Counter Bank Guarantee
   Proof of guarantee from surety (insurance company) on bank guarantee issued by bank for the principal's interest as required by the obligee. In this case, surety has been bound to give compensation to bank for bank guarantee claim submitted by the obligee.
3. Surety Bond
   A three-party agreement between surety (Insurance) and principal (contractor) to guarantee the interests of the obligee (project owner). If the principal fails to meet its obligations as agreed with the obligee, the surety will be responsible to the obligee for settling the principal's liability. Types of coverage include:
   - Bid Security;
   - Performance Bond;
   - Advance Payment Guarantee;
   - Maintenance Guarantee;
   - Payment Guarantee;
   - Procurement Guarantee.

REASURANSI JIWA

Produk reasuransi jiwa menyediakan jasa pertanggungan ulang atau reasuransi untuk seluruh jenis produk asuransi jiwa. Produk Asuransi Jiwa yang meliputi:

Life Insurance

Merupakan produk asuransi yang memberikan manfaat apabila tertanggung meninggal dunia dalam masa asuransi dan atau tanpa manfaat hidup berupa nilai tunai, dana investasi, atau manfaat tahapan. Untuk produk ini risiko yang di-*cover* oleh Perusahaan reasuransi adalah risiko meninggal dunianya saja, khususnya produk yang memiliki nilai tunai, unsur tabungan atau investasi. Produk-produknya yaitu:

1. *Term Life;*
2. *Whole Life;*
3. *Unit Link;*
4. *Universal Life;*
5. *Endowment;*
6. *Natural Death.*

Personal Accident

Merupakan produk asuransi yang memberikan manfaat apabila tertanggung mengalami kecelakaan yang mengakibatkan tertanggung meninggal dunia, dan atau menderita cacat tetap total atau sebagian dan atau tertanggung membutuhkan penggantian biaya pengobatan atau perawatan di rumah sakit. Produk-produknya yaitu:

1. *Personal Accident* Risiko A: risiko meninggal dunia akibat kecelakaan;
2. *Personal Accident* Risiko B: risiko cacat tetap total atau sebagian akibat kecelakaan;
3. *Personal Accident* Risiko D: risiko penggantian biaya pengobatan akibat kecelakaan.

Critical Illness

Merupakan produk asuransi yang memberikan manfaat apabila tertanggung didiagnosa menderita salah satu penyakit kritis yang dijamin selama masa pertanggungan. Produk-produknya adalah:

1. *Critical Illness-Additional Benefit;*
2. *Critical Illness-Accelerated Benefit;*
3. *Early Stage Critical Illness-Additional Benefit;*
4. *Early Stage Critical Illness-Accelerated Benefit;*
5. *Tiered CriticalIllness-Additional Benefit;*
6. *Tiered CriticalIllness-Accelerated Benefit.*

LIFE REINSURANCE

Providing reinsurance cover for all types of life insurance products, including:

Life Insurance

Insurance product that provides benefits if the insured dies within the insurance period and/or without the benefit of life in the form of cash value, investment funds, or benefits stages. This product only covers death risk, especially products that have cash value, savings, or investment element. The products are as follows:

1. Term Life;
2. Whole Life;
3. Unit Link;
4. Universal Life;
5. Endowment;
6. Natural Death.

Personal Accident

Insurance product that provides benefits if the insured has an accident resulting in death, or suffers from total or partial permanent disability, or the insured requires reimbursement of medical expenses or hospitalization. The products are as follows:

1. Personal Accident Risk A: death risk;
2. Personal Accident Risk B: total or partial permanent disability risk;
3. Personal Accident Risk D: reimbursement of medical expenses risk.

Critical Illness

Insurance product that provides benefits if the insured is diagnosed with one of the critical illnesses covered during the coverage period. The products are as follows:

1. Critical Illness-Additional Benefit;
2. Critical Illness-Accelerated Benefit;
3. Early Stage Critical Illness-Additional Benefit;
4. Early Stage Critical Illness-Accelerated Benefit;
5. Tiered Critical Illness-Additional Benefit;
6. Tiered Critical Illness-Accelerated Benefit.

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Hospital Cash Plan

Merupakan produk asuransi kesehatan yang memberikan jaminan berupa uang santunan harian dan atau biaya pembedahan apabila tertanggung menderita sakit yang dikarenakan oleh suatu penyakit atau kecelakaan sehingga tertanggung harus dirawat inap di rumah sakit atas anjuran dokter. Produk-produknya sebagai berikut:

1. *Hospital Cash Plan due to Accident & Sickness;*
2. *Hospital Cash Plan due to Accident;*
3. *Hospital Cash Plan due to Sickness;*
4. *Hospital Cash Plan due* yang diakibatkan oleh beberapa penyakit kritis.

Hospitalization atau Asuransi Kesehatan

Merupakan produk asuransi yang menjamin biaya-biaya perawatan kesehatan di rumah sakit ataupun dokter untuk tertanggung yang menderita sakit, baik disebabkan oleh suatu penyakit ataupun kecelakaan, baik rawat inap, rawat jalan, *maternity*, kaca mata dan perawatan gigi. Untuk rawat inap termasuk manfaat pembedahan, biaya kamar, biaya obat-obatan, kunjungan dokter, dll. Mencakup produk Asuransi Kesehatan Individu dan Kumpulan.

Asuransi Jiwa Kredit

Merupakan produk asuransi jiwa yang memberikan manfaat berupa pembayaran sisa pinjaman tertanggung apabila tertanggung/debitur meninggal dunia dan atau menderita cacat tetap total dalam masa asuransi, baik dengan ataupun tanpa bunga keterlambatan dan tunggakan. Produk-produknya sebagai berikut:

1. Asuransi Jiwa Kredit Mortgage Manfaat Menurun;
2. Asuransi Jiwa Kredit Mortgage Manfaat Tetap;
3. Asuransi Jiwa Kredit Mikro Manfaat Menurun;
4. Asuransi Jiwa Kredit Mikro Manfaat Tetap;
5. Asuransi Jiwa Kredit Kepemilikan Kendaraan Bermotor Manfaat Menurun;
6. Asuransi Jiwa Kredit Kepemilikan Kendaraan Bermotor Manfaat Tetap;
7. Asuransi Jiwa Kredit Multiguna Manfaat Menurun;
8. Asuransi Jiwa Kredit Multiguna Manfaat Tetap;
9. Asuransi Jiwa Credit Shield.

Hospital Cash Plan

Insurance product that provides benefit in the form of daily compensation and/or surgical expenses if the insured suffers from illness due to a sickness or accident and must be hospitalized on doctor's advice. The products are as follows:

1. Hospital Cash Plan due to Accident & Sickness;
2. Hospital Cash Plan due to Accident;
3. Hospital Cash Plan due to Sickness;
4. Hospital Cash Plan due to several critical illness.

Hospitalization or Health Insurance

Insurance product that covers health care costs at the hospital or doctor for the insured who suffers from illness, whether caused by illness or accident, inpatient, outpatient, maternity, eye glasses, and dental care. Inpatient care includes the benefits of surgery, room fees, medical expenses, doctor visits, etc. It includes Individual and Group Health Insurance products.

Credit Life Insurance

Life insurance product that provides benefits in the form of payment of the remaining loan if the insured/debtor passes away and/or suffers total permanent disability during the coverage period, with or without interest on late payments and arrears. The products are as follows:

1. Decreasing Term Mortgage Credit Life Insurance;
2. Fixed Term Mortgage Credit Life Insurance;
3. Decreasing Term Micro Credit Life Insurance;
4. Fixed Term Micro Credit Life Insurance;
5. Decreasing Term Motor Vehicles Credit Life Insurance;
6. Fixed Term Motor Vehicles Credit Life Insurance;
7. Decreasing Term Multipurpose Credit Life Insurance;
8. Fixed Term Multipurpose Credit Life Insurance;
9. Credit Shield Life Insurance.

Asuransi Jiwa Tabungan

Merupakan produk asuransi jiwa yang memberikan manfaat sebesar sisa setoran bulanan hingga akhir masa asuransi atau sejumlah perkalian setoran bulanan, apabila tertanggung meninggal dunia atau menderita cacat tetap total baik yang disebabkan oleh suatu penyakit maupun disebabkan kecelakaan.

Total Permanent Disability

Merupakan produk asuransi yang memberikan manfaat apabila tertanggung menderita cacat tetap total, baik yang disebabkan oleh suatu penyakit maupun disebabkan kecelakaan. Produk-produknya sebagai berikut:

1. *TPD Accelerated;*
2. *TPD Accelerated-duetoaccident;*
3. *TPD Accelerated-duetoillness;*
4. *TPD Additional;*
5. *TPD Additional-duetoaccident;*
6. *TPD Additional-duetoillness.*

Waiver of Premium

Merupakan produk asuransi yang menjamin tertanggung dibebaskan dari pembayaran premi yang harus dibayar apabila pemegang polis meninggal dunia dan atau menderita cacat tetap total, dan atau menderita penyakit kritis di dalam masa pembayaran premi asuransi. Produk-produknya sebagai berikut:

1. *Waiver of Premium due to TPD + CI;*
2. *Waiver of Premium due to TPD;*
3. *Waiver of Premium due to CI;*
4. *Spouse Waiver of Premium due to Death;*
5. *Spouse Waiver of Premium due to TPD;*
6. *Spouse Waiver of Premium due CI;*
7. *Spouse Waiver of Premium due to Death + TPD;*
8. *Spouse Waiver of Premium due to Death + CI;*
9. *Spouse Waiver of Premium due to TPD+CI;*
10. *Payor Waiver of Premium due to Death;*
11. *Payor Waiver of Premium due to TPD;*
12. *Payor Waiver of Premium due to CI;*
13. *Payor Waiver of Premium due to Death + TPD;*
14. *Payor Waiver of Premium due to Death + CI;*
15. *Payor Waiver of Premium due to TPD + CI;*
16. *Payor Waiver of Premium due to Death + TPD + CI.*

Life Savings Insurance

Life insurance product that provides benefits of covering the remaining monthly deposit until the end of the coverage period or a number of multiplication of monthly deposits if the insured passes away or suffers total permanent disability either caused by illness or accident.

Total Permanent Disability

Insurance product that provides benefits if the insured suffers total permanent disability, either caused by illness or accident. The products are as follows:

1. TPD Accelerated;
2. TPD Accelerated-due to accident;
3. TPD Accelerated-due to illness;
4. TPD Additional;
5. TPD Additional-due to accident;
6. TPD Additional-due to illness.

Waiver of Premium

Insurance product that guarantees the exemption of the insured from payment of premium if the policyholder passes away and/or suffers total permanent disability and/ or suffers critical illness within the period of insurance premium payment. The products are as follows:

1. Waiver of Premium due to TPD + CI;
2. Waiver of Premium due to TPD;
3. Waiver of Premium due to CI;
4. Spouse Waiver of Premium due to Death;
5. Spouse Waiver of Premium due to TPD;
6. Spouse Waiver of Premium due CI;
7. Spouse Waiver of Premium due to Death + TPD;
8. Spouse Waiver of Premium due to Death + CI;
9. Spouse Waiver of Premium due to TPD+CI;
10. Payor Waiver of Premium due to Death;
11. Payor Waiver of Premium due to TPD;
12. Payor Waiver of Premium due to CI;
13. Payor Waiver of Premium due to Death + TPD;
14. Payor Waiver of Premium due to Death + CI;
15. Payor Waiver of Premium due to TPD + CI;
16. Payor Waiver of Premium due to Death + TPD + CI.

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TARGET PASAR

Target pasar Perusahaan adalah seluruh perusahaan asuransi dan broker reasuransi yang menyediakan jasa layanan Asuransi Umum dan atau Asuransi Jiwa di Indonesia maupun regional.

TARGET MARKET

The Company's target market are all insurance companies and reinsurance brokers that provide General Insurance and/or Life Insurance services throughout Indonesia and regionally.

Metode Pertanggungan yang Digunakan

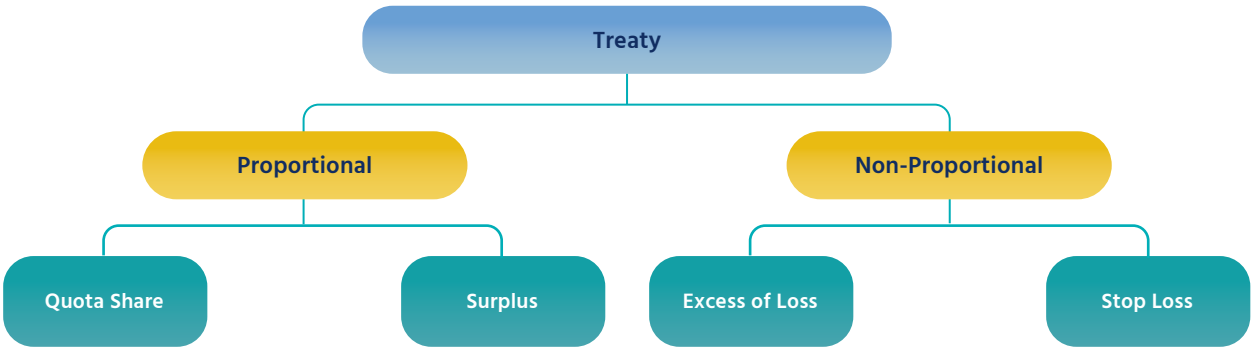
Indonesia Re menggunakan metode pertanggungan *Treaty* dan *Facultative* sebagai berikut:

Reinsurance Methods

Indonesia Re uses Treaty and Facultative reinsurance methods as follows:

Treaty

Treaty



Treaty merupakan program reasuransi yang menggunakan basis portofolio dan perjanjian yang mengikat secara hukum. *Treaty* memiliki kontrak reasuransi untuk sejumlah risiko dengan kelas yang sama atau beberapa kelas bisnis, tergantung kepada perjanjian kontrak. Reasuradur *Treaty* meng-*underwrite* portofolio, bukan *risk by risk*. Program *Treaty* memiliki sesi otomatis (asuradur memiliki kewajiban untuk mensesikan, sedangkan reasuradur memiliki kewajiban untuk menerima sesi).

Program *Treaty* secara garis besar dibagi menjadi dua jenis, yaitu Proporsional dan Non-Proporsional. Pada Proporsional, premium dan kewajiban klaim dibagi secara proporsional. Penanggung terikat untuk memberi sesi dan perusahaan reasuransi terikat untuk menerima sesi jika risiko sesuai dengan *terms & condition* yang disepakati. Umumnya terdapat maksimum SI yang bisa disesikan ke dalam *Treaty* (*treaty limit*).

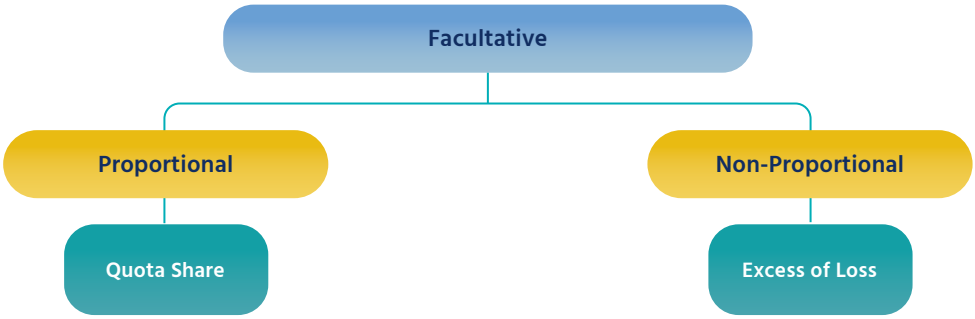
Treaty Proportional terbagi menjadi Quota Share dan Surplus. Lain halnya dengan Proportional, jenis *Treaty* Non-Proportional bekerja berdasarkan kerugian, bukan berdasarkan *share* dari *reinsurer* atas risiko. Premi dihitung untuk periode *Treaty* secara keseluruhan, bukan proporsi dari setiap polis. *Non-Proportional* terdiri atas *Excess of Loss* dan *Stop Loss*.

Treaty is a reinsurance program that uses a base of portfolios and legally binding agreements. Treaty has reinsurance contract for a number of risks under the same class or several business classes, depending on the contract agreement. Treaty Reinsurer underwrites a portfolio, not risk by risk. Treaty program has an automatic cession (insurer has an obligation to cede, while reinsurer has an obligation to accept the cession).

Treaty program is broadly divided into two types, namely Proportional and Non-Proportional. In the Proportional type, premium and claim liability are divided proportionally. The Insurer is bound to give a cession and the reinsurance company is bound to accept the cession if the risk is in accordance with the agreed terms & conditions. In general, there is a maximum SI that can be ceded into the Treaty (treaty limit).

Proportional Treaty is divided into Quota Share and Surplus. On the other hand, Non-Proportional Treaty type works based on losses, not based on reinsurer shares on risk. The premium is calculated for the Treaty period as a whole, not the proportion of each policy. Non-Proportional Treaty consists of Excess of Loss and Stop Loss.

Fakultatif **Facultative**



Fakultatif merupakan reasuransi bersifat optional (adanya kebebasan bagi asuradur dan reasuradur). Lain halnya dengan *Treaty*, fakultatif bersifat *risk by risk*. Reasuransi fakultatif umumnya digunakan untuk risiko yang nilainya melebihi kapasitas *Treaty*, dikecualikan oleh *Treaty*, *hazardous* (seperti petrokimia, pertambangan, dll.) Program fakultatif dapat dilakukan secara *Proportional* (*Quota Share*) maupun *Non-Proportional* (*Excess of loss*).

Facultative is an optional reinsurance (the insurer and reinsurer have the freedom to choose). Unlike Treaty, Facultative is based on risk by risk. Facultative reinsurance is generally used for risks which have value exceeding the Treaty capacity, excluded by Treaty, and hazardous (such as petrochemicals, mining, etc). Facultative program can be carried out in Proportional (Quota Share) or Non Proportional (Excess of Loss).

Keanggotaan dalam Asosiasi
Membership in Association

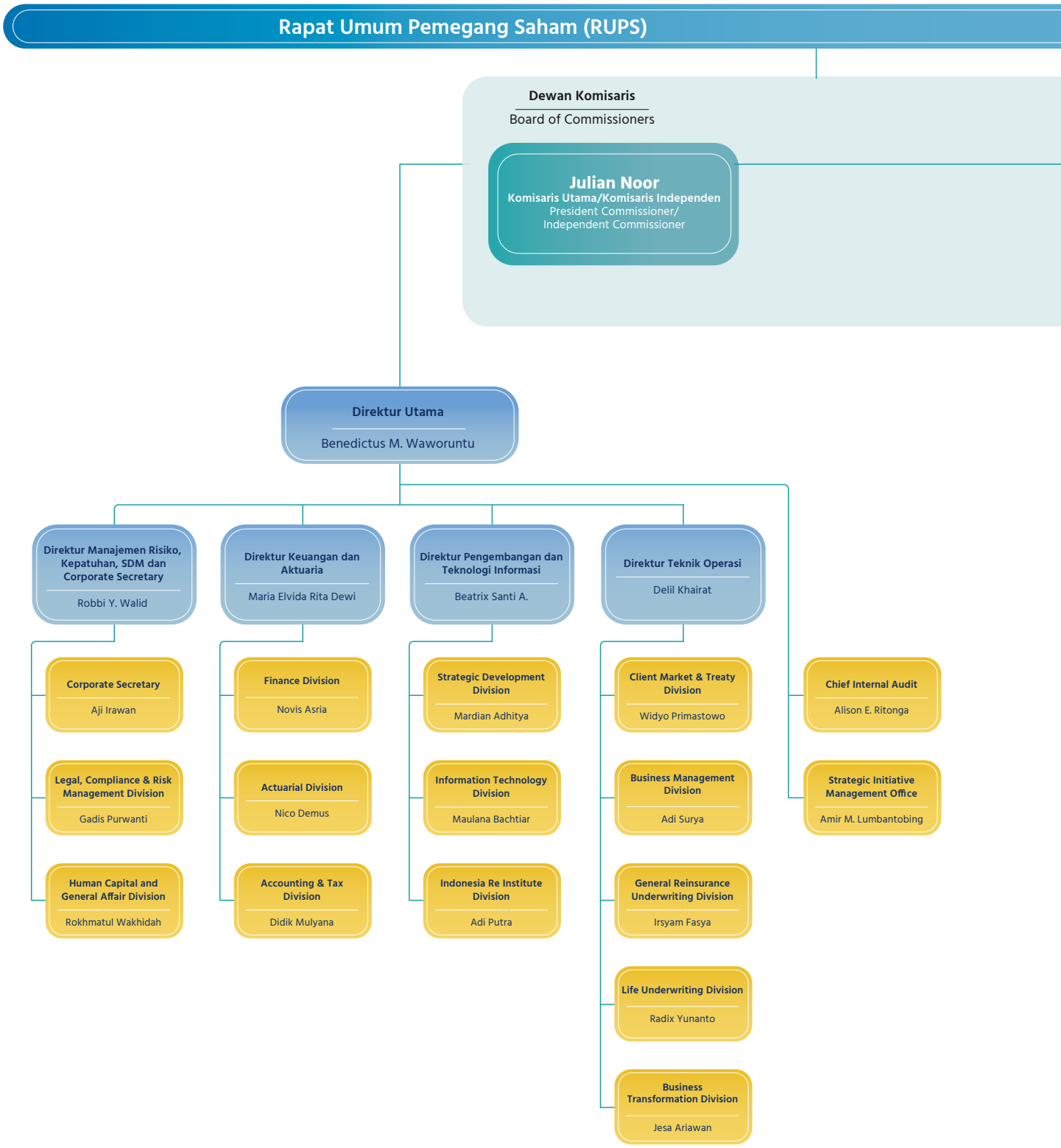
Indonesia Re ikut serta aktif dalam keanggotaan asosiasi, sebagai berikut:

1. Anggota Lembaga Alternatif Penyelesaian Sengketa Sektor Jasa Keuangan (LAPS SJK)
2. Asosiasi Asuransi Umum Indonesia (AAUI);
3. Asosiasi Asuransi Jiwa Indonesia (AAJI);
4. Persatuan Aktuaris Indonesia (PAI);
5. Indonesian Senior Executives Association (ISEA);
6. Perkumpulan Underwriter Jiwa Indonesia (PERUJI);
7. Federation of Afro-Asian Insurers & Reinsurers (FAIR);
8. Forum Komunikasi Satuan Pengawas Internal (FKSPI);
9. Perkumpulan Wakil Manajer Investasi Indonesia (PWMI).

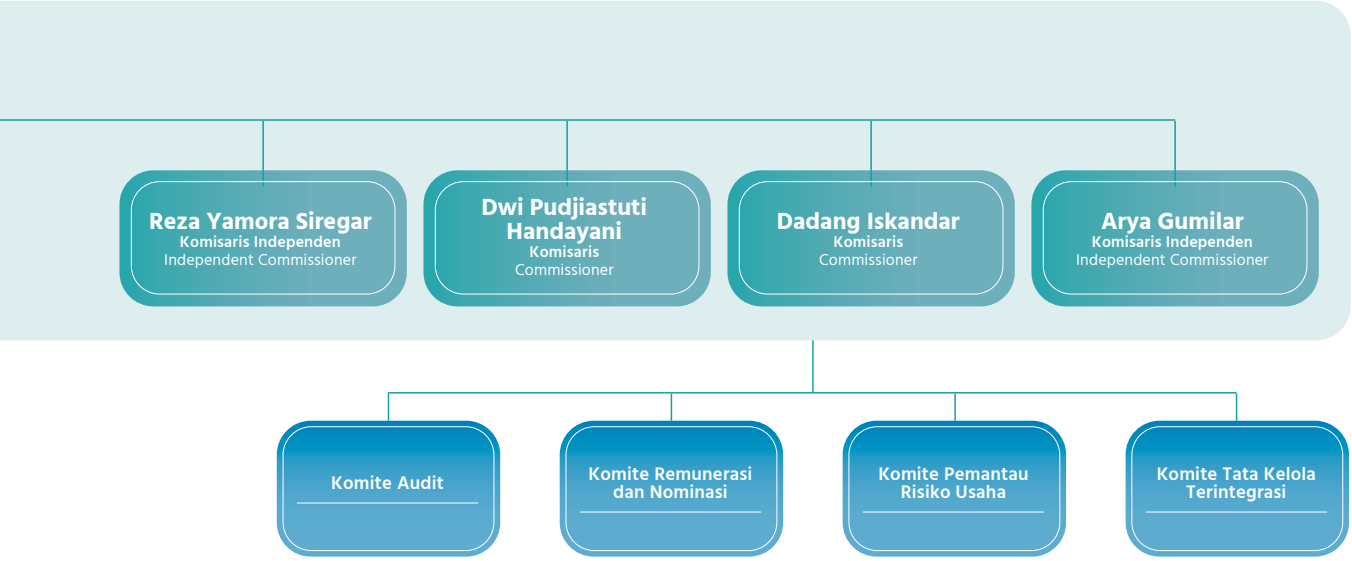
Indonesia Re actively participates in the membership of the association, as follows:

1. Member of Financial Services Sector Alternative Dispute Resolution Institution (LAPS SJK);
2. Indonesian General Insurance Association (AAUI);
3. Indonesian Life Insurance Association (AAJI);
4. The Society of Actuaries of Indonesia (PAI);
5. Indonesian Senior Executives Association (ISEA);
6. Association of Life Underwriter Indonesia (PERUJI);
7. Federation of Afro-Asian Insurers & Reinsurers (FAIR);
8. Communication Forum of Internal Control Unit (FKSPI);
9. Association of Indonesian Investment Manager Representative (PWMI).

Struktur Organisasi
Organization Structure



General Meeting of Shareholders (GMS)



Visi dan Misi
Vision and Mission

Visi
Vision

Menjadi partner yang kredibel dalam penyediaan solusi reasuransi dengan kapabilitas inovasi tingkat dunia

To become a credible partner in providing reinsurance solutions with world-class innovation capabilities.

Misi
Mission

- **Meningkatkan pengetahuan, kapabilitas dan penerapan inovasi dalam asuransi/ reasuransi**
- **Memberikan solusi reasuransi berstandar internasional kepad nasabah**
- **Meningkatkan pasokan dan retensi reasuransi Indonesia**

- Enhancing knowledge, capability and application of innovation in insurance/ reinsurance
- Providing international standard reinsurance solutions to customers
- Increasing the reinsurance supply and retention in Indonesia

Review Visi Misi oleh Direksi dan Dewan Komisaris

Dalam rangka mastikan kesesuaian Visi dan Misi Indonesia Re telah berjalan maka Perseroan melakukan review Visi dan Misi. Indonesia Re telah menetapkan Visi dan Misi yang telah disetujui dan disahkan oleh Kementerian Badan Usaha Milik Negara yang tercantum dalam Rencana Jangka Panjang Perusahaan (RJPP) Tahun 2019-2023 dalam Rapat Umum Pemegang Saham.

Perkembangan pencapaian Visi dan Misi dikaji secara berkala setiap tahun dengan melaksanakan Rapat Kerja Perusahaan yang diikuti oleh Direksi dan pejabat manajemen serta disetujui oleh Dewan Komisaris.

Review of Vision and Mission by the Directors and Commissioners

In order to ensure the suitability of Indonesia's Vision and Mission, the Company reviews its vision and mission. Indonesia Re has established a vision and mission that has been approved by the Ministry of State-Owned Enterprises listed in the Company's Long Term Plan (RJPP) for 2019-2023 at the General Meeting of Shareholders.

The development of achieving the vision and mission is reviewed regularly every year by holding Company Work Meetings which are attended by the Board of Directors and management officers and approved by the Board of Commissioners.

Budaya Perusahaan
Corporate Culture

Sesuai dengan Surat Edaran Kementerian BUMN No. SE-7/MBU/07/2020 setiap BUMN wajib menerapkan nilai-nilai utama (*core values*) SDM BUMN AKHLAK menjadi Budaya Perusahaan (*corporate culture*) yang dijadikan dasar pembentukan karakter SDM. Berikut adalah uraian dari AKHLAK.

According to Ministry of SOE Circular No. SE-7/MBU/07/2020, every SOE must apply the core values of SOE HR, AKHLAK, as the corporate culture used as the basis for building HR character. Below is a description of AKHLAK.

Amanah | Trustworthy	Memegang teguh kepercayaan yang diberikan. Uphold the trust given.
Kompeten | Competent	Terus belajar dan mengembangkan kapabilitas. Keep learning and develop capabilities
Harmonis | Harmonious	Saling peduli dan menghargai perbedaan. Mutual care and respect for differences.
Loyal | Loyal	Berdedikasi dan mengutamakan kepentingan Bangsa dan Negara. Dedicated and prioritizing the interests of the Nation and the State
Adaptif | Adaptive	Terus berinovasi dan antusias dalam menggerakkan ataupun menghadapi perubahan. Keep innovating and be enthusiastic in making or facing change.
Kolaboratif | Colaborative	Membangun kerja sama yang sinergis. Build synergistic cooperation.

Nilai-Nilai Perusahaan

Corporate Values

Indonesia Re sepenuhnya meyakini bahwa bisnis asuransi adalah suatu bisnis yang didasarkan kepada kepercayaan pelanggan, sehingga perusahaan senantiasa melakukan tindakan-tindakan yang dapat menumbuhkan kepercayaan dimaksud.

Indonesia Re fully believes that insurance business is a business based on customer trust, and therefore, the Company needs to perform actions that foster such trust.

Untuk membangun dan memelihara kepercayaan pelanggan, maka setiap insan Indonesia Re harus menjalankan nilai-nilai perusahaan sebagai budaya kerja dengan penjelasan sebagai berikut :

To build and maintain customers' trust, every Indonesia Re's employee has to uphold the corporate values as work culture with the following explanation:

I	**Innovative**	**Melakukan pembaruan terus menerus** Continuous innovation
N	**Nurture**	**Menciptakan lingkungan yang positif untuk meningkatkan kinerja bersama** Creating positive environment to improve joint performance
D	**Discipline**	**Patuh pada peraturan** Complying with the regulations
O	**Objective**	**Bertindak tanpa dipengaruhi oleh pendapat/kepentingan pribadi** Acting without being influenced by personal opinion/ interests
N	**Nationalism**	**Mencintai bangsa dan negara sendiri** Loving the nation and state
E	**Engaged**	**Melibatkan pelanggan untuk berkomitmen bersama** Engaging customers to have mutual commitment
S	**Social Awareness**	**Kepedulian sosial dalam membangun kepercayaan untuk meningkatkan kinerja usaha** Social care in building trust to improve business performance
I	**Integrity**	**Karakter yang kokoh dalam menjaga kepercayaan dan kejujuran** Strong character in maintaining trust and honesty
A	**Agility**	**Gesit dalam menjalankan tugas** Agility in performing duties
R	**Reliable**	**Dapat diandalkan** Reliable
E	**Excellence**	**Memiliki keunggulan** Having advantages

Budaya Kerja Karyawan

Employee Work Culture

Indonesia Re memiliki 7 (tujuh) perilaku sebagai nilai dasar yang menjadi aspek penting dalam setiap aktivitas karyawan, yaitu :

Indonesia Re has 7 (seven) key behaviors that become the basic values for all employees in carrying out their activities, namely:

Demografi Karyawan

Employee Demographics

Jumlah Karyawan berdasarkan Status Kepegawaian
Total of Employees based on Employment Status

Status Kepegawaian	2022		2021		Employment Status
	Jumlah | Total	%	Jumlah | Total	%	
Karyawan Tetap	184	76,35%	187	84%	Permanent Employee
Karyawan Kontrak	57	23,65%	37	16%	Contract Employee
Jumlah	**241**	**100%**	**224**	**100%**	**Total**

Jumlah Karyawan berdasarkan Jenis Kelamin
Total of Employees by Gender

Jenis Kelamin	2022		2021		Gender
	Jumlah | Total	%	Jumlah | Total	%	
Laki-laki	140	58%	132	59%	Male
Perempuan	101	42%	92	41%	Female
Jumlah	**241**	**100%**	**224**	**100%**	**Total**

Jumlah Karyawan berdasarkan Rentang Usia
Total of Employees by Age

Usia	2022		2021		Age
	Jumlah | Total	%	Jumlah | Total	%	
18-25 tahun	41	17%	27	12%	18-25 years old
26 – 35 tahun	88	37%	83	38%	26 – 35 years old
36 – 45 tahun	57	24%	55	24%	36 – 45 years old
46 – 55 tahun	54	22%	54	24%	46 – 55 years old
>55 tahun	1	0%	5	2%	>55 years old
Jumlah	**241**	**100%**	**224**	**100%**	**Total**

Jumlah Karyawan berdasarkan Tingkat Pendidikan
Total of Employees by Education

Tingkat Pendidikan	2022		2021		Education
	Jumlah | Total	%	Jumlah | Total	%	
S2	50	21%	45	20,09%	Master's Degree
S1	160	66%	146	65,18%	Bachelor's Degree
D3	21	9%	22	9,82%	Diploma
SMA/Sederajat	10	4%	11	4,91%	Senior High/Equivalent
Jumlah	**241**	**100%**	**224**	**100%**	**Total**

Jumlah Karyawan berdasarkan Level Jabatan
Total of Employees by Position

Level Jabatan	2022		2021		Position
	Jumlah | Total	%	Jumlah | Total	%	
Division Head	14	6%	13	6%	Division Head
Department Head	42	17%	33	15%	Department Head
Functional Departement Head	2	1%	2	1%	Functional Departement Head
Unit Head	18	7%	21	9%	Unit Head
Functional Unit Head	40	17%	46	20%	Functional Unit Head
Staff	41	17%	46	20%	Staff
Functional Staf	27	11%	27	12%	Functional Staf
PKWT	57	24%	36	17%	PKWT
Jumlah	**241**	**100%**	**224**	**100%**	**Total**

Dewan Komisaris
Board of Commissioners

Julian Noor
Komisaris Utama/Komisaris Independen
President Commissioner/Independent Commissioner

Reza Yamora Siregar
Komisaris Independen
Independent Commissioner

Dwi Pudjiastuti Handayani
Komisaris
Commissioner

Dadang Iskandar
Komisaris
Commissioner

Arya Gumilar
Komisaris Independen
Independent Commissioner

Profil Dewan Komisaris

The Board of Commissioners's Profile

Julian Noor
Komisaris Utama/Komisaris Independen
President Commissioner/Independent Commissioner

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Bogor	Bogor
Tempat, Tanggal Lahir Place Date of Birth	Amuntai, 20 Juli 1961	Amuntai, 20 July 1961
Usia | Age	61 tahun	61 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN Nomor. SK-246/MBU/07/2021 sejak tanggal 22 Juli 2021.	Decree of the Minister of SOEs Number. SK-246/MBU/07/2021 effective from July 22, 2021.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• Institut Pertanian Bogor (IPB) (1985); • Insurance School of Japan, Tokyo (ISJ) (1999); • Magister Manajemen STIE Bumiputera (2004).	• Bogor Agricultural University (IPB) (1985); • Insurance School of Japan, Tokyo (ISJ) (1999); • Master of Management STIE Bumiputera (2004).
Riwayat Pekerjaan Employment history	• Komisaris Independen PT Asuransi Jasa Indonesia (2020-2021); • Wakil Ketua AAUI Bidang SDM & Literasi Asuransi Asosiasi Asuransi Umum Indonesia (2018-2020); • Direktur Utama PT. Asuransi Adira Dinamika Tbk (2017-2020); • Wakil Direktur Lembaga Pendidikan Asuransi Indonesia (2016-2017); • Komisaris Independen PT. Asuransi Adira Dinamika Tbk (2015-2017); • Direktur Eksekutif Asosiasi Asuransi Umum Indonesia (2011-2017).	• Independent Commissioner of PT Asuransi Jasa Indonesia (2020-2021); • Vice Chairman of AAUI for HR & Insurance Literacy of the Indonesian General Insurance Association (2018-2020); • President Director of PT Asuransi Adira Dinamika Tbk (2017-2020); • Vice Director of the Indonesian Insurance Education Institute (2016-2017); • Independent Commissioner of PT Asuransi Adira Dinamika Tbk (2015-2017); • Executive Director of the Indonesian General Insurance Association (2011-2017).
Rangkap Jabatan Concurrent Position	Komisaris Independen PT Asuransi Jiwa Astra.	Independent Commissioner of PT Asuransi Jiwa Astra
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

Dadang Iskandar
Komisaris
Commissioner

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Bogor	Bogor
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 18 Desember 1963	Jakarta, 18 December 1963
Usia | Age	59 tahun	59 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Negara BUMN Nomor. SK-240/ MBU/10/2019 tanggal 17 Oktober 2019.	Decree of the Minister of State-Owned Enterprises Number. SK-240/MBU/10/2019 dated October 17, 2019.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• Sarjana Kesejahteraan Sosial dari Universitas Muhammadiyah Jakarta (1989); • Magister Akuntansi dari Universitas Tarumanagara Jakarta (2009).	• Bachelor of Social Welfare from Muhammadiyah University Jakarta (1989); • Master of Accounting from Tarumanagara University Jakarta (2009).
Riwayat Pekerjaan Employment history	• Sekretaris Inspektorat Jenderal Kementerian Sosial RI (2017-2018); • Inspektur Bidang Pemberdayaan Sosial dan Penanganan Fakir Miskin pada Inspektorat Jenderal Kementerian Sosial RI (2016); • Inspektur Bidang Penunjang pada Inspektorat Jenderal Kementerian Sosial RI (2014-2015); • Kepala Bagian Program dan Pelaporan pada Sekretariat Inspektorat Jenderal Kementerian Sosial RI (2013-2014); • Kepala Bagian Keuangan pada Sekretariat Inspektorat Jenderal Kementerian Sosial RI (2012-2013); • Kepala Bagian Program dan Evaluasi pada Sekretariat Inspektor Jenderal Kementerian Sosial RI (2008-2012).	• Secretary of Inspectorate General of the Ministry of Social Affairs (2017-2018); • Inspector of Social Empowerment and Poor Handling at the Inspectorate General of the Ministry of Social Affairs (2016); • Inspector of Supporting Division at the Inspectorate General of the Ministry of Social Affairs (2014-2015); • Head of the Program and Reporting Section at the Secretariat of the Inspectorate General of the Ministry of Social Affairs (2013-2014); • Head of Finance at the Secretariat of the Inspectorate General of the Ministry of Social Affairs (2012-2013); • Head of the Program and Evaluation Section at the Secretariat of the Inspectorate General of the Ministry of Social Affairs (2008-2012).
Rangkap Jabatan Concurrent Position	Inspektur Jenderal Kementerian Sosial	Inspector General Ministry of Social Affairs
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

Profil Dewan Komisaris
The Board of Commissioners's Profile

Dwi Pudjiastuti Handayani
Komisaris
Commissioner

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Madiun, 1 Januari 1966	Madiun, 1 January 1966
Usia | Age	57 tahun	57 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Negara BUMN Nomor. SK-240/ MBU/10/2019 tanggal 17 Oktober 2019.	Decree of the Minister of State-Owned Enterprises Number. SK-240/MBU/10/2019 dated October 17, 2019.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• Sarjana Ekonomi dari Universitas Diponegoro (1989); • Magister Ekonomika Pembangunan dari Universitas Gadjah Mada (1997).	• Bachelor of Economics from Diponegoro University (1989); • Master of Development Economics from Gadjah Mada University (1997).
Riwayat Pekerjaan Employment history	• Dewan Komisaris PT ASABRI (Persero) (2015-2019); • Direktur Direktorat Anggaran III Kementerian Keuangan (2014-2016); • Dewan Pengawas RS Persahabatan (2011-2015); • Direktur Direktorat Anggaran II Kementerian Keuangan (2010-2014); • Komite Audit PT Pertamina (2010); • Kepala Subdirektorat Anggaran III-D, Direktorat Anggaran III Kementerian Keuangan (2009-2010).	• Commissioner PT ASABRI (Persero) (2015-2019); • Director of Budget Directorate III of the Ministry of Finance (2014-2016); • Supervisory Board of RS Persahabatan (2011-2015); • Director of Budget Directorate II, Ministry of Finance (2010-2014); • Audit Committee of PT Pertamina (2010); • Head of Subdirectorate of Budget III-D, Directorate of Budget III of the Ministry of Finance (2009-2010).
Rangkap Jabatan Concurrent Position	Direktur Direktorat Anggaran Bidang Polhukhankam dan BA BUN Kementerian Keuangan	Director of the Directorate of Budget for Polhukhankam and BA BUN, Ministry of Finance
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

Reza Yamora Siregar*
Komisaris Independen
Independent Commissioner

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Palembang, 13 Desember 1966	Palembang, 13 December 1966
Usia | Age	56 tahun	56 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN Nomor. SK-79 MBU/03/2022 tanggal 16 Maret 2022.	Decree of the Minister of SOEs Number. SK-79 MBU/03/2022 dated March 16, 2022.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• S1 – Boston University – Economics and Minor in Mathematics • S2 – Brown University - Economics • S3 – Brown University - Economics	• S1 – Boston University – Economics and Minor in Mathematics • S2 – Brown University - Economics • S3 – Brown University - Economics
Riwayat Pekerjaan Employment history	• Head/Senior Executive Vice President Indonesia Financial Group (2021 – saat ini) • Staf Khusus Menteri – Kementerian Koordinator Bidang Perekonomian, Republik Indonesia (2019 – saat ini) • Senior Economist - IMF (International Monetary Fund)-Singapore Regional Training Institute, Singapore (2016- 2018) • Executive Director/ Chief ASEAN Economist at the Global Macro Research, the Global Investment Research - The Goldman Sachs (Singapore) Pte (2014 – 2016	• Head/Senior Executive Vice President Indonesia Financial Group (2021 - current) • Special Staff to the Minister - Coordinating Ministry for Economic Affairs, Republic of Indonesia (2019 - current) • Senior Economist - IMF (International Monetary Fund)-Singapore Regional Training Institute, Singapore (2016- 2018) • Executive Director/Chief ASEAN Economist at the Global Macro Research, the Global Investment Research - The Goldman Sachs (Singapore) Pte (2014 - 2016)
Rangkap Jabatan Concurrent Position	• Head/Senior Executive Vice President Indonesia Financial Group (sejak 2021) • Staf Khusus Menteri – Kementerian Koordinator Bidang Perekonomian, Republik Indonesia (sejak 2019) • Anggota Pengajar – Institut Bank Indonesia (sejak 2018)	• Head/Senior Executive Vice President Indonesia Financial Group (since 2021) • Special Staff to the Minister - Coordinating Ministry for Economic Affairs, Republic of Indonesia (since 2019) • Lecturer - Bank Indonesia Institute (since 2018)
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

* diangkat sebagai Komisaris Independen pada tanggal 16 Maret 2022
appointed as Independent Commissioner on March 16, 2022

Profil Dewan Komisaris
The Board of Commissioners's Profile

Arya Gumilar*
Komisaris Independen
Independent Commissioner

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 24 Juli 1980	Jakarta, 24 July 1980
Usia | Age	42 tahun	42 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN Nomor. SK-215/ MBU/09/2022 tanggal 21 September2022.	Decree of the Minister of SOE Number. SK-215/ MBU/09/2022 dated September 21, 2022.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	Sarjana Ilmu Komunikasi – Universitas Padjadjaran	Bachelor of Communication Science - Padjadjaran University
Riwayat Pekerjaan Employment history	• General Manager BAYK Strategic Sustainability - PT. Alpha Merah Kreasi (2012 – 2022) • PT Merah Cipta Media (2005 – 2012) o Creative Director (2007 -2012) o Senior Copywriter (2006 – 2007) o Copywriter (2005 – 2006)	• General Manager BAYK Strategic Sustainability - PT. Alpha Merah Kreasi (2012 – 2022) • PT Merah Cipta Media (2005 – 2012) o Creative Director (2007 -2012) o Senior Copywriter (2006 – 2007) o Copywriter (2005 – 2006)
Rangkap Jabatan Concurrent Position	Tidak ada	None
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

* Diangkat sebagai Komisaris independen pada tanggal 21 September 2022.
Appointed as an independent Commissioner on September 21, 2022.

Mohammad Tonas*
Komisaris
Commissioner

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Pekanbaru, 13 Maret 1967	Pekanbaru, 13 March 1967
Usia | Age	55 tahun	55 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN Nomor. SK-95/MBU/03/2021 tanggal 22 Maret 2021.	Decree of the Minister of SOE Number. SK-95/MBU/03/2021 dated March 22, 2021.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	Sarjana Ekonomi dari Universitas Krisnadwipayana (1995).	Bachelor of Economics from Krisnadwipayana University (1995).
Riwayat Pekerjaan Employment history	• Direktur PT Sigma Nugra Sembada (2011-2017); • Direktur PT Indobagus Investama (2010-2017); • Anggota Komisi IV DPR RI (2004-2009); • Anggota MPRI RI (2004-2009); • Direktur Marketing PT Indobagus Lestari (1999-2010); • Staf Treasury PT Bank Industri (1996-1997).	• Director of PT Sigma Nugra Sembada (2011-2017); • Director of PT Indobagus Investama (2010-2017); • Member of Commission IV DPR RI (2004-2009); • Member of MPRI RI (2004-2009); • Marketing Director of PT Indobagus Lestari (1999-2010); • Treasury Staff of PT Bank Industri (1996-1997).
Rangkap Jabatan Concurrent Position	Komisaris Utama PT Jambi Prima Coal (sejak 2017).	President Commissioner of PT Jambi Prima Coal (since 2017).
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

* Masa jabatan telah berakhir pada tanggal 31 Januari 2022
Term of office ended on January 31, 2022

Direksi
The Board of Directors

Benedictus M. Waworuntu
Direktur Utama
President Director

Maria Elvida Rita Dewi
Direktur Keuangan dan Aktuaria
Director of Finance and Actuarial

Beatrix Santi Anugrah*
Direktur Pengembangan dan Teknologi Informasi
Director of Development and Information Technology

Robbi Yanuar Walid
Direktur Manajemen Risiko, Kepatuhan, SDM dan *Corporate Secretary*
Director of Risk Management, Compliance, Human Resources and Corporate Secretary

Delil Khairat*
Direktur Teknik Operasi
Director of Technical Operation

*) Diangkat sebagai Direktur sejak tanggal 10 Maret 2022 | Appointed as Director on March 10, 2022

Profil Direksi

The Board of Directors Profile

Benedictus M. Waworuntu
Direktur Utama
President Director

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Cirebon, 4 Juni 1967	Cirebon, 4 June 1967
Usia | Age	55 tahun	55 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara Nomor: SK-41/MBU/02/2021 tanggal 4 Februari 2021.	Decree of the Minister of State-Owned Enterprises Number: SK-41/MBU/02/2021 dated February 4, 2021.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	Sarjana Psikologi dari Universitas Indonesia (1993).	Bachelor of Psychology from University of Indonesia (1993).
Riwayat Pekerjaan Employment history	• Direktur Kepatuhan PT Mandiri AXA General Insurance (2019-Februari 2021); • Presiden Komisaris PT Asuransi AXA Indonesia (2017-2019); • Presiden Komisaris PT AXA Financial Indonesia (2016-2020); • Komisaris PT Architas Asset Management Indonesia (2016-2017); • Chief Corporate Affairs Officer PT AXA Services Indonesia (2015-2019); • Komisaris PT AXA Financial Indonesia (2015-2016). • Director & Head of Indonesia-SwissReinsurance Company Ltd. Singapore (2014-2015);	• Compliance Director of PT Mandiri AXA General Insurance (2019-February 2021); • President Commissioner of PT Asuransi AXA Indonesia (2017-2019); • President Commissioner of PT AXA Financial Indonesia (2016-2020); • Commissioner of PT Architas Asset Management Indonesia (2016-2017); • Chief Corporate Affairs Officer of PT AXA Services Indonesia (2015-2019); • Commissioner of PT AXA Financial Indonesia (2015-2016). • Director & Head of Indonesia-SwissReinsurance Company Ltd. Singapore (2014-2015);
Rangkap Jabatan Concurrent Position	• AAUI:Wakil Ketua AAUI Bidang Kerjasama Anggota & Lembaga • Kadin: BKMJK Wakil Kepala Badan Bidang Asuransi dan Dana Pensiun	• AAUI: Vice Chairman of AAUI Member & Institution Cooperation Division • Kadin: BKMJK Deputy Head of Insurance and Pension Fund Sector Agency
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

Profil Direksi
The Board of Directors Profile

Maria Elvida Rita Dewi
Direktur Keuangan dan Aktuaria
Director of Finance and Actuarial

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Madiun, Jawa Timur, 31 Maret 1972	Madiun, East Java, 31 March 1972
Usia | Age	50 tahun	50 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN No. SK-159/MBU/05/2021 tanggal 20 Mei 2021.	Decree of the Minister of SOEs No. SK-159/MBU/05/2021 dated May 20, 2021.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• Sarjana Matematika/Aktuaria dari Universitas Indonesia (1995); • Magister Finance dari Universitas Gadjah Mada (2015).	• Bachelor of Mathematics/Actuarial from University of Indonesia (1995); • Master of Finance from Gadjah Mada University (2015).
Riwayat Pekerjaan Employment history	• Chief Actuary PT Sinarmas MSIG Life (2021); • Chief Finance Officer PT Bhinneka Life Indonesia (2018-2021); • Chief Actuary PT Astra Aviva Life (2016-2018); • Chief Finance Officer PT AJ Generali Indonesia (2009-2016); • Marketing Actuary, Product Development & Pricing Head PT Sun Life Financial Indonesia (2007-2008); • Corporate Actuary, Valuation and Reporting Head PT Prudential Life Assurance Indonesia (2005-2007).	• Chief Actuary PT Sinarmas MSIG Life (2021); • Chief Finance Officer PT Bhinneka Life Indonesia (2018-2021); • Chief Actuary PT Astra Aviva Life (2016-2018); • Chief Finance Officer PT AJ Generali Indonesia (2009-2016); • Marketing Actuary, Product Development & Pricing Head PT Sun Life Financial Indonesia (2007-2008); • Corporate Actuary, Valuation and Reporting Head PT Prudential Life Assurance Indonesia (2005-2007).
Rangkap Jabatan Concurrent Position	Komisaris PT Asuransi Asei Indonesia (sejak 2022)	Commissioner of PT Asuransi Asei Indonesia (since 2022)
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

Robbi Yanuar Walid

Direktur Manajemen Risiko, Kepatuhan, SDM dan *Corporate Secretary*
Director of Risk Management, Compliance, Human Resources and Corporate Secretary

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 1 Januari 1971	Jakarta, 1 January 1971
Usia | Age	52 tahun	52 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN No. SK-247/MBU/07/2021 tanggal 22 Juli 2021.	Decree of the Minister of SOEs No. SK-247/MBU/07/2021 dated July 22, 2021.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• Sarjana Hukum di Universitas Andalas (1994); • Magister Ilmu Hukum di Universitas Jayabaya (2003).	• Bachelor of Law at Andalas University (1994); • Master of Law at Jayabaya University (2003).
Riwayat Pekerjaan Employment history	• 2011 – 2017 beliau menduduki bermacam posisi pada entitas usaha AXA Group di Indonesia, antara lain: o Country Head of Legal & Compliance; o Deputy Chairman & Member of AXA Indonesia Join Consultative Committiees; o Member of Board Risk Committee of PT AXA Life Indonesia; o Standing Invitee for Local Risk Committee of AXA Indonesia; o Standing Invitee for Management Audit & Compliance Committee-Country Level. • Head of Legal & Compliance di Allianz Indonesia (Life & General Insurance) (2007- 2011) • Corporate Legal Departement Head di Serasi Autoraya Group – an affiliated group of company of PT Astra International Tbk (1996-2007)	• 2011 – 2017 He held various positions in AXA Group's business entities in Indonesia, including: o Country Head of Legal & Compliance; o Deputy Chairman & Member of AXA Indonesia Join Consultative Committiees; o Member of Board Risk Committee of PT AXA Life Indonesia; o Standing Invitee for Local Risk Committee of AXA Indonesia; o Standing Invitee for Management Audit & Compliance Committee-Country Level. • Head of Legal & Compliance di Allianz Indonesia (Life & General Insurance) (2007- 2011) • Corporate Legal Departement Head di Serasi Autoraya Group – an affiliated group of company of PT Astra International Tbk (1996-2007)
Rangkap Jabatan Concurrent Position	Komisaris Utama PT Reasuransi Syariah Indonesia (sejak 2022)	President Commissioner of PT Reasuransi Syariah Indonesia (since 2022)
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

Profil Direksi
The Board of Directors Profile

Beatrix Santi Anugrah*
Direktur Pengembangan dan Teknologi Informasi
Director of Development and Information Technology

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 1 September 1971	Jakarta, 1 September 1971
Usia | Age	51 tahun	51 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara Nomor. SK-73/ MBU/03/2022 tanggal 10 Maret 2022.	Decree of the Minister of State-Owned Enterprises Number. SK-73/ MBU/03/2022 dated March 10, 2022.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• S1 – Ekonomi Akuntansi – Universitas Trisakti Jakarta • S2 – Manajemen Keuangan & Bisnis - Universitas Pelita Harapan Jakarta	• Bachelor's Degree - Economic Accounting - Trisakti University Jakarta • Master - Finance & Business Management - Pelita Harapan University Jakarta
Riwayat Pekerjaan Employment history	• Vice President – Directorate Treasury Dept Head of Strategic Investment & Subsidiaries Management (SISM) Group – Dept Head of Wealth Management & Pension Fund - PT BANK MANDIRI (PERSERO) TBK (2017 – 2019) • Vice President – Wealth Management Group Dept Head of Wealth Private and Sales Wealth Management - PT BANK MANDIRI (PERSERO) TBK (2015 – 2017) • Assistant Vice President – Wealth Management Group Dept Head of Private Banking - PT BANK MANDIRI (PERSERO) TBK (2012 – 2015)	• Vice President – Directorate Treasury Dept Head of Strategic Investment & Subsidiaries Management (SISM) Group – Dept Head of Wealth Management & Pension Fund - PT BANK MANDIRI (PERSERO) TBK (2017 – 2019) • Vice President – Wealth Management Group Dept Head of Wealth Private and Sales Wealth Management - PT BANK MANDIRI (PERSERO) TBK (2015 – 2017) • Assistant Vice President – Wealth Management Group Dept Head of Private Banking - PT BANK MANDIRI (PERSERO) TBK (2012 – 2015)
Rangkap Jabatan Concurrent Position	Tidak Ada	None
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

* Diangkat sebagai Direktur Pengembangan dan Teknologi Informasi pada tanggal 10 Maret 2022
Appointed as Director of Development and Information Technology on March 10, 2022

Delil Khairat*
Direktur Teknik Operasi
Director of Technical Operation

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Lempur Mudik, 25 Juli 1975	Lempur Mudik, 25 July 1975
Usia | Age	47 tahun	47 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara Nomor. SK-73/ MBU/03/2022 tanggal 10 Maret 2022.	Decree of the Minister of State-Owned Enterprises Number. SK-73/ MBU/03/2022 dated March 10, 2022.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• S1 – Statistika – Institut Pertanian Bogor • S2 – MBA – Administrasi bisnis – International Islamic University Malaysia	• Bachelor's degree - Statistics - Bogor Agricultural University • Master - MBA - Business Administration - International Islamic University Malaysia
Riwayat Pekerjaan Employment history	• Vice President - Senior Client Manager & Market Underwriter di Swiss Reinsurance Company Limited, Malaysia Branch (Swiss Re Retakaful) (2014 – 2022) • Head of Underwriting di ACR Retakaful Berhad, Malaysia (2010 – 2014) • Treaty Manager di Hannover Re, Bahrain (2007 – 2010) • Senior Underwriter - PT. Tugu Pratama Indonesia (Tugu Insurance) (2007)	• Vice President - Senior Client Manager & Market Underwriter di Swiss Reinsurance Company Limited, Cabang Malaysia (Swiss Re Retakaful) (2014 - 2022) • Head of Underwriting ACR Retakaful Berhad, Malaysia (2010 - 2014) • Treaty Manager, Hannover Re, Bahrain (2007 - 2010) • Senior Underwriter - PT. Tugu Pratama Indonesia (Tugu Insurance) (2007)
Rangkap Jabatan Concurrent Position	Tidak Ada	None
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

* Diangkat sebagai Direktur Teknik Operasi pada tanggal 10 Maret 2022
Appointed as Director of Technical Operations on March 10, 2022

Profil Direksi
The Board of Directors Profile

Putri Eka Sukmawati*
Direktur Pengembangan dan Teknologi Informasi
Director of Development and Information Technology

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Tangerang	Tangerang
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 30 November 1971	Jakarta, 30 November 1971
Usia | Age	51 tahun	51 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara Nomor. SK-33/ MBU/02/2019 tanggal 1 Februari 2019.	Decree of the Minister of State-Owned Enterprises Number. SK-33/ MBU/02/2019 dated 1 February 2019.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• Sarjana Hukum dari Universitas Padjadjaran (1994); • Magister International Banking and Finance Program dari Boston University Law School, Boston, Amerika Serikat (1998).	• Bachelor of Law from Padjadjaran University (1994); • Masters in International Banking and Finance Program from Boston University Law School, Boston, USA (1998).
Riwayat Pekerjaan Employment history	• Head of Corporate Affairs di PT Tripatra Engineer and Constructors (2018-2019); • Corporate Secretary di PT Waskita Toll Road (2016-2018); • Head of Regulatory & Governance, CSR, License & Permit di PT Bukitasam Transpacific Railways (2015-2016); • Head of Regulatory & Governance di PT Bukitasam Transpacific Railways (2010-2015); • Head of BOC Office di PT Semen Gresik (Persero) Tbk. (2007-2010); • Corporate Secretary & Legal Head Division di PT Mandala Airlines (2007).	• Head of Corporate Affairs at PT Tripatra Engineers and Constructors (2018-2019); • Corporate Secretary at PT Waskita Toll Road (2016-2018); • Head of Regulatory & Governance, CSR, License & Permit at PT Bukitasam Transpacific Railways (2015-2016); • Head of Regulatory & Governance at PT Bukitasam Transpacific Railways (2010-2015); • Head of BOC Office at PT Semen Gresik (Persero) Tbk. (2007-2010); Corporate Secretary & Legal Head Division at PT Mandala Airlines (2007).
Rangkap Jabatan Concurrent Position	Tidak Ada	None
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

* Masa jabatan berakhir pada tanggal 10 Maret 2022
Term of office ends on March 10, 2022

Erickson Mangunsong*
Direktur Teknik Operasi
Director of Technical Operation

Warga Negara | Citizenship	Indonesia	Indonesian
Domisili | Domicile	Jakarta	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 15 Februari 1969	Jakarta, 15 February 1969
Usia | Age	53 tahun	53 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-311/MBU/09/2020 tanggal 30 September 2020.	Decree of the Minister of State-Owned Enterprises No. SK-311/MBU/09/2020 dated 30 September 2020.
Periode ke Period	Pertama	First
Riwayat Pendidikan Educational Background	• Sarjana Ilmu Komputer dari Universitas Gunadarma (1994); • Post Graduate Diploma in Insurance dari Glasgow Caledonian University, Scotland (1998); • Magister Sains Bidang Adminstrasi Bisnis Internasional dari Universitas Indonesia (2002).	• Bachelor of Computer Science from Gunadarma University (1994); • Post Graduate Diploma in Insurance from Glasgow Caledonian University, Scotland (1998); • Master of Science in International Business Administration from the University of Indonesia (2002).
Riwayat Pekerjaan Employment history	• Komisaris PT Independen Pialang Asuransi (2018-sekarang); • Executive Director di PT Adonai Pialang Reasuransi (2017-2019); • Operational Director di PT Aon Benfield Indonesia (2011-2017); • Division Head of Corporate Business di PT Asuransi Adira Dinamika (2008-2011); • Pendiri & Partner PT Wits Asia Risk Survey (2006-2008); • General Manager Marketing PT Asuransi Buana Independent Indonesia (2005).	• Commissioner of PT Independent Insurance Broker (2018-present); • Executive Director at PT Adonai Reinsurance Broker (2017-2019); • Operational Director at PT Aon Benfield Indonesia (2011-2017); • Division Head of Corporate Business at PT Asuransi Adira Dinamika (2008-2011); • Founder & Partner of PT Wits Asia Risk Survey (2006-2008); • Marketing General Manager of PT Asuransi Buana Independent Indonesia (2005).
Rangkap Jabatan Concurrent Position	Ketua Departemen Konferensi Internasional Asosiasi Asuransi Umum Indonesia (AAUI).	Head of the Department of the International Conference of the Indonesian General Insurance Association (AAUI).
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Directors and Controlling Shareholders.

* Masa jabatan berakhir pada tanggal 10 Maret 2022
Term of office ends on March 10, 2022

Profil Anggota Komite
Profile of Committee Members

KOMITE AUDIT | AUDIT COMMITTEE

Reza Yamora Siregar	Ketua	Chairman
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) Nomor. KEP-11/DK-INDONESIARE/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number. KEP-11/DK-INDONESIARE/XII/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Julian Noor	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) Nomor. KEP-11/DK-INDONESIARE/XII/ 2022.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number. KEP-11/DK-INDONESIARE/XII/2022.
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Dwi Pudjiastuti Handayani	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) Nomor. KEP-11/DK-INDONESIARE/XII/ 2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number. KEP-11/DK-INDONESIARE/XII/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Fanita Meilisa	Anggota	Member
Usia | Age	35 tahun	35 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat pertama kali sebagai Anggota Komite Audit berdasarkan Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama Nomor: KEP-10/DK-INDONESIARE/V/2021	Appointed for the first time as a Member of the Audit Committee based on the Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama Number: KEP-10/DK-INDONESIARE/V/2021.
Riwayat Pendidikan Education History	Sarjana Akuntansi Universitas Brawijaya Malang (2009).	Bachelor of Accounting, Brawijaya University Malang (2009).
Riwayat Pekerjaan Work History	• Sekretaris Dekom PT Asuransi Kredit Indonesia (Persero) (2018 - 2021); • Sekretaris Dekom PT PINDAD (Persero) (2016 - 2018); • Jabatan di Kementerian: - Subkoordinator (2020-2021); - Pengendali Subfungsi (2020); - Kepala Subbagian Perencanaan dan Anggaran (2019-2020); - Kepala Subbagian Verifikasi dan Akuntansi (2015-2019); - Analis Keuangan (2014-2019); - Administrasi Keuangan (2014).	• Secretary of Dekom PT Asuransi Kredit Indonesia (Persero) (2018 - 2021); • Secretary of the Board of Directors of PT PINDAD (Persero) (2016 - 2018); • Position at the Ministry: - Subcoordinator (2020-2021); - Sub-function Controller (2020); - Head of Planning and Budget Subdivision (2019-2020); - Head of Verification and Accounting Section (2015-2019); - Financial Analyst (2014-2019); - Financial Administration (2014).
Rangkap Jabatan Concurrent Position	Penata Kelola Perusahaan Negara Muda Kementerian BUMN (sejak 2021)	State Company Manager at the Ministry of SOEs (since 2021)
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders.

Djoko Sumarsono	Anggota	Member
Usia | Age	65 tahun	65 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat pertama kali sebagai Anggota Komite Audit berdasarkan Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama Nomor: KEP-07/DK-INDONESIARE/ XII/2019.	Appointed for the first time as a Member of the Audit Committee based on the Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama Number: KEP-07/DK-INDONESIARE/ XII/2019.
Riwayat Pendidikan Education History	• Diploma III Sekolah Tinggi Akuntansi Negara (1979); • Diploma IV Sekolah Tinggi Akuntansi Negara (1986); • University of Houston-Clear Lake, USA (1992).	• Diploma III State College of Accountancy (1979); • Diploma IV State College of Accountancy (1986); • University of Houston-Clear Lake, USA (1992).
Riwayat Pekerjaan Work History	• Kepala Biro Umum Sekretariat Daerah Provinsi Banten (2016-2017); • Kepala Biro Perlengkapan dan Aset Sekretariat Daerah Provinsi Banten (2014-2016); • Auditor BPKP Pusat (2014); • Kepala Inspektorat Provinsi Gorontalo (2012-2013).	• Head of the General Bureau of the Regional Secretariat of Banten Province (2016-2017); • Head of the Bureau of Equipment and Assets of the Regional Secretariat of Banten Province (2014-2016); • Auditor of BPKP Center (2014); • Head of the Inspectorate of Gorontalo Province (2012-2013).
Rangkap Jabatan Concurrent Position	Tidak Ada	None
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders.

KOMITE REMUNERASI DAN NOMINASI | REMUNERATION AND NOMINATION COMMITTEE

Dwi Pudjiastuti Handayani	Ketua	Chairman
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat berdasarkan Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) Nomor. KEP-05/ DK-INDONESIARE/II/2022	Appointed based on the Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number. KEP-05/DK-INDONESIARE/II/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Julian Noor	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat berdasarkan Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) Nomor. KEP-05/ DK-INDONESIARE/II/2022	Appointed based on the Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number. KEP-05/DK-INDONESIARE/II/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Dadang Iskandar	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Diangkat berdasarkan Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) Nomor. KEP-05/DK-INDONESIARE/II/2022	Appointed based on the Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number. KEP-05/DK-INDONESIARE/II/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

KOMITE PEMANTAU RISIKO USAHA | BUSINESS RISK MONITORING COMMITTEE

Julian Noor	Ketua	Chairman
Dasar Hukum Pengangkatan Legal Basis of Appointment	Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIARE/II/2022	Decision of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIARE/II/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Dadang Iskandar	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) Nomor. KEP-11/DK-INDONESIARE/XII/2022.	Decision of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIARE/II/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Meryati Bandjarnahor	Anggota	Member
Usia | Age	44 tahun	44 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-02/DK-INDONESIARE/II/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-02/DK-INDONESIARE/II/2022
Riwayat Pendidikan Education History	• Sarjana Ekonomi Bidang Manajemen Keuangan dari Universitas Trisakti (2002) • MBA di Bidang Manajemen Keuangan dari Swiss German University (2006)	• Bachelor of Economics in Financial Management from Trisakti University (2002) • MBA in Financial Management from Swiss German University (2006)
Riwayat Pekerjaan Work History	• CFO PT Asuransi Adira Dinamika Tbk (2018-Maret 2020) • CRO PT Asuransi Adira Dinamika (Juli 2014-November 2018 • Audit Head PT Asuransi Adira Dinamika (November 2013-Juni 2014 • Audit Head PT Allianz Indonesia (Juni 2009-Oktober 2013 • Finance PT Allianz Utama (2008-2009) • Finance and Investment PT Alianz Utama (September 1997-Desember 2007	• CFO PT Asuransi Adira Dinamika Tbk (2018-March 2020) • CRO PT Asuransi Adira Dinamika (July 2014-November 2018) • Audit Head of PT Asuransi Adira Dinamika (November 2013-June 2014) • Audit Head PT Allianz Indonesia (June 2009-October 2013) • Finance PT Allianz Utama (2008-2009) • Finance and Investment PT Alianz Utama (September 1997-December 2007)
Rangkap Jabatan Concurrent Position	Tidak Ada	None
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders.

KOMITE TATA KELOLA TERINTEGRASI | INTEGRATED GOVERNANCE COMMITTEE

Julian Noor	Ketua	Chairman
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama Nomor: KEP-10/DK-INDONESIARE/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama Number: KEP-10/DK-INDONESIARE/XII/2022
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris".	The full profile is presented in the "Board of Commissioners Profile" section.

Setiawan	Anggota	Member
Usia | Age	68 tahun	68 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama Nomor: KEP-10/DK-INDONESIARE/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama Number: KEP-10/DK-INDONESIARE/XII/2022
Riwayat Pendidikan Education History	• Sarjana Aministrasi Niaga dari Universitas Indonesia (1983); • Diploma Asuransi dari Glasgow College, Great Britain (1989); • Master of Business Administration dari Curtin University of Technology, Perth, Western Australia (1993).	• Bachelor of Commerce Administration from University of Indonesia (1983); • Diploma in Insurance from Glasgow College, Great Britain (1989); • Master of Business Administration from Curtin University of Technology, Perth, Western Australia (1993).
Riwayat Pekerjaan Work History	• Direktur Utama PT Reasuransi Internasional Indonesia (ReINDO) (1999-2013); • Direktur Teknik & Marketing ReINDO (1996-1999); • Kepala Divisi Facultative Non-Life ReINDO (1996-1996); • Kepala Bagian Underwriting ReINDO (1995- 1996); • Kepala Bagian BPPDAN ReINDO (1990-1995); • Kepala Seksi Bagian Marketing ReINDO (1990- 1995);	• President Director of PT Reasuransi Internasional Indonesia (ReINDO) (1999-2013); • Technical & Marketing Director of ReINDO (1996-1999); • Head of Facultative Non-Life Division of ReINDO (1996-1996); • Head of Underwriting Section ReINDO (1995- 1996); • Head of BPPDAN Section ReINDO (1990-1995); • Head of Marketing Section ReINDO (1990- 1995);
Rangkap Jabatan Concurrent Position	Komisaris Utama merangkap Komisaris Independen PT Asuransi Asei Indonesia (Sejak 2022)	President Commissioner and Independent Commissioner of PT Asuransi Asei Indonesia (Since 2022)
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders.

Eko Wari Santoso	Anggota	Member
Usia | Age	55 tahun	55 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama Nomor: KEP-10/DK-INDONESIARE/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama Number: KEP-10/DK-INDONESIARE/XII/2022
Riwayat Pendidikan Education History	• Sarjana Teknik Perkapalan dari Institut Teknologi Sepuluh Nopember (ITS) (1992); • Magister Teknik Transportasi Kelautan dari Institut Teknologi Sepuluh Nopember (ITS) (2001). Sertifikasi • GDMIII dari The Malaysian Insurance Institute (2004) • Financial Management Module in Business Management Program dari Prasetya Mulya Business School (2010).	• Bachelor of Shipping Engineering from Sepuluh Nopember Institute of Technology (ITS) (1992); • Master of Marine Transportation Engineering from Sepuluh Nopember Institute of Technology (ITS) (2001). Certifications • GDMIII from The Malaysian Insurance Institute (2004) • Financial Management Module in Business Management Program from Prasetya Mulya Business School (2010).
Riwayat Pekerjaan Work History	• Komisaris independen PT Reasuransi Syariah Indonesia (2022 – saat ini) • Komisaris PT Tigara Mitra Sejahtera Pialang Asuransi (2017-2021) • Direktur Utama PT Asuransi Asei Indonesia (2014-2016) • Direktur Utama PTAsuransi Ekspor Indonesia (Persero) (2013-2014) • Komisaris PT Sarana Janesia Utama (SJU) (1012-2014) • Direktur Pemasaran Korporasi PT Asuransi Jasa Indonesia (Persero) (2012-2013) • Komisaris PT Jasa Cipta Rembaka (JCR) Pialang Reasuransi (2010-2011) • Kepala Divisi Underwriting Oil & Gas PT Asuransi Jasa Indonesia (Persero) (2007-2012)	- Independent Commissioner of PT Reasuransi Syariah Indonesia (2022 - current) - Commissioner of PT Tigara Mitra Sejahtera Insurance Broker (2017-2021) - President Director of PT Asuransi Asei Indonesia (2014-2016) - President Director of PTAsuransi Ekspor Indonesia (Persero) (2013-2014) - Commissioner of PT Sarana Janesia Utama (SJU) (1012-2014) - Director of Corporate Marketing of PT Asuransi Jasa Indonesia (Persero) (2012-2013) - Commissioner of PT Jasa Cipta Rembaka (JCR) Reinsurance Broker (2010-2011) - Head of Oil & Gas Underwriting Division of PT Asuransi Jasa Indonesia (Persero) (2007-2012)
Rangkap Jabatan Concurrent Position	Komisaris Independen PT Reasuransi Syariah Indonesia (sejak 2022)	Independent Commissioner of PT Reasuransi Syariah Indonesia (since 2022)
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders.

Jaenal Effendi	Anggota	Member
Usia | Age	48 tahun	48 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama Nomor: KEP-10/DK-INDONESIARE/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama Number: KEP-10/DK-INDONESIARE/XII/2022
Riwayat Pendidikan Education History	• Sarjana Syariah dari Institut Agama Islam Tribakti (IAIT), Kediri (1998); • Magister Islamic Economy dari Universitas Islam Negeri (UIN) Syarif Hidayatullah Jakarta (2005); • Doktor Islamic Economy dari University of Georg August – Goettingen, Jerman (2013).	• Bachelor of Sharia from Tribakti Islamic Institute (IAIT), Kediri (1998); • Master of Islamic Economy from State Islamic University (UIN) Syarif Hidayatullah Jakarta (2005); • Doctor of Islamic Economy from the University of Georg August - Goettingen, Germany (2013).
Riwayat Pekerjaan Work History	• Direktur Pengembangan Bisnis dan Kewirausahaan Institut Pertanian Bogor (2018-sekarang); • Dewan Pengawas Syariah Reindo Syariah Indonesia (2016-sekarang); • Wakil Ketua Lembaga Perekonomian Nahdatul Ulama (LPNU) Pengurus Besar Nahdlatul Ulama – PBNU (2015-sekarang); • Badan Pelaksana Harian (BPH) Pokja Perbankan Dewan Syariah Nasional (DSN - MUI) Bidang IKNB (2014-sekarang); • Konsultan Peneliti Industri Keuangan Non Bank - Otoritas Jasa Keuangan (2018); • Ketua Pansel Pendamping Desa - Jawa Barat Kementerian Desa, Pembangunan Daerah Tertinggal dan Transmigrasi RI (2017);	• Director of Business Development and Entrepreneurship of Bogor Agricultural University (2018-present); • Sharia Supervisory Board of Reindo Syariah Indonesia (2016-present); • Vice Chairman of the Nahdatul Ulama Economic Institute (LPNU) of the Executive Board of Nahdlatul Ulama - PBNU (2015-present); • Daily Executive Board (BPH) of the National Sharia Council (DSN - MUI) Banking Working Group for IKNB (2014-present); • Non-Bank Financial Industry Research Consultant - Financial Services Authority (2018); • Chairman of the Village Facilitator Committee - West Java Ministry of Villages, Development of Disadvantaged Regions and Transmigration of the Republic of Indonesia (2017);
Rangkap Jabatan Concurrent Position	Dewan Pengawas Syariah PT Reasuransi Syariah Indonesia	Sharia Supervisory Board of PT Reasuransi Syariah Indonesia
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders.

Meryati Bandjarnahor	Anggota	Member
Usia | Age	44 tahun	44 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama Nomor: KEP-09/DK-INDONESIARE/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama Number: KEP-09/DK-INDONESIARE/XII/2022
Riwayat Pendidikan Education History	- Sarjana Ekonomi Bidang Manajemen Keuangan dari Universitas Trisakti (2002) - MBA di Bidang Manajemen Keuangan dari Swiss German University (2006)	- Bachelor of Economics in Financial Management from Trisakti University (2002) - MBA in Financial Management from Swiss German University (2006)
Riwayat Pekerjaan Work History	- CFO PT Asuransi Adira Dinamika Tbk (2018-Maret 2020) - CRO PT Asuransi Adira Dinamika (Juli 2014-November 2018 - Audit Head PT Asuransi Adira Dinamika (November 2013-Juni 2014 - Audit Head PT Allianz Indonesia (Juni 2009-Oktober 2013 - Finance PT Allianz Utama (2008-2009) - Finance and Investment PT Alianz Utama (September 1997-Desember 2007	- CFO PT Asuransi Adira Dinamika Tbk (2018-Maret 2020) - CRO PT Asuransi Adira Dinamika (Juli 2014-November 2018 - Audit Head PT Asuransi Adira Dinamika (November 2013-Juni 2014 - Audit Head PT Allianz Indonesia (Juni 2009-Oktober 2013 - Finance PT Allianz Utama (2008-2009) - Finance and Investment PT Alianz Utama (September 1997-Desember 2007
Rangkap Jabatan Concurrent Position	Tidak Ada	None
Hubungan Afiliasi Affiliated Relationship	Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali.	Has no affiliation with members of the Board of Commissioners, Board of Directors and Controlling Shareholders.

Profil Pejabat Eksekutif

Profile of Executive Management

Aji Irawan	Sekretaris Perusahaan	Corporate Secretary
Usia | Age	36 tahun	36 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat keputusan Direksi Nomor : 00025/65.HK.01.01/00/ Indonesia Re/12/2022 Tanggal 26 Desember 2022	Decree of the Board of Directors Number: 00025/65. HK.01.01/00/Indonesia Re/12/2022 Dated December 26, 2022
Pendidikan Terakhir Recent Education	Universitas Gadjah Mada, Kandidat Magister Hukum, Hukum Bisnis, Kampus Jakarta. Sarjana Hukum Universitas Diponegoro	Gadjah Mada University, Master of Law candidate, Business Law, Jakarta Campus. Bachelor of Law Diponegoro University
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2022	2022

Gadis Purwanti	Legal, Compliance & Risk Management Division Head	Legal, Compliance & Risk Management Division Head
Usia | Age	48 tahun	48 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor 030012/ReINDO/III/2000	Decree Number 030012/ReINDO/III/2000
Pendidikan Terakhir Recent Education	Sarjana jurusan Biologi dari Institut Teknologi Bandung (1997)	Bachelor degree in Biology from Bandung Institute of Technology (1997)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999

Rokhmatul Wakhidah	Human Capital and General Affair Division Head	Human Capital and General Affair Division Head
Usia | Age	41 tahun	41 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat keputusan Direksi Nomor : 00070/HK.04.02/00/ Indonesia Re/07/2022 Tanggal 21 Juli 2022	Board of Directors Decree Number: 00070/HK.04.02/00/ Indonesia Re/07/2022 Dated July 21, 2022
Pendidikan Terakhir Recent Education	Sarjana Psikologi Universitas Gadjah Mada	Bachelor of Psychology, Gadjah Mada University
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2022	2022

Novis Asria	Finance Division Head	Finance Division Head
Usia | Age	47 tahun	47 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor: 030013/ReINDO/III/2000	Decree Number: 030013/ReINDO/III/2000
Pendidikan Terakhir Recent Education	- Sarjana jurusan Teknik Metalurgi dari Universitas Indonesia (1998) - Magister Manajemen dari Universitas Indonesia (2004)	- Bachelor of Science in Metallurgical Engineering from University of Indonesia (1998) - Master of Management from University of Indonesia (2004)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999

Nico Demus	Actuarial Division Head	Actuarial Division Head
Usia | Age	45 tahun	45 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor: 030045/S-DOI/ReINDO/2 – Tanggal 14 September 2000	Decree Number: 030045/S-DOI/ReINDO/2 - Dated September 14, 2000
Pendidikan Terakhir Recent Education	- Sarjana jurusan Matematika dari Universitas Indonesia (1999) - Master jurusan Actuarial Science dari University of Philippines (2008)	- Bachelor's degree in Mathematics from University of Indonesia (1999) - Master's degree in Actuarial Science from University of Philippines (2008)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2000	2000

Didik Mulyana	Accounting & Tax Division Head	Accounting & Tax Division Head
Usia | Age	46 tahun	46 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor : 030039/S-DOI/ReINDO/2000 – Tanggal 13 Juli 2000	Decree Number: 030039/S-DOI/ReINDO/2000 - Dated July 13, 2000
Pendidikan Terakhir Recent Education	- Sarjana dari Universitas Diponegoro (1999) - Pasca Sarjana dari Universitas Gadjah Mada (2018)	- Bachelor degree from Diponegoro University (1999) - Postgraduate from Gadjah Mada University (2018)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999

Mardian Adhitya	Strategic Development Division Head	Strategic Development Division Head
Usia | Age	47 tahun	47 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor : 030009/ReINDO/III/2000	Decree Number: 030009/ReINDO/III/2000
Pendidikan Terakhir Recent Education	- Sarjana jurusan Ekonomi dan Studi Pebangunan dari Universitas Jenderal Soedirman - Magister jurusan Manajemen Strategik dari Sekolah Binsis Institut Pertanian Bogor	- Bachelor's degree in Economics and Development Studies from Jenderal Soedirman University - Master's degree in Strategic Management from the School of Business, Bogor Agricultural University.
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999

Maulana Bachtiar	Information Technology Division Head	Information Technology Division Head
Usia | Age	49 tahun	49 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor 00045-4/HK.01.01/00/ ReINDO/04/2006 – Tanggal 04	Decree Number 00045-4/HK.01.01/00/ReINDO/04/2006 - Dated 04th
Pendidikan Terakhir Recent Education	- Sarjana jurusan Teknik Informatika dari Universitas Gunadarma (1997) - Magiter Management dari STMIK ERESHA (2011)	- Bachelor's degree in Informatics Engineering from Gunadarma University (1997) - Master's degree in Management from STMIK ERESHA (2011)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1997	1997

Adi Putra	Indonesia Re Institute Division Head	Indonesia Re Institute Division Head
Usia | Age	44 tahun	44 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor 010005/S-DU/ReINDO/II/2004 – Tanggal 3 Februari 2004	Decree No. 010005/S-DU/ReINDO/II/2004 - Dated February 3, 2004
Pendidikan Terakhir Recent Education	- Sarjana Teknik Penerbangan Institut Teknologi Bandung - Magister Teknik Penerbangan Institut Teknologi Bandung	- Bachelor of Aeronautical Engineering Bandung Institute of Technology - Master of Aeronautical Engineering Bandung Institute of Technology
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2003	2003

Widyo Primastowo	Client Market & Treaty Division Head	Client Market & Treaty Division Head
Usia | Age	35 tahun	35 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat keputusan Direksi Nomor : 00024/65.HK.01.01/00/ Indonesia Re/12/2022 Tanggal 26 Desember 2022	Board of Directors Decree Number: 00024/65. HK.01.01/00/Indonesia Re/12/2022 Dated December 26, 2022
Pendidikan Terakhir Recent Education	Sarjana dari jurusan Business Management Universitas Pelita Harapan	Bachelor degree in Business Management from Pelita Harapan University
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2022	2022

Adi Surya	Business Management Division Head	Business Management Division Head
Usia | Age	34 tahun	34 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat keputusan Direksi Nomor : 00025/65.HK.01.01/00/ Indonesia Re/12/2022 Tanggal 26 Desember 2022	Board of Directors Decree Number: 00025/65. HK.01.01/00/Indonesia Re/12/2022 Dated December 26, 2022
Pendidikan Terakhir Recent Education	- Sarjana dari jurusan Matematika Institut Teknologi Bandung - Magister Management dari Institut Teknologi Bandung	- Bachelor of Mathematics from Bandung Institute of Technology - Master of Management from Bandung Institute of Technology
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2022	2022

Irsyam Fasya	General Reinsurance Underwriting Division Head	General Reinsurance Underwriting Division Head
Usia | Age	44 tahun	44 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	SK Nomor 030060/S-DOI/ReIndo/XII/2002 – tanggal 4 Desember 2002	Decree No. 030060/S-DOI/ReIndo/XII/2002- dated 4 December 2002
Pendidikan Terakhir Recent Education	Magister Management konsentrasi Perbankan, Universitas Gunadarma, 2004	Magister Management, Major in Banking, Gunadarma University, 2004
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2002	2002

Radix Yunanto	Life Underwriting Division Head	Life Underwriting Division Head
Usia | Age	50 tahun	50 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor : 030033-C/ReINDO/V/99-1 Mei 1999	Decree Number: 030033-C/ReINDO/V/99-1 May 1999
Pendidikan Terakhir Recent Education	• Sarjana Teknik, jurusan Teknik Kimia dari Institut Teknologi Sepuluh November Surabaya (1995) • Magister Keuangan dari Universitas Gadjah Mada (1998)	• Bachelor of Engineering, majoring in Chemical Engineering from Sepuluh November Institute of Technology Surabaya (1995) • Master of Finance from Gadjah Mada University (1998)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999

Jesa Ariawan	Business Transformation Division Head	Business Transformation Division Head
Usia | Age	56 tahun	56 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor : 010019 – Tanggal 1 Agustus 1997	Decree Number: 010019 - Dated August 1, 1997
Pendidikan Terakhir Recent Education	Sarjana jurusan Teknik Geodesi dari Universitas Gadjah Mada (1991)	Bachelor degree in Geodetic Engineering from Gadjah Mada University (1991)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1996	1996

Alison Effendi Ritonga	Chief Internal Audit	Chief Internal Audit
Usia | Age	50 tahun	50 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor : 030019/ReINDO/98 – Tanggal 15 Oktober 1998	Decree Number: 030019/ReINDO/98 - Dated October 15, 1998
Pendidikan Terakhir Recent Education	Sarjana jurusan Akuntansi dari Universitas Sumatera Utara (1997)	Bachelor's degree in Accounting from University of Sumatra Utara (1997).
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1997	1997

Amir Muda Lumbantobing	Strategic Initiative Management Office Division Head	Strategic Initiative Management Office Division Head
Usia | Age	48 tahun	48 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Nomor : 030042/ReINDO/VI/99 – 29 Juni 1999	Decree Number: 030042/ReINDO/VI/99 - June 29, 1999
Pendidikan Terakhir Recent Education	Sarjana jurusan Akuntansi dari Universitas Sumatera Utara (1997)	Bachelor degree in Accounting from University of North Sumatra (1997)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999

Struktur dan Komposisi Pemegang Saham

Structure and Shareholder Composition

KOMPOSISI PEMEGANG SAHAM

SHAREHOLDER COMPOSITION

No.	Nama Pemegang Saham Shareholder Name	1 Januari 2022		31 Desember 2022	
		Jumlah Saham (lembar) Number of Shares (shares)	Persentase Kepemilikan (%) Ownership Percentage (%)	Jumlah Saham (lembar) Number of Shares (shares)	Persentase Kepemilikan (%) Ownership Percentage (%)
1	Pemerintah Republik Indonesia Government of the Republic of Indonesia	878.358	100	878.358	100

Keseluruhan saham PT Reasuransi Indonesia Utama (Persero) dimiliki oleh Pemerintah Republik Indonesia dengan jumlah kepemilikan sebanyak 878.358 lembar saham atau senilai Rp878.358.000.000.

All shares of PT Reasuransi Indonesia Utama (Persero) are owned by the Government of the Republic of Indonesia with a total ownership of 878,358 shares or Rp878,358,000,000.

Kepemilikan Saham Dewan Komisaris dan Direksi

Seluruh anggota Dewan Komisaris dan Direksi Perusahaan tidak memiliki saham di PT Reasuransi Indonesia Utama (Persero).

Share Ownership of the Board of Commissioners and Directors

None of the members of the Company's Board of Commissioners and Board of Directors own shares in PT Reasuransi Indonesia Utama (Persero).

Informasi Pemegang Saham Utama

Pemerintah Republik Indonesia melalui Kemeterian Badan Usaha Milik Negara merupakan pemegang saham utama sekaligus pemegang saham pengendali Perusahaan.

Information on Major Shareholders

The Government of the Republic of Indonesia through the Ministry of State-Owned Enterprises is the main shareholder as well as the controlling shareholder of the Company.

KRONOLOGIS PENCATATAN SAHAM

Hingga 31 Desember 2022, Indonesia Re belum pernah melakukan penawaran saham perdana dan belum tercatat di bursa saham mana pun. Dengan demikian, tidak terdapat informasi mengenai kronologis pencatatan saham yang dapat disajikan pada laporan ini.

CHRONOLOGY OF SHARE LISTING

Until December 31, 2022, Indonesia Re has never conducted an initial public offering and has not been listed on any stock exchange. As such, there is no information regarding the chronology of share listing that can be presented in this report.

KRONOLOGIS PENERBITAN EFEK LAINNYA

CHRONOLOGY OF OTHER SECURITIES ISSUANCE

Nama Obligasi / Name of the Bond	**Obligasi Wajib Konversi / Mandatory Convertible Bonds**
Tanggal Penerbitan | Date of Issuance	31 Desember 2014
Tanggal Jatuh Tempo | Maturity Date	31 Desember 2024
Nilai Pokok | Principal Value	Rp900.000.000.000
Bunga | Interest	7.00%
Peringkat | Rating	A+
Lembanga Pemeringkat | Rating Institution	Pefindo

Entitas Anak dan Asosiasi

Subsidiaries and Associates

ENTITAS ANAK

SUBSIDIARIES

Nama Perusahaan Name of the Company	Domisili Domicile	Bidang Usaha Line of Business	Persentase Kepemilikan Saham (%) Percentage of Share Ownership (%)	Tahun Berdiri Year Established	Status Operasi Operation Status
PT Asuransi Asei Indonesia	Jakarta	Asuransi Perdagangan, Asuransi Kredit dan Penjaminan, Asuransi Umum dan Asuransi Syariah Trade Insurance, Credit Insurance and Guarantee, General Insurance and Sharia Insurance	99,99%	9 Oktober 2014 9 October 2014	Beroperasi In operation
PT Reasuransi Syariah Indonesia	Jakarta	Reasuransi berbasis Syariah Sharia-based Reinsurance	99,99%	1 Juni 2016 1 June 2016	Beroperasi In operation

Profil Singkat Entitas Anak

Indonesia Re menjalankan kegiatan bisnis dengan didukung oleh dua anak Perusahaan, yaitu PT Asuransi Asei Indonesia dan PT Reasuransi Syariah Indonesia dengan keterangan singkat sebagai berikut:

Brief Profile of the Subsidiaries

In carrying out its business activities, Indonesia Re is supported by two subsidiaries, namely PT Asuransi Asei Indonesia and PT Reasuransi Syariah Indonesia with a brief description as follows:

asuransi Asei A Subsidiary of IndonesiaRe	PT Asuransi Asei Indonesia	
Alamat Address	Menara Kadin Indonesia Building, Lantai 22, Jl. H.R. Rasuna Said Blok X-5 Kav. 2-3, Jakarta 12950 - Indonesia. Tel. : +62 21 5790 3535 E-mail : asei@asei.co.id Website : www.asei.co.id	
Profil Singkat Perusahaan Brief Profile of the Company	PT Asuransi Asei Indonesia merupakan perusahaan yang bergerak di bidang Asuransi Perdagangan, Asuransi Kredit dan Penjaminan, Asuransi Umum dan Asuransi Syariah. Entitas anak Indonesia Re ini resmi beroperasi pada 9 Oktober 2014.	PT Asuransi Asei Indonesia is engaged in the business of Trade Insurance, Credit Insurance and Guarantee, General Insurance and Sharia Insurance. PT Asuransi Asei Indonesia officially operated on October 9, 2014.
Dasar Hukum Pendirian Legal Basis of Establishment	Akta pendirian No. 08 tanggal 09 Oktober 2014 dibuat di hadapan H. Marthin Aliunir, SH., Notaris di Jakarta dan telah memperoleh pengesahan pendirian badan hukum perseroan terbatas melalui Keputusan Menteri Hukum dan Hak Asasi Manusia No. AHU-29156.40.10.2014	The deed of establishment No. 08 dated October 09, 2014 was made before H. Marthin Aliunir, SH, Notary in Jakarta and has obtained the ratification of the establishment of a limited liability company through the Decree of the Minister of Law and Human Rights No. AHU-29156.40.10.2014.

	PT Asuransi Asei Indonesia	
Kepengurusan Management	**Dewan Komisaris** Komisaris Utama/Komisaris Independen: Setiawan Komisaris Independen: Rachman Notowibowo Komisaris: Maria Elvida Rita Dewi **Direksi** Direktur Teknik merangkap Plt. Direktur Utama: Marah Kerma M. Manurung Direktur SDM & Keuangan: David Sy Direktur Manajemen Risiko, Kepatuhan & Corporate Secretary: Robert Tampubolon	**Board of Commissioners** President Commissioner/Independent Commissioner: Setiawan Independent Commissioner: Rachman Notowibowo Commissioner: Maria Elvida Rita Dewi **Board of Directors** Technical Director concurrently as Acting. President Director: Marah Kerma M. Manurung HR & Finance Director: David Sy Director of Risk Management, Compliance & Corporate Secretary: Robert Tampubolon
Jumlah Aset Tahun 2022 Total Assets in 2022	Rp1.806.935 juta	Rp1,806,935 million

ReINDO syariah	PT Reasuransi Syariah Indonesia	
Alamat Address	Gedung Reindo Syariah Jl. Rawamangun Muka Raya No. 2 Jakarta Timur Tel. : +62 21 2247 8009 E-mail : cosecretary@reindosyariah.co.id Website : www.reindosyariah.co.id	
Profil Singkat Perusahaan Brief Profile of the Company	PT Reasuransi Syariah Indonesia merupakan perusahaan yang bergerak di bidang reasuransi berbasis Syariah. Entitas anak Indonesia Re ini resmi beroperasi pada 23 Juni 2016.	PT Reasuransi Syariah Indonesia is a company engaged in Sharia-based reinsurance. PT Reasuransi Syariah Indonesia officially operated on June 23, 2016.
Dasar Hukum Pendirian Legal Basis of Establishment	Akta pendirian No.2 tanggal 4 Mei 2016 dibuat di hadapan Notaris Nanda Fauz Iwan, SH., M.Kn. Notaris di Jakarta Selatan dan telah memperoleh pengesahan pendirian badan hukum perseroan terbatas melalui Keputusan Menteri Hukum dan Hak Asasi Manusia No. AHU-0022723.AH.01.01. Tahun 2016	The Deed of Establishment No.2 dated May 4, 2016 was made before Notary Nanda Fauz Iwan, SH, M.Kn. Notary in South Jakarta and has obtained authorization for the establishment of a limited liability company through the Decree of the Minister of Law and Human Rights No. AHU-0022723.AH.01.01. of 2016.
Kepengurusan Management	**Dewan Komisaris** Komisaris Utama: Robbi Yanuar Walid Komisaris Independen: Eko Wari Santoso Komisaris: Jesa Ariawan **Direksi** Direktur Utama: Tati Febriyanti Direktur: Winarko Direktur: Nod A. Rachman	**Board of Commissioners** President Commissioner: Robbi Yanuar Walid Independent Commissioner: Eko Wari Santoso Commissioner: Jesa Ariawan **Board of Directors** President Director: Tati Febriyanti Director: Winarko Director: Nod A. Rachman
Jumlah Aset Tahun 2022 Total Assets in 2022	Rp424.288 juta	Rp424,288 million

Entitas Asosiasi

Per 31 Desember 2021, Indonesia Re tidak memiliki entitas asosiasi. Dengan demikian Perusahaan tidak dapat menyediakan informasi terkait hal ini.

Associated Entities

As of December 31, 2021, Indonesia Re has no associates. Therefore, the Company does not provide information related to this matter.

Struktur Grup Perusahaan

Corporate Group Structure

Kantor Akuntan Publik

Public Accounting Firm

Penggunaan jasa Akuntan Publik dan Kantor Akuntan Publik bertujuan untuk memberikan keyakinan bagi pengguna atas hasil evaluasi atau pengukuran informasi keuangan dan nonkeuangan berdasarkan suatu kriteria yang digunakan sebagai salah satu pertimbangan dalam pengambilan keputusan. Sesuai dengan Peraturan OJK No. 13/POJK.03/2017 Tentang Penggunaan Jasa Akuntan Publik dan Kantor Akuntan Publik Dalam Kegiatan Jasa Keuangan, disebutkan bahwa pihak yang menjalankan kegiatan jasa keuangan wajib menggunakan jasa Akuntan Publik dan Kantor Akuntan Publik.

Tugas dan Tanggung Jawab

Auditor eksternal memiliki tugas dan tanggung jawab yang mencakup:

1. Bertanggung jawab atas pernyataan pendapat/opini yang diberikan atas informasi yang disajikan dalam laporan keuangan Perusahaan kepada Pemegang Saham;
2. Melakukan audit atas Laporan Keuangan Perusahaan dan semua catatan akuntansi serta data penunjang lainnya untuk memastikan ketaatan atas asas, kewajaran dan kesesuaian dengan Standar Akuntansi Keuangan Indonesia;
3. Memberitahu Audit Internal dan Direksi dan/atau Komisaris bila menemukan kejadian atau indikasi pelanggaran terhadap peraturan perundang-undangan yang berlaku;
4. Laporan hasil audit atas Laporan Keuangan Perusahaan harus diterbitkan sesuai jadwal waktu yang telah ditentukan;
5. Merahasiakan segenap informasi dan data yang diperolehnya selama proses audit;
6. Melaksanakan audit sesuai dengan Standar Profesional Akuntan Publik (SPAP);
7. Menjamin bahwa Komite Audit menerima informasi tambahan tentang lingkup dan hasil audit yang dapat membantu Komite Audit dalam mengawasi pelaporan keuangan dan proses pengungkapan yang menjadi tanggung jawab manajemen. Komunikasi dapat berbentuk lisan atau tertulis. Komunikasi bersifat insidental, tidak diharuskan terjadi sebelum laporan hasil audit diterbitkan, kecuali auditor memandang perlu untuk mengkomunikasikan sebelum diterbitkannya laporan.

The use of Public Accountant's and Public Accounting Firm's services aims to provide users with assurance in the evaluation or measurement results of financial and non-financial information according to the criteria used as one of the considerations in making decisions. In accordance with OJK Regulation No. 13/POJK.03/2017 on the Use of Public Accountant and Public Accounting Firm Services in Financial Services Activities, parties that carry out financial services activities must use the services of Public Accountant and Public Accounting Firm.

Duties and Responsibilities

External auditor has duties and responsibilities that include:

1. Responsible for providing the statement of opinion on the information presented in the Company's Financial Statements to the Shareholders;
2. Conduct audits of the Company 's Financial Statements, all accounting records, and other supporting data to ensure compliance with the principle of fairness and conformity with Indonesian Financial Accounting Standards;
3. Notify Internal Audit and the Board of Directors and/or Board of Commissioners if any incident or indication of violation of the applicable laws and regulations is found;
4. The audit Report of the Company's Financial Statements must be published according to the predetermined schedule;
5. Maintain confidentiality of all information and data obtained during the audit process;
6. Carry out audits in accordance with Public Accountants Professional Standards;
7. Ensure that the Audit Committee receives additional information about audit scope and results that can assist the Audit Committee in overseeing financial reporting and disclosure processes which are under the responsibility of the management. Communication can be made in verbal or written form, is incidental and not required to occur before the audit report is published, unless the auditor deems it necessary.

Kantor Akuntan Publik
Public Accounting Firm

Kebijakan Penunjukan Akuntan Publik dan Kantor Akuntan Publik

Penunjukan auditor eksternal Perusahaan ditetapkan oleh Rapat Umum Pemegang Saham (RUPS). Auditor eksternal melakukan audit atas Laporan Keuangan Perusahaan guna memberikan pendapat/opini atas kelayakan dan kewajaran informasi yang disajikan dalam laporan keuangan. Meskipun begitu tidak menutup kemungkinan bahwa terdapat Auditor Eksternal yang melakukan audit non keuangan misalnya audit kinerja, audit mutu, audit investigasi, dan sebagainya.

Berdasar pada peranan dan fungsinya, klasifikasi Auditor Eksternal antara lain:

1. Mempunyai izin praktik dari Menteri Keuangan;
2. Memiliki kompetensi, kemahiran profesi (cakap dalam menerapkan teknik dan prosedur audit, cakap memahami permasalahan teknis yang diaudit), integritas yang baik (jujur, berani, bijaksana, bertanggung jawab), objektivitas (sikap dan pandangan sesuai fakta);
3. Bebas dari pengaruh Komisaris, Direksi, dan pihak yang berkepentingan di perusahaan (*Stakeholders*);
4. Sanggup melaksanakan audit sesuai dengan SPAP;
5. Tidak mempunyai kepentingan keuangan yang material baik secara langsung maupun tidak langsung, dan hubungan bisnis dengan Perusahaan .

Berdasarkan Surat Menteri BUMN selaku RUPS Perusahaan Nomor S-700/MBU/11/2022 tanggal 01 November 2022 Hal Penunjukan Kantor Akuntan Publik (KAP) untuk melakukan Audit atas Laporan Keuangan PT Reasuransi Indonesia Utama (Persero) Tahun Buku 2022, Perusahaan telah menunjuk Kantor Akuntan Publik Hertanto, Grace, Karunawan sebagai KAP untuk melakukan audit terhadap laporan keuangan tahun buku yang berakhir pada 31 Desember 2022.

Policy of the Appointment of Public Accountant and Public Accounting Firm

The Company's external auditor is appointed by the General Meeting of Shareholders (GMS). The external auditor conducts audit of the Company's Financial Statements in order to provide opinion on the feasibility and fairness of the information presented in the financial statements. However, it is possible to have External Auditor to conduct non-financial audits such as performance audits, quality audits, investigative audits, etc.

Based on the roles and functions, the classification of External Auditor includes:

1. Possesses license issued by the Minister of Finance;
2. Has the competence, professional skills (capable in applying audit techniques and procedures, able to understand the technical issues audited), good integrity (honest, courageous, wise, responsible), objectivity (attitudes and views based on facts);
3. Free from the influence of Commissioners, Directors, and other interested parties in the Company (Stakeholders);
4. Is able to perform audits in accordance with the Public Accountants Professional Standards;
5. Does not have material financial interest, either directly or indirectly, and business relationship with the Company.

Based on the Letter of Minister of SOEs as the Company's GMS No. S-725/MBU/09/2021 dated 23 September 2021 Regarding Appointment of a Public Accounting Firm (KAP) to conduct an audit of the Financial Statements of PT Reasuransi Indonesia Utama (Persero) for the 2021 Fiscal Year, the Company has appointed Public Accounting Firm Amir Abadi Jusuf, Aryanto, Mawar & Partners to audit the financial statements for the fiscal year ended 31 December 2021.

Kantor Akuntan Publik Tahun Buku 2021

Berikut adalah nama Kantor Akuntan Publik dan Akuntan yang mengaudit laporan keuangan Perusahaan dalam 5 tahun terakhir:

Public Accounting Firm For the 2022 Fiscal Year

Below is the information of Public Accounting Firm and Accountant auditing the Company 's Financial Statements in the last 5 years:

Tahun Buku Fiscal Year	Nama Kantor Akuntan Publik Name of Public Accounting Firm	Nama Auditor Auditor Name	Biaya (Rp) Cost (Rp)	Jasa Audit Audit Services	Opini Audit Audit Opinion
2022	KAP Hertanto, Grace, Karunawan	Hertanto	860.000.000	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar Tanpa Pengecualian (WTP) Unqualified Opinion
2021	Amir Abadi Jusuf, Aryanto, Mawar & Rekan	Bimo Iman Santoso	778.840.000	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar dalam semua hal yang material Fair in all material respects
2020	Amir Abadi Jusuf, Aryanto, Mawar & Rekan	Bimo Iman Santoso	713.020.000	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar dalam semua hal yang material Fair in all material respects
2019	Amir Abadi Jusuf, Aryanto, Mawar & Rekan	Rudi Hartono Purba	611.428.400	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar dalam semua hal yang material Fair in all material respects
2018	Amir Abadi Jusuf, Aryanto, Mawar & Rekan	Rudi Hartono Purba	550.838.400	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar dalam semua hal yang material Fair in all material respects

Jasa Lain yang Diberikan

Jasa yang diberikan KAP tersebut di atas terbatas pada jasa yang berkaitan dengan pelaksanaan audit atas laporan keuangan konsolidasian Perusahaan.

Other Services Provided

The services provided by the KAP above are limited to services related to the audit of the Company's consolidated financial statements.

Lembaga dan Profesi Penunjang Pasar Modal

Capital Market Supporting Institutions and Professions

Kantor Notaris | Notary Office	
Nama Perusahaan Company Name	Ashoya Ratam, SH. Mkn
Alamat Address	Jalan Suryo No. 54, Kebayoran Baru Jakarta Selatan 12180
Jasa yang Diberikan Services Provided	Pengaktaan Dokumen Perusahaan (Risalah RUPS, Keputusan Pemegang Saham diluar RUPS, dokumen penting lainnya) Making Deeds of Company Documents (Minutes of GMS, Shareholders' Decisions outside the GMS, other important documents)
Periode Penugasan Assignment Period	Per transaksi Transaction based
Biaya Fee	Per transaksi Transaction based

Perusahaan Pemeringkat Efek | Securities Rating Company	
Nama Perusahaan Company Name	Fitch Ratings
Alamat Address	DBS Bank Tower, Lantai 24, Suite 2403, Jl. Prof. Dr. Satrio Kav 3-5, Jakarta Tel. : +62 21 29886800 Fax.: +62 21 29886822
Jasa yang Diberikan Services Provided	1. Jasa yang diberikan: Melakukan pemeringkatan Perusahaan 2. Mengkaji secara berkala peringkat perusahaan 3. Mempublikasikan hasil pemeringkatan 1. Services provided: assessing the Company's rating 2. Periodically review the Company's rating 3. Publish the rating results
Periode Penugasan Assignment Period	Tahunan Annually

Situs Perusahaan
Corporate Website

Ketersediaan situs resmi Indonesia Re merupakan salah satu bentuk komitmen Perusahaan terhadap penerapan prinsip tata kelola perusahaan yang baik yaitu keterbukaan. Perusahaan telah menyediakan situs yang dapat diakses dengan mudah oleh seluruh *stakeholder* dan masyarakat luas yang berlamat pada: https//www.indonesiare.co.id.

Informasi-informasi yang disajikan telah sesuai dengan aturan POJK No. 8/POJK.04/2015 dengan memperhatikan 4 (empat) bagian utama informasi yang wajib diungkapkan pada situs web Perusahaan, yaitu:

1. Informasi umum emiten atau perusahaan publik;
2. Informasi bagi pemodal atau investor;
3. Informasi tata kelola perusahaan;
4. Informasi tanggung jawab sosial perusahaan.
5. Informasi mengenai proses penempatan bisnis dan *terms and conditons* secara digital melalui layanan *host-to-host* (RIU Connect).

Situs Perusahaan tersaji dalam dua bahasa yaitu bahasa Indonesia dan bahasa Inggris. Informasi yang tersedia senantiasa dimutakhirkan secara berkala. Berikut tabel pemenuhan informasi pada situs Perusahaan sesuai dengan POJK No. 8/POJK.04/2015.

The official website of Indonesia Re is a form of the Company's commitment to implementing the principles of good corporate governance, namely transparency. All stakeholders and wide communities can easily access the website at: https://www.indonesiare.co.id.

The information presented is in accordance with the Financial Services Authority Regulation No. 8/POJK.04/2015 with due observance of 4 (four) main parts of information that must be disclosed on the Company's website, namely:

1. General Information of issuer or public company;
2. Information for investors;
3. Information on corporate governance;
4. Information on corporate social responsibility.
5. information on the business placement process and terms and conditions digitally through a host-to-host service (RIU Connect).

The Company's website is presented in two languages, namely Indonesian and English. The available information is updated regularly. The following table contains information on the Company's website according to the Financial Services Authority Regulation No. 8/POJK.04/2015.

No.	Cakupan Informasi	Information Coverage	Ketersediaan di Situs Indonesia Re
1	Informasi umum emiten atau perusahaan publik antara lain: - Sejarah berdirinya Perusahaan - Penjelasan bidang usaha - Visi, Misi, dan Budaya Perusahaan - Struktur Organisasi - Profil Dewan Komisaris - Profil Direksi - Profil Kepala Divisi - Entitas anak/asosiasi - Penghargaan yang dimiliki	General Information of issuer or public company among others: - Company History - Description of Line of Business - Vision, Mission, and Corporate Culture - Organization Structure - Board of Commissioners' Profile - Board of Directors' Profile - Profile of Division Head - Subsidiaries/Associated Entity - Awards	√
2	Informasi bagi pemodal atau investor antara lain: - Laporan Tahunan - Laporan Keuangan Berkala (Tahunan, Triwulan) - Peringkat Keuangan - Sertifikasi - Manajemen Risiko dan Kepatuhan	Information for investors among others - Annual Report - Periodic Financial Statements (Annual, Quarterly) - Finance Rating - Certifications - Risk Management and Compliance	√
3	Informasi tata kelola perusahaan antara lain: - Pedoman Tata Kelola Perusahaan - Pedoman Direksi - Pedoman Etika dan Perilaku - Pedoman Pengendalian Gratifikasi - Pedoman *Whistleblowing* - Kebijakan-kebijakan lainnya	Information on corporate governance among others: - Guidelines of Corporate Governance • Board Manual of Board of Directors - Code of Ethics and Conduct - Gratification Control Guidelines - Whistleblowing Guidelines - Other policies	√
4	Informasi tanggung jawab sosial perusahaan antara lain: - Menyediakan berbagai informasi berupa artikel maupun video terkait kegiatan CSR yang dilakukan oleh Perusahaan sepanjang tahun	Information on corporate social responsibility among others: - Providing various information in the form of articles and videos related to CSR activities carried out by the Company throughout the year	√

STRATEGI UNTUK MERAIH HASIL

Strategy for tyhe Best Result

Analisis dan Pembahasan Manajemen

Management Discussion and Analysis

Tinjauan Ekonomi
Economic Review

Dengan kondisi pasar asuransi di Indonesia yang sedang mengalami *hard market*, Indonesia Re berkomitmen untuk memberikan solusi reasuransi yang terbaik. Oleh karena itu, Perusahaan akan fokus memberikan layanan pengembangan produk reasuransi jiwa dengan menggunakan kapabilitas dan juga pengalaman yang dimiliki selama ini agar dapat bersaing dengan keadaan pasar yang terbuka.

Given the current state of the Indonesian insurance market, Indonesia Re is committed to providing the best reinsurance solutions. As a result, the Company will focus on providing life reinsurance product development services, leveraging its capabilities and experience to compete in the open market.

Kondisi perekonomian global pada tahun 2022 cenderung masih belum stabil. Pertumbuhan ekonomi tidak merata, dari akibat pengaruh pandemi COVID-19 hingga gejolak geopolitik akibat konflik Rusia-Ukraina.

Dinamika di tingkat global itu menyulut inflasi akibat kenaikan harga pangan dan energi. Respons bank sentral termasuk Bank Indonesia dengan menaikkan suku bunga, ikut memperlambat kinerja perekonomian.

Dalam situasi tersebut, perekonomian Indonesia masih menunjukkan ketangguhannya. Badan Pusat Statistik (BPS) mencatat pertumbuhan ekonomi tahun 2022 mencapai 5,31% secara tahunan (*year on year*/yoy).

Kendati demikian, pasar reasuransi tetap terpengaruh, termasuk di Indonesia. Pertumbuhan premi mengalami perlambatan. Sementara klaim justru tumbuh.

Kondisi perlambatan pertumbuhan premi juga diperparah dengan adanya perubahan jalur penjualan. Distribusi *agency* mengalami tekanan yang besar, sehingga mengalami penurunan produksi yang pada akhirnya memberikan dampak negatif bagi reasuradur.

Global economic conditions in 2022 are likely to be volatile. Economic growth has been uneven due to the COVID-19 pandemic and the geopolitical turmoil caused by the Russia-Ukraine conflict.

Globally, this dynamic led to inflation as food and energy prices increased. Many central banks, including Bank Indonesia, responded by raising their benchmark interest rate, which slowed economic growth.

In this situation, the Indonesian economy remains resilient. According to the Central Statistics Agency (BPS), annual economic growth in 2022 was 5.31% (year on year/yoy).

Nonetheless, the reinsurance market continues to be impacted, including in Indonesia. The premium growth rate has slowed. Meanwhile, the number of claims is increasing.

The slow down of premium growth has been worsened by distributiom channels shift. Distribution agencies were put under a lot of pressure, which led to a decrease in production, which ultimately had a negative impact on reinsurers.

Selain penurunan produksi, peningkatan klaim yang mayoritas dipengaruhi oleh COVID-19, memaksa industri untuk melakukan peninjauan ulang (*review*) untuk mendapatkan *mortality* serta *morbidity* yang lebih relevan, seiring dengan kenaikan klaim yang menumbuhkan *mortality rate* dan *morbidity rate.*

Kendati demikian, selain dampak negatif, COVID-19 juga memberikan dampak positif, yaitu perubahan regulasi dari Otoritas Jasa Keuangan (OJK). Hal ini sejatinya memberikan kesempatan bagi industri untuk melakukan inovasi produk agar dapat relevan pada perkembangan zaman dan demografi, khususnya pasca COVID-19.

In addition to the decrease in production, the increase in claims, which was primarily caused by COVID-19, forced the industry to conduct a review in order to obtain more relevant mortality and morbidity, in line with the increase in claims, which increased mortality and morbidity rates.

Nevertheless, apart from the negative impact, COVID-19 also has a positive impact, i.e., changes in regulations from the Financial Services Authority (OJK). This provides an opportunity for the industry to innovate products to be relevant to the times and demographics, especially after COVID-19.

Uraian	2022	2021	2020	Description
Pertumbuhan Ekonomi Indonesia (%)	5,31	3,69	(2.07)	Indonesia Economic Growth (%)
Inflasi (%)	5,51	1,87	1,68	Inflation (%)
7-day (Reverse) Repo Rate (%)	5,50	3,50	3,75	7-day (Reverse) Repo Rate (%)

Source: BPS and Bank Indonesia

TINJAUAN INDUSTRI

Saat ini, Industri asuransi dan reasuransi jiwa sedang mengalami *hardening market* khususnya pada lini bisnis asuransi jiwa kredit dan asuransi kesehatan akibat efek yang ditimbulkan oleh pandemi COVID-19.

Produk asuransi jiwa kredit memberikan kontribusi yang sangat besar terhadap penurunan profitabilitas asuransi di Indonesia. Hal ini disebabkan oleh kondisi *underpricing* dan *terms & conditions (T&C)* yang sangat longgar.

Produk asuransi individu kesehatan yang di saat sebelum COVID-19 menjadi salah satu produk yang memberikan profitabiltas yang cukup besar, harus mengalami peningkatan *loss ratio* yang signifikan. Hal itu terjadi karena banyak tertanggung yang mulai melakukan utilisasi produk secara serentak di periode yang sama, baik di dalam maupun luar negeri.

Selain itu, kenaikan biaya perawatan rumah sakit yang tinggi, baik untuk kasus non COVID-19 maupun COVID-19 juga menjadi salah satu penyebab tingginya klaim pada produk kesehatan. Kondisi ini masih dirasakan pada periode pasca pandemi tahun 2022. Hal ini akan mempengaruhi kinerja Perusahaan, sehingga harus melakukan evaluasi terhadap *terms & conditions (T&C)* maupun tarif premi.

INDUSTRY REVIEW

The life insurance and reinsurance industries are currently experiencing market hardening as a result of the COVID-19 pandemic, particularly in the credit life insurance and health insurance business lines.

Credit life insurance products significantly contribute to the decline in insurance profitability in Indonesia. This was due to low pricing and extremely aggresive terms and conditions (T&C).

Individual health insurance products, which had been among the most profitable prior to COVID-19, had to see a significant increase in loss ratio. This happened because many insureds began using products at the same time, both domestically and internationally.

Furthermore, a significant increase in hospital care costs, both for non-COVID-19 and COVID-19 cases, was one of the reasons for the high claims on health products. Even after the pandemic ended in 2022, this condition persisted. As a result, the terms and conditions (T&C) and premium rates must be reviewed.

Tinjauan Ekonomi
Economic Review

Tabel Perkembangan Premi, Aset, dan Investasi Asuransi Jiwa

Table of Growth of Life Insurance Premiums, Assets, and Investments

(Rp Triliun) | (Rp Trillion)

Uraian	2022	2021	2020	Description
Premi	169,9	184,3	171,9	Premium
Aset	585,9	589,8	544,1	Assets
Investasi	517,1	518,3	481,7	Investments

Sumber: Statistik Asuransi OJK | Source: OJK Insurance Statistics

Tabel Perkembangan Premi, Aset, dan Investasi Asuransi Umum

Table of Growth of General Insurance Premiums, Assets, and Investments

(Rp Triliun) | (Rp Trillion)

Uraian	2022	2021	2020	Description
Premi	89,7	76,9	76,9	Premium
Aset	196,7	182,7	166,8	Assets
Investasi	92,9	87,3	81,3	Investments

Sumber: Statistik Asuransi OJK | Source: OJK Insurance Statistics

Tabel Perkembangan Premi, Aset, dan Investasi Reasuransi

Table of Growth of Reinsurance Premiums, Assets, and Investment

(Rp Triliun) | (Rp Trillion)

Uraian	2022	2021	2020	Description
Premi	24,3	23,2	27,1	Premium
Aset	33,8	29,7	27,0	Assets
Investasi	18,4	17,2	15,3	Investments

Sumber: Statistik Asuransi OJK | Source: OJK Insurance Statistics

TINJAUAN OPERASIONAL

Perkembangan ekonomi global yang dampaknya dirasakan hingga di dalam negeri memberikan tantangan yang sangat besar bagi industri asuransi dan reasuransi. Penyebabnya adalah laju pertumbuhan klaim jauh lebih cepat dibandingkan perkembangan penjualan produk.

Kebijakan Strategis 2022

Pada tahun 2022, program perbaikan portfolio masih terus dilanjutkan oleh Reasuransi Jiwa. Untuk memberikan dukungan reasuransi terbaik kepada ceding company, Reasuransi Jiwa melakukan optimalisasi fungsi *Product Development* dengan aktif melakukan diskusi bersama ceding company untuk mendesign produk baru yang lebih inovatif dan dibutuhkan market Asuransi.

OPERATIONAL REVIEW

The effects of global economic developments are being felt in the country, posing a significant challenge to the insurance and reinsurance industries. This is due to the fact that the rate of claim growth outpaces the rate of product sales growth.

Strategies Policy in 2022

In 2022, Life Reinsurance continued its portfolio improvement program. Life Reinsurance optimizes the Product Development function to provide the best reinsurance support to ceding companies by actively engaging ceding companies in discussions to design new products that are more innovative and needed by the insurance market.

Untuk meningkatkan akseptasi bisnis Reasuransi Jiwa, juga dilakukan optimalisasi *Pricing Tools, Data Analytic* dan *Experience Study*.

Optimization of Pricing Tools, Data Analytic and Experience Study are undertaken to increase overall acceptance in the Life Insurance business.

TINJAUAN OPERASI PER SEGMEN USAHA

Pembahasan kinerja segmen operasi pada laporan ini disesuaikan dengan metode pencatatan internal yang memisahkan segmen operasinya menjadi 2 (dua), yaitu Reasuransi Umum dan Reasuransi Jiwa.

Kedua segmen tersebut memiliki beragam produk dan layanan yang sesuai dengan target pasar masing-masing.

Komposisi Pendapatan Premi Neto Tahun 2021-2022

REVIEW OF OPERATIONS BY BUSINESS SEGMENT

The discussion of operating segment performance in this report has been adjusted to reflect the internal recording method, which divides the operating segments into two (two), namely, General Reinsurance and Life Reinsurance.

Both segments offer a wide range of products and services to meet the needs of their respective target markets.

Net Premium Income Composition for 2021–2022

	2022	2021	
Reasuransi Umum	66,45%	67,90%	General Reinsurance
Reasuransi Jiwa	33,55%	32,10%	Life Reinsurance

REASURANSI JIWA

Perusahaan memiliki berbagai produk jasa pertanggungan ulang atau reasuransi untuk semua jenis produk asuransi jiwa, seperti Life Insurance, Personal Accident, Critical Illness, Hospital Cash Plan, Hospitalization atau asuransi Kesehatan, Asuransi Jiwa Kredit, Total Permanent Disability, Waiver of Premium.

Metode pertanggungan yang digunakan oleh Perusahaan adalah treaty dan *facultative*. Program treaty secara garis besar dibagi menjadi dua jenis: proporsional dan non- proporsional.

Indonesia Re berperan aktif untuk meningkatkan *share* dari produk asuransi jiwa individu setiap tahunnya. Hal ini dikarenakan produk tersebut selalu memberikan hasil positif dalam portofolio Perusahaan.

Adapun untuk produk Asuransi Jiwa Kredit (AJK), Indonesia Re sudah aktif melakukan usaha perbaikan portofolio berupa perbaikan *terms & conditions (T&C)*, ketentuan *underwriting* dan tarif premi reasuransi untuk produk AJK.

Selain itu, dengan kondisi pasar asuransi di Indonesia yang sedang mengalami *hard market*, Indonesia Re berkomitmen untuk memberikan solusi reasuransi yang terbaik. Oleh karena itu, Perusahaan akan fokus memberikan layanan pengembangan produk reasuransi jiwa dengan menggunakan kapabilitas dan juga pengalaman yang dimiliki selama ini agar dapat bersaing dengan keadaan pasar yang terbuka.

LIFE REINSURANCE

The Company's coverage method is treaty and facultative. The treaty program is broadly classified as proportional or non-proportional.

Every year, Indonesia Re plays an active role in increasing the share of individual life insurance products. This is due to the fact that these products consistently produce positive results in the Company's portfolio.

In terms of Credit Life Insurance (AJK) products, Indonesia Re has actively pursued portfolio improvement efforts by improving terms and conditions (T&C), underwriting requirement, and reinsurance premium rates.

Furthermore, given the current state of the Indonesian insurance market, Indonesia Re is committed to providing the best reinsurance solutions. As a result, the Company will focus on providing life reinsurance product development services, leveraging its capabilities and experience to compete in the open market.

Tinjauan Ekonomi
Economic Review

Tantangan yang Dihadapi

Sepanjang tahun 2022, Perusahaan menghadapi sejumlah tantangan di Segmen Reasuransi Jiwa, yaitu:

1. Pandemi COVID-19
   Walaupun di tahun 2022 pengajuan klaim COVID-19 sudah jauh menurun dibandingkan tahun sebelumnya, namun berdasarkan analisa, klaim kasus COVID-19 dari produk asuransi kesehatan masih memberikan porsi yang cukup besar dan menyumbangkan *loss* yang cukup besar.
2. Inflasi pada Biaya Medis
   Produk asuransi individu kesehatan menyumbang kenaikan klaim yang sangat besar di tahun 2022. Selain karena perubahan perilaku nasabah, kenaikan inflasi yang sangat tinggi pada biaya medis juga menjadi penyebab kenaikan klaim dari produk asuransi kesehatan. Berdasarkan studi internal yang pernah dilakukan, kenaikan inflasi biaya kesehatan di Indonesia lebih tinggi dibandingkan di global.
3. *Hardening Market*
   Keadaan *market* saat ini menyebabkan penyedia jasa asuransi memiliki ruang yang terbatas untuk dapat mengevaluasi T&C dan *rate*, dikarenakan adanya tekanan di sisi kemampuan ekonomi nasional, sehingga baik asuradur maupun tertanggung cukup selektif dalam menentukan pertanggungan yang menjadi preferensi satu sama lain. Keadaan ini mendorong asuradur yang sudah cukup mengalami tekanan selama 2020-2022, harus melakukan transformasi dari sisi T&C dan *rate*, walaupun mungkin secara bertahap. Dampaknya adalah perubahan tersebut mempengaruhi tingkat produksi di masa depan, walaupun dapat memperbaiki keadaan perusahaan secara *sustain* di masa depan.
4. Perang *Terms & Conditions* (T&C) dan Harga
   Perang *terms & conditions* (T&C) dan harga di saat *hardening market* adalah sesuatu yang menjadi ancaman serius, Indonesia Re sebagai reasuradur lokal terbesar di Indonesia selalu berusaha memberikan edukasi, saran dan juga keputusan yang bertujuan menjaga stabilitas industri asuransi jiwa, terutama pada masa seperti sekarang. Tantangan ini sangat nyata bagi Indonesia Re, karena perang T&C dan harga masih ada sampai saat ini dan jika Indonesia Re sebagai reasuradur tidak melakukan kebijakan yang tepat, Perusahaan bisa mengalami *accumulative shock* di sisi hasil produksi di masa depan.

Challenges Faced

Throughout 2022, the Company faced a number of challenges in the Life Reinsurance Segment, as follows:

1. COVID-19 Pandemic
   Even though the number of COVID-19 claims filed in 2022 has decreased significantly from the previous year, according to analysis, claims for COVID-19 cases from health insurance products continue to provide a sizable portion and contribute a sizable loss.
2. Medical Cost Inflation
   Individual health insurance products contributed significantly to a significant increase in claims in 2022. Aside from changes in customer behavior, the very high inflationary increase in medical costs was also the cause of an increase in health insurance claims. According to an internal study, the increase in health cost inflation in Indonesia was greater than the global average.
3. Market Hardening
   The current market situation causes insurance service providers to have limited space to be able to evaluate T&C and rates due to pressure on the national economic capacity, so both insurers and insureds are quite selective in determining which coverage is preferred by one another. This situation encourages insurers, who have experienced enough pressure during 2020–2022, to carry out transformations from a T&C and rate perspective, although perhaps in stages. The impact is that these changes will affect the production level in the future, even though they can improve the company's condition sustainably.
4. Terms and Conditions (T&C) and Price Wars
   Terms and conditions (T&C) and price wars during a hardening market pose a serious threat. Indonesia Re as Indonesia's largest local reinsurer, is always striving to provide education, advice, and decisions aimed at maintaining the stability of the life insurance industry, particularly in the current situation. This is a very real challenge for Indonesia Re because T&C and price wars still exist today, and if Indonesia Re, as a reinsurer, does not implement the appropriate policies, the Company may face an accumulative shock on the production side in the future.

Inisiatif Strategis 2022

Sejak tahun 2017, setiap tahun Indonesia Re aktif melakukan perbaikan portofolio untuk produk-produk yang memberikan kontribusi negatif. Khusus di tahun 2022, Indonesia Re melakukan perbaikan portofolio secara masif untuk produk-produk yang terdampak pandemi seperti produk AJK dan produk asuransi kesehatan.

Strategic Initiatives in 2022

Every year since 2017, Indonesia Re has actively improved its product portfolio, which has contributed negatively. Especially in 2022, Indonesia Re massively improved its portfolio of products affected by the pandemic, such as AJK and health insurance products.

Saat ini, program perbaikan portofolio di Indonesia Re sudah *on track* dan hasilnya sudah dirasakan di akhir tahun 2022. Profitabilitas reasuransi jiwa Indonesia Re sudah mengalami kenaikan yang sangat signifikan jika dibandingkan dengan tahun 2021.

Dengan adanya fungsi *portfolio management* di Indonesia Re, *monitoring* profitabilitas portofolio Perusahaan dilakukan secara periodik dan komprehensif. Selain fungsi *portfolio managament*, Indonesia Re juga memiliki fungsi *product development* yang secara aktif memberikan *market insight* kepada *ceding company* terkait pengembangan produk ke depan.

Selain dua fungsi tersebut, strategi lain yang dilakukan oleh Segmen Reasuransi Jiwa, misalnya pembatasan *coverage* produk baru AJK, perhitungan tarif premi dan T&C yang *prudent*. Begitu juga dengan perhitungan cadangan teknis, yakni menggunakan *best practice*.

Kinerja 2022

Premi bruto reasuransi jiwa di tahun 2022 mengalami penurunan jika dibandingkan dengan tahun 2021. Penurunan ini merupakan efek dari perbaikan portofolio yang dilakukan sejak tahun 2017 dan secara masif terjadi di tahun 2022.

Selain itu, adanya ketentuan terbaru mengenai penempatan reasuransi dalam POJK No. 39/POJK.05/2020 berpengaruh juga terhadap penurunan premi bruto.

REASURANSI UMUM

Segmen usaha Reasuransi Umum menyediakan jasa pertanggungan ulang atau reasuransi untuk seluruh jenis produk asuransi umum. Secara garis besar, produk dan layanan reasuransi umum menyediakan penjaminan, pertanggungan, dan proteksi reasuransi terhadap kerugian, kerusakan atau kehilangan pada sektor-sektor: pengangkutan, rangka kapal, pesawat udara, harta benda, rekayasa, motor dan aneka yang di dalamnya termasuk asuransi kecelakaan diri.

Pada tahun 2022, lini bisnis harta benda *(property/fire*) masih menjadi penopang utama, yaitu dengan kontribusi 67,8% dari total premi bruto Segmen Reasuransi Umum. Besarnya angka di kelas ini disumbang dari sektor *treaty* dalam negeri, yaitu sebesar Rp1,3 triliun dan dari treaty luar negeri dan Rp271 miliar. Kemudian, Rp1,04 triliun berasal dari sektor *facultative*. Selain kelas *fire/property*, premi bruto Reasuransi Umum disumbangkan oleh kelas bisnis *engineering* sebesar 11,1% dan kelas casualty, credit & surety sebesar 8,0%.

The portfolio improvement program at Indonesia Re was on track, with results obtained at the end of 2022. The profitability of Indonesia Re life reinsurance has increased significantly compared to 2021.

With the portfolio management function at Indonesia Re, the Company's portfolio profitability is monitored periodically and comprehensively. In addition to the portfolio management function, Indonesia Re has a product development function that actively provides market insights to ceding companies regarding future product development.

In addition to these two functions, other strategies are implemented by the Life Reinsurance Segment, such as limiting the coverage of the new AJK product and calculating prudent premiums and T&C rates. Likewise, calculating technical reserves, i.e., using best practice..

Performance in 2022

The gross premium for life reinsurance in 2022 decreased compared to 2021. This decrease was the result of portfolio improvements that have been carried out since 2017 and occurred massively in 2022.

In addition, new requirements regarding the placement of reinsurance in POJK No. 39/POJK.05/2020, also had an effect on the reduction in gross premiums.

GENERAL REINSURANCE

The General Reinsurance business segment provides Reinsurance services for all types of general insurance products. In broad terms, products and services in general Reinsurance provide a reinsurance guarantee, coverage, and protection against impairment, damage, or loss in the following sectors: transportation, marine hull, aircraft, property, engineering, motorbikes, and various others, which include personal accident insurance.

The property/fire business line remained the main pillar in 2022, contributing 67.8% of the total gross premium for the General Reinsurance Segment. The large number in this category was contributed by the domestic treaty sector (Rp1.3 trillion) and foreign treaties (Rp271 billion). The facultative sector then contributed Rp1.04 trillion. Aside from the fire/property category, the engineering business category contributed 11.1% of the general reinsurance gross premium, and the casualty, credit & surety category contributed 8.0%.

Tinjauan Ekonomi
Economic Review

Tantangan yang Dihadapi

Sepanjang tahun 2022, Perusahaan menghadapi sejumlah klaim besar di lini Harta Benda dan lini usaha asuransi kredit. Klaim-klaim tersebut menekan hasil *underwriting* dan turut menjadi dasar perbaikan portofolio yang dicanangkan Perusahaan.

Secara umum di bisnis treaty, mayoritas okupasi risiko yang diterima adalah industrial, yang secara umum memiliki *loss ratio* lebih tinggi daripada risiko *residential* dan *commercial*.

Perusahaan juga mencatat adanya kecenderungan *hidden accumulation* dalam beberapa lini asuransi akibat praktik penutupan bersama/koasuransi, di mana jumlah panel Penanggung terlalu banyak, sementara Perusahaan terlibat dalam treaty maupun penutupan *facultative* Penanggung dalam panel tersebut. Belum lagi, adanya sesi *inward* yang selanjutnya disesikan ke dalam treaty turut membuat *hidden accumulation* yang dihadapi Perusahaan semakin besar.

Klaim *run-off* asuransi kredit masih sangat membebani hasil usaha. Dari bisnis penjaminan, klaim-klaim *Surety Bond* dan LC/SKBDN masuk cukup banyak dengan nilai yang cukup besar, yang sedikit banyak merupakan dampak dari *pandemic*, dimana banyak bisnis menutup usahanya, sehingga terjadi wanprestasi.

Pencadangan untuk asuransi kredit yang belum proper dari tahun-tahun berlalu membuat *improvement*/perbaikan cadangan harus tetap dilakukan di 2022, sehingga kenaikan cadangan seolah-olah menjadi penambahan beban yang menekan hasil usaha COB *Casualty*.

Inisiatif Strategis 2022

Perusahaan mencanangkan Perbaikan Portofolio di Segmen Reasuransi Umum melalui beberapa inisiatif. Pada bisnis *treaty* reasuransi umum, Perusahaan mengidentifikasi sejumlah *areas of concern* dan langkah-langkah antisipasinya. Hasilnya, Perusahaan menetapkan sejumlah kebijakan, di antaranya moratorium bisnis kredit dan memonitor perkembangan profitabilitas bisnis *existing*.

Selain itu, Perusahaan juga menetapkan kebijakan *renewal treaty* Januari 2023 yang dijalankan pada *renewal treaty season* yang dimulai pada kuartal III-2022. Sejumlah tindakan dilakukan berdasarkan *areas of concern* yang telah diidentifikasi dalam rangka perbaikan portofolio dan pasar secara keseluruhan.

Kinerja 2022

Pada tahun 2022, kapasitas akseptasi yang dimiliki oleh Indonesia Re untuk Segmen Reasuransi Umum, khususnya di kelas *property/fire* dan *engineering* adalah sebesar US$175

Challenges Faced

Throughout 2022, the Company had a number of large claims in the Property line and credit insurance business lines. These claims reduced underwriting results and formed the basis for the Company's proposed portfolio enhancement.

In general, the majority of occupational risks accepted in the treaty business are industrial, which have a higher loss ratio than residential and commercial risks.

The Company also pointed out a tendency for hidden accumulation in several lines of insurance due to the practice of coinsurance with excessive number of panel while the Company was involved in a treaty and facultative insurer closure in the panel. Furthermore, the existence of an facultative inward session, which was then ceded into the treaty, increased the hidden accumulation held by the Company.

Credit insurance run-off claims continued to have a significant impact on operating results. From the guarantee business, there were a lot of Surety Bond and LC/SKBDN claims with large amounts, which was more or less the impact of the pandemic, where many businesses closed their businesses, resulting in defaults on their obligations.

Credit insurance reserve that were insufficient in previous years required improvements in 2022, so the reserve increase appears to be an additional burden that reduced COB Casualty's business results.

Strategic Initiatives in 2022

Several initiatives were launched by the company in the General Reinsurance Segment to improve the portfolio. The Company identified a number of areas of concern and preventive measures in its general reinsurance treaty business. As a result, the Company set up a number of policies, such as a credit business moratorium and a review of existing business profitability.

Furthermore, the Company determined a January 2023 renewal treaty policy, which was implemented in the renewal season treaty beginning in the third quarter of 2022. In order to improve the overall portfolio and market, a number of actions were taken based on identified areas of concern.

Performance in 2022

For a combined facultative treaty in 2022, Indonesia Re's acceptance capacity for the General Reinsurance Segment, particularly in the property/fire and engineering classes,

juta untuk *combined facultative treaty*. Ditambah lagi proteksi katastropik Perusahaan, yaitu hingga sebesar US$440 juta. Proteksi katastropik ini memiliki *return period* di atas "1 in 250 years". Pembelian proteksi katastropik sebesar US$440 juga juga dilakukan sebagai bentuk kepatuhan terhadap Surat Edaran OJK No.77 2014 dan POJK No.14 tahun 2015, mengenai optimalisasi kapasitas reasuransi dalam negeri. Di saat kondisi pasar global semakin sulit (*hardening market*), Perusahaan masih tetap mempunyai *cover* yang baik dan dengan kualitas retro panel yang berkualitas.

is US$175 million. In addition, the company's catastrophic protection is worth up to US$440 million. This catastrophic insurance has a return period of more than "1 in 250 years." The purchase of US$440 in catastrophic protection was also carried out in accordance with OJK Circular Letter No. 77 of 2014 and POJK No. 14 of 2015 on the optimization of domestic reinsurance capacity. While the global market is becoming more difficult (hardening), the Company still has good covers and quality retro panels.

Dari sisi Hasil *Underwriting* Bersih (HUB), sepanjang tahun 2022 Perusahaan mampu mencatat sebesar Rp20,96 miliar, lebih baik dibandingkan tahun 2021 yaitu minus Rp97,23 miliar atau secara year-on-year mengalami kenaikan Rp118,2 miliar. Hasil *underwriting* ini ditopang oleh kelas *fire* yaitu sebesar Rp209 miliar. Meskipun di kelas ini mengalami hasil *underwriting* yang cukup baik, namun di kelas lainnya seperti *casualty* dan *marine* memiliki hasil *underwriting* yang negatif.

In terms of underwriting results (HUB), the Company was able to record Rp20.96 billion throughout 2022, better than 2021 which was minus Rp97.23 billion or year-on-year increased by Rp118.2 billion. The fire class, which totaled Rp209 billion, supported this underwriting result. Despite the fact that this class had relatively good underwriting results, other classes, such as casualty and marine, had negative underwriting results.

Total premi bruto yang dicatatkan Segmen Reasuransi Umum pada tahun 2022 mencapai Rp4,01 triliun. Sekitar 67,8% penjualan tersebut disumbangkan oleh kelas *fire* dan 11% dari kelas *engineering*, 9,6% dari kelas *casualty* dan *personal accident*, serta 11% lainnya disumbang dari kelas *marine hull, marine cargo, aviation*, dan motor.

In 2022, the total gross premium recorded by the General Reinsurance Segment was Rp4.01 trillion. The fire class contributed approximately 67.8% of sales, the engineering class contributed 11%, the casualty and personal accident classes contributed 9.6%, and the marine hull, marine cargo, aviation, and motorcycle classes contributed another 11%.

Tabel Kinerja Segmen Reasuransi Umum

(Rp Juta) | (Rp Million)

Performance Table of the General Reinsurance Segment

Uraian	2022	2021	2020	Description
Premi	4.016.700	3.576.106	3.765.823	Premium
Klaim Incurred	1.779.249	1.773.204	1.953.738	Incurred Claims

Inisiatif Strategis 2023

Perusahaan mencanangkan perbaikan portofolio di Segmen Reasuransi Umum melalui beberapa inisiatif. Pada bisnis *treaty* reasuransi umum, Perusahaan mengidentifikasi sejumlah *areas of concern* dan langkah-langkah antisipasinya. Hasilnya, Perusahaan menetapkan sejumlah kebijakan, di antaranya moratorium bisnis kredit dan memonitor perkembangan profitabilitas bisnis *existing*.

Selain itu, Perusahaan berusaha meningkatkan komposisi portofolio *Treaty Non Proporsional*. Sedangkan dari sisi Bisnis *Facultative*, Perusahaan mewaspadai akseptasi akun internasional dan selektif dalam memilih *market* yang disasar. Saat ini strategi yang dilakukan adalah melakukan perbaikan portofolio, dan pembatasan partisipasi pada beberapa lini bisnis yang tidak menguntungkan khususnya seperti LC-SKBDN, kredit, maupun aviasi.

Strategic Initiatives in 2023

Several initiatives are planned to improve the Company's portfolio in the General Reinsurance Segment. The Company has identified several areas of concern and preventative measures in the general reinsurance treaty business. As a result, the Company set up a number of policies, such as a credit business moratorium and a review of existing business profitability.

Furthermore, the Company is trying to increase the composition of the Non-Proportional Treaty portfolio. Meanwhile, on the Facultative Business side, the Company is aware of international account acceptances and is selective in which markets to target. The current strategy is to improve the portfolio while limiting participation in several unprofitable business lines, including LC-SKBDN, credit, and aviation.

Tinjauan Ekonomi
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Reasuransi Harta Benda

Produk asuransi harta benda memberikan jaminan reasuransi atas kerugian dan/atau kerusakan pada harta benda dan/atau kepentingan yang dipertanggungkan serta dengan gangguan usaha yang dialami saat terjadi kerusakan atau kerugian sesuai dengan peril (peristiwa yang dapat menimbulkan kerugian) yang dijamin dalam polis.

Perusahaan menghadapi sejumlah klaim besar di lini harta benda sepanjang tahun 2022. Klaim-klaim tersebut menekan hasil *underwriting* dan turut menjadi dasar perbaikan portofolio yang dicanangkan Perusahaan. Secara umum, di bisnis *treaty*, mayoritas okupasi risiko yang diterima adalah industrial, yang secara umum memiliki *loss ratio* lebih tinggi daripada risiko *residential* dan *commercial*.

Perusahaan juga mencatat adanya kecenderungan *hidden accumulation* dalam lini harta benda akibat praktik penutupan bersama/koasuransi. Jumlah panel penanggung terlalu banyak dan Perusahaan terlibat dalam *treaty* maupun penutupan *facultative* penanggung dalam panel tersebut. Belum lagi, adanya sesi *inward* yang selanjutnya disesikan ke dalam *treaty*, turut membuat *hidden accumulation* yang dihadapi Perusahaan semakin besar.

Inisiatif strategis 2022

Dalam menghadapi dinamika yang terjadi pada tahun 2022, Perusahaan melakukan perbaikan portofolio *treaty* serta pengembangan pada akseptasi *facultative*. Kebijakan *renewal treaty* telah dilakukan untuk *renewal* 2023, yang dilakukan sejak akhir 2022.

Kinerja 2022

Sektor *treaty* harta benda masih menyumbang HUB positif sepanjang 2022 dan diharapkan kinerja pada tahun 2023 lebih baik lagi. Segmen Reasuransi Umum saat ini ditopang oleh lini bisnis harta benda (*property/fire*) dengan kontribusi portofolio *fire* mencapai 67,8% terhadap Segmen Reasuransi Umum.

Reinsurance Property

Property insurance products provide reinsurance coverage for loss and/or damage to insured property and/or interests, as well as a business interruption when damage or loss occurs in accordance with the policy's peril (events that can cause loss).

Throughout 2022, the Company had a number of major property claims. These claims suppressed underwriting results and laid the foundation for the Company's proposed portfolio improvement. In general, the majority of occupational risks accepted in the treaty business are industrial, which have a higher loss ratio than residential and commercial risks.

The Company also points out a tendency for hidden accumulation in the property line due to the practice of co-closing/co-insurance. There are too many insurer panels, and the Company is involved in the treaty and facultative closing of the insurer in the panel. In addition to that, the existence of an inward session, which was subsequently held in the treaty, increased the Company's hidden accumulation.

Strategic Initiatives in 2022

In dealing with the dynamics that occurred in 2022, the Company is improving its treaty portfolio and developing facultative acceptances. The renewal treaty policy has been carried out for the 2023 renewal, which was carried out at the end of 2022.

Performance in 2022

The property treaty sector contributed positively to HUB throughout 2022, and it is hoped that the performance in 2023 will be even better. The General Reinsurance segment is currently supported by the property/fire business line, with the fire portfolio contributing 67.8% to the General Reinsurance Segment.

Tabel Kinerja Reasuransi Harta Benda

Table of Property Reinsurance Performance

(Rp Triliun) | (Rp Trillion)

Uraian	2022	2021	2020	Description
Premi	2.716.742	2.304.679	2.167.483	Premium
Klaim Incurred	965.329	867.905	888.201	Incurred Claims

Inisiatif Strategis 2023

Strategi Utama pengembangan bisnis *property* adalah dengan pengelolaan kapasitas dan harga yang sesuai, dalam hal ini *underwriter* harus memastikan bahwa kapasitas yang diberikan kepada perusahaan asuransi telah mempertimbangkan tingkat risiko, *expenses* dan *margin* untuk Perusahaan.

Perusahaan juga senantiasa meningkatkan kapabilitas *underwriter* yang andal dalam menangani lini bisnis ini. Terutama, dari sisi aspek *technical expertise* atas risiko yang disesikan, struktur reasuransi dan *pricing* yang *adequate*, serta kemampuan *business acument* dalam mendapatkan bisnis yang memberikan *added value* bagi kebutuhan nasabah.

Khusus di lini bisnis *treaty*, Perusahaan akan memelihara kebijakan yang sama untuk *treaty renewal* yang dilakukan setelah Januari 2023 untuk terus mendukung perbaikan hasil *underwriting* lini harta benda. Selain itu, Perusahaan juga berupaya untuk mengembangkan potensi bisnis dari aset-aset BUMN yang ditargetkan dapat berjalan pada 2023.

Strategic Initiatives in 2023

The main strategy for growing the property business is to manage capacity and appropriate prices; in this case, the underwriter must ensure that the capacity provided to insurance companies takes into account the company's level of risk, expenses, and margins.

In addition, the company is constantly improving the capabilities of reliable underwriters to handle this line of business. Particularly in terms of technical expertise on assigned risks, adequate reinsurance and pricing structures, and business acumen in obtaining business that adds value to customer needs.

Particularly in the treaty business line, the Company will maintain the same policy for treaty renewal after January 2023 to continue to support the improvement of property line underwriting results. In addition, the Company is also trying to develop the business potential of SOE assets, which are targeted to run in 2023.

Reasuransi Aneka (*Casualty dan Personal Accident*)

Jaminan yang diberikan oleh Segmen Reasuransi Aneka meliputi sejumlah produk asuransi, yaitu asuransi kecelakaan diri, kebongkaran, tanggung gugat, papan reklame dan *hole in one*. Penjelasan masing-masing produk sebagai berikut:

Miscellaneous Reinsurance (Casualty dan Personal Accident)

The cover provided by the Casualty Reinsurance Segment includes a number of insurance products, such as personal accident, burglary, liability, billboards, and hole-in-one insurance. The description of each product is as follows:

No.	Jenis Asuransi Type of Insurance	Penjelasan Explanation
1	**Kecelakaan Diri** **Personal Accident**	Memberikan santunan kematian, cacat tetap (baik sebagian atau seluruhnya), cacat sementara (baik sebagian atau seluruhnya) serta santunan biaya pengobatan akibat kecelakaan diri. Contohnya *personal accident, travel insurance*. Providing compensation for death, permanent disability (either partially or completely), temporary disability (either partially or completely), and compensation for medical expenses due to personal accidents. Examples are Personal Accident and Travel Insurance.

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No.	Jenis Asuransi Type of Insurance	Penjelasan Explanation
2	**Kebongkaran** **Burglary**	Menjamin kerugian tertanggung atas barang-barang yang disimpan di suatu bangunan yang diasuransikan, yang diakibatkan oleh pencurian dan pembongkaran yang disertai tindak pemaksaan dan perusakan. Dalam hal ini, unsur pemaksaan dan perusakan adalah syarat mutlak mendapatkan penggantian. Barang-barang yang dikecualikan adalah uang, cek, saham, kendaraan bermotor dan asesorisnya, barang pecah-belah, harta orang lain yang dibawa ke lokasi yang dipertanggungkan dan barang-barang yang terletak di luar rumah. Pada umumnya, asuransi kebongkaran ini adalah perluasan dari asuransi harta benda. Covering the loss of the insured for goods stored in an insured building that is caused by theft and burglary, along with acts of coercion and destruction. In this case, elements of coercion and destruction are absolute conditions for recovery. Items not covered include cash, cheques, shares, motor vehicles and accessories, glassware, property belonging to another person brought to the insured location, and items located outside the premises insured. Burglary insurance is usually an extension of fire insurance.
3	**Tanggung Gugat** **Third-Party Liability**	Memberikan perlindungan kepada tertanggung terhadap risiko yang timbul karena adanya tuntutan dari pihak lain (Pihak Ketiga) sehubungan dengan aktivitas personal/perusahaan milik tertanggung. Adapun produk dari Asuransi Tanggung Gugat adalah sebagai berikut: Providing insurance to the insured against risks arising from claims by another party (a third party) related to activities by the insured/companies of the insured. The Third-Party Liability Insurance products are as follows: - *Commercial General Liability (CGL)* - *Automobile Liability* - *Employers Liability* - *Public Liability* - *Stevedore Liability* - *Workmen's Compensation* - *Professional Indemnity* - *Freight Forwarder Liability* - *Bailee & Warehousemen Liability* - *Director's and Officer's Liability*
4	**Papan Reklame** **Billboard**	Menyediakan jaminan atas kerusakan dari *billboard* (*material damage*) dan tanggung jawab hukum pihak ketiga (TPL) atas obyek yang dipertanggungkan. Providing cover for damage from a billboard (material damage) and third-party liabilities (TPL) for the insured object.
5	**Asuransi *Hole In One*** **Hole-in-One Insurance**	Memberikan perlindungan kepada panitia/sponsor pada permainan golf atas hadiah yang telah ditetapkan akibat terjadinya *hole in one* pada lubang yang telah ditetapkan. Pada umumnya yang dijamin dalam asuransi adalah *hole* dengan PAR 3. Providing coverage to the committee/sponsor of a golf tournament against the prize awarded for a hole in one on a particular hole. Usually, insurance coverage is provided for holes in PAR 3.

Tantangan terbesar COB Casualty di 2022 datang dari *sub-class financial lines* (penjaminan dan kredit). Klaim *run-off* asuransi kredit masih sangat membebani hasil usaha. Dari bisnis penjaminan, klaim-klaim *surety bond* dan LC/SKBDN masuk cukup banyak dengan nilai yang besar. Kondisi tersebut, antara lain merupakan dampak dari pandemi yang membuat banyak bisnis menutup usahanya, sehingga terjadi wanprestasi.

Pencadangan untuk asuransi kredit yang belum *proper* dari tahun-tahun berlalu membuat *improvement*/perbaikan cadangan harus tetap dilakukan di 2022. Dengan demikian, kenaikan cadangan seolah-olah menjadi penambahan beban yang menekan hasil usaha COB *Casualty*.

The financial lines sub-class (guarantee and credit) posed the greatest challenge to COB Casualty in 2022. Run-off insurance claims continue to have a significant impact on business results. Surety bond and LC/SKBDN claims came in large numbers from the guarantee business. This condition is caused, among other things, by the pandemic, which has forced many businesses to close, resulting in defaults on their obligations.

Reserves for credit insurance that were previously improper mean that reserves must be increased/improved in 2022. Thus, increasing reserves appears to be a burden that dampens COB Casualty's business results.

Inisiatif strategis 2022

Pada awal tahun 2022, Indonesia Re mulai melakukan moratorium bisnis kredit (tidak melakukan akseptasi/ memperpanjang bisnis asuransi kredit). Perusahaan juga membentuk tim khusus untuk menangani klaim kredit. Tim tersebut bersama *underwriter* bekerja sama untuk merumuskan *underwriting framework* khusus asuransi kredit yang digunakan saat *renewal treaty* tahun 2023.

Selain itu, Indonesia Re juga membatasi akseptasi *treaty financial lines* lainnya (*surety bond* dan LC/SKBDN). Pembatasan dilakukan dengan penurunan *share*, pengetatan T&C, penyempitan *coverage*, dan penurunan komisi. Sementara untuk bisnis lainnya, seperti kecelakaan diri, tanggung gugat dan lain-lain, tetap melakukan akseptasi sesuai *guideline* dan kapasitas retrosesi tanpa meningkatkan agresifitas.

Strategic Initiatives in 2022

In early 2022, Indonesia Re began implementing a credit business moratorium (not accepting/extending credit insurance business). The company also established a special team to handle credit claims. The team and the underwriters work together to formulate a special underwriting framework for credit insurance for the 2023 renewal treaty.

In addition, Indonesia Re also limits the acceptance of other financial treaty lines (surety bonds and LC/SKBDN). The restriction is carried out by reducing shares, tightening T&C, narrowing coverage, and reducing commissions. Meanwhile, for other businesses, such as personal accidents, liability, and others, acceptances are still in accordance with guidelines and retrocession capacity without increasing aggressiveness.

Kinerja 2022

Realisasi premi bruto tahun 2022 secara umum hampir sama (*flat*) dari tahun sebelumnya, yaitu sebesar Rp2,1 triliun, dari Rp2,7 triliun di tahun 2021. Hasil Underwriting Bersih tahun 2022 masih negatif Rp110 miliar, membaik dari tahun sebelumnya yang negatif Rp301 miliar dan sangat terbebani oleh klaim kredit dan penjaminan.

Performance in 2022

The realization of gross premiums in 2022 was generally almost the same (flat) as the previous year, i.e., Rp2.1 trillion, a decrease from Rp2.7 trillion in 2021. Net underwriting in 2022 was still negative Rp110 billion, improving from the previous year, which was negative Rp301 billion and heavily burdened by credit claims and guarantees.

Tabel Kinerja Reasuransi Kecelakaan Diri

(Rp Juta) | (Rp Million)

Table of Personal Accident Reinsurance Performance

Uraian	2022	2021	2020	Description
Premi	64.276	75.243	138.017	Premium
Klaim Incurred	18.587	64.822	183.795	Incurred Claims

Tabel Kinerja Asuransi Casualty

(Rp Juta) | (Rp Million)

Table of Casualty Insurance Performance

Uraian	2022	2021	2020	Description
Premi	321.849	398.396	620.734	Premium
Klaim Incurred	354.120	466.429	361.943	Incurred Claims

Inisiatif Strategis 2023

Melanjutkan inisiatif tahun sebelumnya, Perusahaan menghentikan support bisnis LC-SKBDN/maupun asuransi kredit untuk mengurangi *liability* Perusahaan. Diversifikasi bisnis dan pertumbuhan *offer* pada potensi bisnis lainnya seperti *surety*, *personal accident*, dan *liability*. Selain itu, Perusahaan berusaha untuk melakukan monitoring klaim secara intensif agar memastikan penyelesaian klaim termasuk dari sisi pencadangan maupun *claim recovery* dapat berlangsung dengan tepat dan efisien.

Strategic Initiatives in 2023

Continuing the previous year's initiative, the Company stopped supporting the LC-SKBDN business/as well as credit insurance to reduce the Company's liability. Business diversification and offer growth in other business potentials such as surety, personal accident, and liability. In addition, the Company strives to monitor claims intensively to ensure that claim settlement, including in terms of reserves and claim recovery, can occur in a timely and efficient manner.

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Reasuransi Motor

Jaminan reasuransi untuk kendaraan bermotor dari kerugian atau kerusakan akibat tabrakan, kecelakaan satu pihak, kebakaran dan pencurian. Jaminan ini dapat diperluas termasuk tanggung jawab hukum kepada pihak ketiga, kecelakaan diri, kerusuhan, terorisme dan sabotase, banjir serta gempa bumi.

Pada tahun 2022, tantangan yang dihadapi dari produk ini adalah kurangnya *number of risk* yang direasuransikan. Secara industri, premi reasuransi kurang dari 2% dari premi asuransi untuk kendaraan bermotor. Dikarenakan bisnis ini adalah bisnis yang relatif aman dan *total sum insured* (TSI) cenderung kecil, jadi perusahaan asuransi (*ceding company*) berani menahan sendiri risikonya.

Kebanyakan motor yang direasuransikan adalah usia-usia di atas 3 (tiga) tahun, karena biasanya risikonya cenderung aman di tahun ke 1-3, sehingga *ceding company* memilih untuk menahan sendiri risiko ini. Selain itu, akun yang direasuransikan biasanya risiko yang relatif besar, seperti: *sport car, truck,* dan bus.

Inisiatif strategis 2022

Asuransi kendaraan bermotor mengejar *number of risk* untuk mendapatkan kecukupan premi ditengah *nature of business* yang mayoritas masih masuk retensi *cedant* dan risiko yang tinggi yang direasuransikan. Strategi yang dijalankan adalah optimalisasi kapasitas berdasarkan penilaian risiko.

Penilaian risiko dilakukan secara *proper* oleh *underwriter* sambil mendapatkan *number of risk* sebanyak-banyaknya. Meskipun *loss ratio* bisnis motor tidak setinggi *loss ratio* pada bisnis asuransi jiwa kredit dan asuransi kesehatan, namun ada beberapa sumber bisnis, baik di *facultative* maupun di *treaty* yang perlu dibatasi karena *loss ratio* yang tinggi.

Kinerja 2022

Strategi bisnis yang diterapkan memberikan hasil yang memuaskan. Pencapaian asuransi kendaraan bermotor pada tahun 2022 melebihi target RKAP. Premi netto motor sebesar Rp50,8 miliar, lebih besar jika dibandingkan dengan klaim *incurred* sebesar Rp41,3 miliar.

Motor Vehicle Reinsurance

Reinsurance coverage against loss or damage to a motor vehicle due to collision, one-sided accident, fire, or theft. The coverage can include legal liability to any third parties, personal accidents, riots, terrorism, sabotage, floods, and earthquakes.

In 2022, the challenge faced by this product was the lack of reinsured number of risks. Reinsurance premiums were less than 2% of motor vehicle insurance premiums in the industry. Because this business is relatively safe and the total sum insured (TSI) tends to be small, the insurance company (ceding Company) dares to take its risks.

Most reinsured motorcycles are over 3 (three) years old because the risks are usually safe in years one through three, so the ceding Company chooses to withhold this risk on its own. Furthermore, reinsured accounts are associated with relatively large risks, such as sports cars, trucks, and buses.

Strategic Initiatives in 2022

Motor vehicle insurance pursues a number of risks to obtain adequate premiums amidst the nature of business, the majority of which still include cedant retention and high risks of being reinsured. The strategy implemented is capacity optimization based on risk assessment.

The risk assessment is carried out properly by the underwriter while obtaining the maximum number of risks. Although the loss ratio in the motorcycle business is not as high as the loss ratio in the credit life insurance and health insurance businesses, there are several business sources, both facultative and treaty that need to be limited due to the high loss ratio.

Performance in 2022

The applied business strategy gives satisfactory results. The achievement of motor vehicle insurance in 2022 exceeded the RKAP target. The net premium for motor was Rp50.8 billion, higher than the claims incurred of Rp40.1 billion (Note: in the table, Rp41.3 billion).

Tabel Kinerja Reasuransi Motor

(Rp Juta) | (Rp Million)

Uraian	2022	2021	2020	Description
Premi	92.824	98.607,52	157.954,53	Premium
Klaim Incurred	41.313	26.576,85	162.828,70	Incurred Claims

Table of Motor Vehicle Reinsurance Performance

Inisiatif Strategis 2023

Strategi 2023 tetap melanjutkan kebijakan *underwriting* 2022 yang memberikan hasil *underwriting* bersih positif. Indonesia Re akan lebih mendorong *number of risk* dengan melakukan kerja sama dengan *ceding company* yang mempunyai bisnis motor besar dengan program *lineslip* ataupun *pre agreed,* namun tetap pada *terms and conditions* Indonesia Re.

Strategic Initiatives in 2023

The 2023 strategy continues with the 2022 underwriting policy, which provides positive net underwriting results. Indonesia Re will increase the risks by collaborating with ceding companies with large motorcycle businesses on a line slip or pre-agreed program but still under Indonesia Re's terms and conditions.

Reasuransi Rekayasa

Memberikan jaminan reasuransi atas kerugian atau kerusakan yang dialami pada saat pekerjaan konstruksi atau pemasangan mesin, serta perlindungan terhadap mesin dan hasil konstruksi setelah pekerjaan selesai dikerjakan. Jenis asuransi rekayasa terbagi 2 (dua), yang rinciannya disampaikan melalui tabel di bawah.

Engineering Reinsurance

Provide coverage for losses or damage experienced during construction or installation of machinery, as well as protection for machinery and construction results after the work is completed. Types of engineering insurance are divided into 2 (two), details of which are presented in the table below.

No.	Jenis Asuransi Insurance Type	Penjelasan Explanation
1	Contractor All Risk (CAR) dan Erection All Risk (EAR). Contractor All Risk (CAR) and Erection All Risk (EAR)	Menjamin kerusakan atau kehilangan material yang diakibatkan oleh suatu hal yang tidak terduga dan tiba-tiba yang tidak dikecualikan di dalam polis, yang dialami tertanggung dan gugatan hukum dari pihak ketiga yang terjadi pada proyek konstruksi dan/atau pemasangan mesin (*project reinsurance*). Covers material damage or loss caused by an unexpected and sudden event that is not excluded in the policy and is experienced by the insured, as well as third-party lawsuits that occur in construction and/or machine installation projects (project reinsurance).
2	Machinery Breakdown (MB), Electronic Equipment Insurance (EEI), Civil Engineering Completed Risk (CECR), Comprehensive Machinery Insurance (CMI). Machinery Breakdown (MB), Electronic Equipment Insurance (EEI), Civil Engineering Completed Risk (CECR), Comprehensive Machinery Insurance (CMI)	Menjamin kerusakan material atau kehilangan material yang diakibatkan oleh suatu hal yang tidak terduga dan tiba-tiba yang tidak dikecualikan di dalam polis, yang terjadi pada bangunan, mesin-mesin, peralatan elektronik dan infrastruktur sipil yang telah beroperasi (*non-project reinsurance*). Covers material damage or loss of material caused by something unexpected and sudden that is not excluded in the policy and occurs in buildings, machinery, electronic equipment, and civil infrastructure that are already operating (non-project reinsurance).

Pada tahun 2022, tantangan yang dihadapi terkait dengan asuransi proyek (CAR dan EAR) memiliki karakteristik risiko unik, mengingat durasi pengerjaan proyek yang bisa lebih dari satu tahun serta paparan (*exposure*) dan bahaya (*hazard*) yang berubah selama aktivitas pembangunan/pemasangan berlangsung. Perubahan *exposure* serta bahaya yang terjadi berdampak langsung pada tingkat kerentanan risiko yang turut berubah-ubah, berbeda halnya dengan properti yang sudah beroperasi (yang diasuransikan pada asuransi harta benda) yang memiliki tingkat kerentanan yang cenderung stabil.

The risks associated with project insurance (CAR and EAR) in 2022 are unique, given the duration of project work, which can be more than a year, and exposure and hazards that change during construction/installation activities. Changes in exposure and hazards have a direct impact on the level of risk vulnerability, which also changes, in contrast to property that is already operational (and is covered by property insurance), which has a stable level of vulnerability.

Pada saat tahap awal pembangunan, paparan risiko (yang terefleksikan dalam bangunan yang berdiri atau mesin yang terpasang) rendah. Sebaliknya, tahap akhir pembangunan memiliki paparan risiko yang maksimal, yaitu saat bangunan

Risk exposure (as reflected in the standing building or installed machinery) is low during the early stages of construction. In contrast, the final stage of development, when the building is fully erected, has the greatest risk exposure, i.e., when the

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sudah berdiri secara utuh, atau saat mesin-mesin yang terpasang sudah siap diuji coba.

Namun demikian, paparan risiko yang rendah di tahap awal tidak serta merta menandakan rendahnya tingkat kerentanan. Kerusakan material di tahap awal sangat mungkin terjadi mengingat tingginya lalu lintas pekerja di lokasi proyek, jenis aktivitas yang dilakukan, serta belum ada/belum terpasangnya *safety measure* yang *adequate* yang dapat mencegah atau memitigasi kerugian material.

Hal-hal yang disebut di atas menjadi faktor penyebab tingginya tingkat kompleksitas risiko pada proyek pembangunan/pemasangan dan berdampak pada proses *underwriting* yang kompleks. Berhubung proses *underwriting* dilakukan di awal, yaitu saat pekerjaan belum dimulai atau masih pada tahap awal, analisa risiko dilakukan dengan bergantung pada dokumen perencanaan yang disediakan oleh pihak tertanggung. Sayangnya, penawaran bisnis asuransi proyek seringkali tidak dilengkapi oleh dokumen pendukung. Hal ini tentunya berpotensi menurunkan kualitas proses *underwriting*.

Periode asuransi yang panjang serta *exposure* risiko yang meningkat dari waktu ke waktu mendorong pentingnya pemilihan metode pencadangan premi yang tepat. Klaim-klaim dengan *severity* yang besar berpotensi muncul saat periode asuransi akan berakhir yang tentunya akan mengganggu kesehatan portofolio. Selain itu, belum terpenuhinya *law of large number* serta *rate* premi yang rendah menyebabkan tingginya volatilitas portofolio asuransi proyek.

Inisiatif strategis 2022

Memanfaatkan kondisi *hardening market* untuk melakukan edukasi ke market melalui penerapan *rate* premi dan T&C's yang *adequate*. Edukasi lainnya dilakukan melalui *sharing knowledge* pada *ceding companies* untuk memastikan keselarasan persepsi atas risiko *engineering*.

Pembatasan akseptasi dilakukan pada bisnis baru yang berhubungan dengan PLTU berbahan bakar batu bara. Kecuali untuk PLTU yang dikhususkan untuk menyediakan listrik pada kawasan industri, pemberian kapasitas tidak dilakukan untuk PLTU.

Kinerja 2022

Pada tahun 2022, total premi bruto yang berhasil diakumulasi oleh produk reasuransi rekayasa mencapai Rp184 miliar. Sedangkan hasil *underwriting* bersih Rp84,4 miliar.

building is fully erected or when the installed machines are ready to be tested.

However, low-risk exposure in the early stages does not always indicate low vulnerability. Material damage is very likely to occur in the early stages due to the high traffic of workers on the project site, the types of activities being performed, and the lack of adequate safety measures that can prevent or mitigate material losses.

These are the factors that contribute to the high level of risk complexity in construction/installation projects and have an impact on complex underwriting processes. Because the underwriting process is carried out at the beginning, when the work has not yet begun or is in an early stage, the risk analysis is based on the planning documents provided by the insured. Unfortunately, project insurance business offers are frequently lacking in supporting documentation. This has the potential to reduce the quality of the underwriting process.

Long insurance periods and increased risk exposure from time to time emphasize the importance of choosing the right premium reserve method. Claims with high severity have the potential to appear when the insurance period ends, which will certainly disrupt the health of the portfolio. Apart from that, the law of large numbers has not been fulfilled, and the premium rate is low, which causes high volatility in the project insurance portfolio.

Strategic Initiatives in 2022

Utilizing market-hardening conditions to educate the market through the application of adequate premium rates and T&C's acceptance. Other education is carried out through knowledge sharing with ceding companies to ensure alignment of perceptions of engineering risk.

Acceptance restrictions are placed on new businesses related to coal-fired PLTU. Except for PLTU, which is devoted to providing electricity to industrial areas, capacity allocation is not carried out for PLTU.

Performance 2022

In 2022, the total gross premium that had been accumulated by engineering reinsurance products reached Rp184 billion. Meanwhile, net underwriting results were Rp84.4 billion.

Tabel Kinerja Asuransi Rekayasa

(Rp Juta) | (Rp Million)

Table of Engineering Insurance Performance

Uraian	2022	2021	2020	Description
Premi	445.270	382.334	339.461	Premium
Klaim Incurred	170.746	192.481	140.045	Incurred Claims

Inisiatif Strategis 2023

Melanjutkan hal yang sama dengan yang dilakukan di 2022. Inisiatif baru yang akan dilakukan adalah membangun *digital tools* yang berfungsi untuk menguantifikasi risiko yang menjadi referensi penerapan nilai premi untuk asuransi proyek dan untuk mengontrol akumulasi risiko pada wilayah tertentu.

Selain itu, toleransi risiko diperluas untuk beberapa jenis asuransi proyek yang secara statistik memiliki nilai klaim yang rendah, seperti proyek pembangunan gedung komersial. Dukungan reasuransi diprioritaskan untuk pembangunan fasilitas energi terbarukan, kecuali yang berhubungan dengan sumber energi air (PLTA, PLTMH, PLTM, bendungan, dll). Hal ini dilakukan sebagai salah satu upaya untuk memperbesar jumlah dari asuransi proyek. Hal yang sama dilakukan untuk asuransi operasional infrastruktur sipil (CECR).

Strategic Initiatives in 2023

Continuing the same procedure as in 2022. The new initiative will build digital tools to quantify risk as a reference for applying premium values for project insurance and to control risk accumulation in specific areas.

Furthermore, risk tolerance is extended to several types of project insurance, such as commercial building construction projects, which have historically had low claim values. Except for those related to water energy sources (PLTA, PLTMH, PLTM, dams, etc.), reinsurance support is prioritized for the construction of renewable energy facilities. This is carried out in order to increase the number of project insurance policies. The same applies to operational civil infrastructure insurance (CECR).

Reasuransi Rangka Kapal

Produk asuransi rangka kapal memberikan proteksi reasuransi terhadap kerusakan atau kehilangan atas rangka kapal berikut mesin-mesin penggeraknya akibat dari hal-hal yang dijamin di dalam polis.

Pada tahun 2022, persaingan bisnis masih terasa di pasar. Keberadaaan *over-capacity* pada produk asuransi rangka kapal, membuat persaingan semakin sengit. Perang harga dan *terms & conditions* tak terhindarkan. Kejadian kecelakaan kapal tidak membuat T&C semakin mudah untuk ditingkatkan, mengingat kapasitas di *market* melebihi kebutuhannya. *Hardening market* belum terasa di produk asuransi rangka kapal, *market* masih *soft* dan masih ditemukan persaingan *rate*.

Marine Hull Reinsurance

Marine hull insurance products provide reinsurance coverage for damage or loss of marine hulls, including propulsion machinery, caused by the reinsurance policy's coverage.

Business competition continued to exist in the market in 2022. The presence of overcapacity in marine hull insurance products has heightened competition. Price wars and changes in terms and conditions were unavoidable. The occurrence of ship accidents did not make T&C easier to increase, given that market capacity exceeds market needs. The market's hardening has yet to be recognized in marine hull insurance products; the market was still soft, and rates were still competitive.

Inisiatif strategis 2022

Indonesia Re menerapkan strategi yang mengedepankan *underwriting* yang *proper* didasarkan pada *historical data* dan aspek teknis dalam menilai risiko. Kapasitas yang diberikan pada masing-masing bisnis didasarkan pada hasil penilaian risiko yang dilakukan *underwriter*. *Underwriter* mengoptimalkan kapasitas yang ada berdasarkan tingkat risikonya.

Strategic Initiatives in 2022

Indonesia Re implemented a strategy that promotes proper underwriting based on historical data and technical aspects in assessing risk. The capacity assigned to each business was based on the results of a risk assessment conducted by the underwriter. The underwriter optimized existing capacity based on the level of risk.

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Kinerja 2022

Produk asuransi rangka kapal secara *facultative* membukukan hasil *underwriting* bersih yang positif sebesar Rp3,76 miliar atau *underwriting yield* sebesar 13,64%. Hasil *underwriting* ini jauh lebih baik dari tahun 2017 hingga 2019. Pencapaian dibandingkan tahun 2021 menurun, karena ada klaim *offshore* yang besar, sehingga asuransi rangka kapal menutupi kejadian klaim *offshore*.

Performance in 2022

The marine hull insurance product had a positive net underwriting result of Rp3.76 billion, or a 13.64% underwriting yield. From 2017 to 2019, the underwriting results were significantly better. The achievement was reduced compared to 2021 because there were large offshore claims, so marine hull insurance covered offshore claims.

Tabel Kinerja Asuransi Rangka Kapal

(Rp Juta) | (Rp Million)

Table of Marine Hull Insurance Performance

Uraian	2022	2021	2020	Description
Premi	192.898	180.477	207.290	Premium
Klaim Incurred	135.265	99.247	131.220	Incurred Claims

Inisiatif Strategis 2023

Strategi 2023 tetap melanjutkan kebijakan *underwriting* 2022 yang memberikan hasil *underwriting* bersih positif. Indonesia Re akan lebih berperan dalam men-*drive market* untuk melakukan perbaikan T&C terhadap risiko yang diidentifikasi berpotensi masih memiliki profit bagus.

Strategic Initiatives in 2023

The 2023 strategy continues with the 2022 underwriting policy, which provides positive net underwriting results. Indonesia Re will take a more active role in driving the market to make TC improvements to risks identified as potentially profitable.

Reasuransi Pengangkutan/Kargo

Produk Asuransi Pengangkutan menyediakan penjaminan ulang (reasuransi) terhadap barang melalui suatu sarana alat angkut baik melalui darat, laut maupun udara sesuai dengan luas jaminan polis. Risiko-risiko yang dijamin, antara lain:

1. Kebakaran atau peledakan.
2. Kerugian karena alat pengangkutan itu sendiri, antara lain karena terbakar, tenggelam dan terbalik.
3. Kerusakan akibat pembongkaran barang di pelabuhan darurat.
4. Pengorbanan yang dikeluarkan untuk kerugian umum di laut.

Marine Cargo Reinsurance

Marine Cargo Reinsurance provides reinsurance coverage for goods being transported over land, sea, or air in accordance with the coverage stated in the policy. The risks covered include:

1. Fire or explosion.
2. Loss due to the transportation vehicle itself, for instance due to fire, sinking, or overturning .
3. Loss due to unloading in emergency ports.
4. Losses incurred for general insurance at sea.

Tantangan yang dihadapi pada tahun 2022, yaitu adanya kemungkinan *fraud* pada pelaporan *bordereaux* dan klaim karena karakteristik jenis risiko asuransi pengangkutan yang memiliki frekuensi tinggi. Karakteristik klaim *marine cargo* adalah *high frequency low severity*.

In 2022, the challenge was the possibility of fraud in bordereaux reporting and claims due to the characteristics of the types of transport insurance risks that have a high frequency. Marine cargo claims have a high frequency but low severity.

Optimalisasi kapasitas *own retention* (OR) perlu disesuaikan dengan karakteristik klaim yang ada. Tingginya retensi dari *marine cargo* menjadi tidak seimbang dengan portofolionya.

The characteristics of existing claims must be considered when optimizing own retention (OR) capacity. The high retention of marine cargo made its portfolio unbalanced.

Inisiatif strategis 2022

Pada tahun 2022, Indonesia Re melakukan *improvement* pada *rate* dan T&C, serta melakukan pembatasan risiko dengan *severity*, besar salah satunya *Heavy Equipment*.

Strategic Initiatives in 2022

In 2022, Indonesia Re improved the rate and TC, as well as limiting risks with severity, one of which was Heavy Equipment.

Kinerja 2022

Strategi bisnis yang diterapkan memberikan hasil yang positif. Pencapaian asuransi pengangkutan melebihi target RKAP 2022. Premi pengangkutan/kargo di tahun 2022 sebesar Rp159,4 Miliar, mengalami peningkatan sebesar Rp44,8 Miliar dibanding tahun 2021 yang nilainya sebesar Rp114,5 Miliar.

Performance in 2022

The business strategy applied generated positive results. The achievement of transportation insurance exceeded the RKAP target for 2022. Freight/cargo premiums in 2022 totaled Rp159.4 billion, a Rp44.8 billion increase from Rp114.5 billion in 2021.

Tabel Kinerja Asuransi Pengangkutan

Table of Marine Cargo Insurance Performance

(Rp Juta) | (Rp Million)

Uraian	2022	2021	2020	Description
Premi	159.431	114.572	108.110	Premium
Klaim Incurred	81.104	34.849	57.672	Incurred Claims

Inisiatif Strategis 2023

Strategi 2023 akan tetap melanjutkan kebijakan *underwriting* 2022 yang memberikan hasil *underwriting* bersih positif. Namun, ditambah dengan sedikit memberi *acommodation line* pada risiko yang dibatasi dengan catatan tetap pada T&C Indonesia Re dan hanya terbatas pada pembentukan portofolio.

Strategic Initiatives in 2023

The 2023 strategy continues with the 2022 underwriting policy, which provides positive net underwriting results. However, a small accommodation line for limited risks was added by continuing to refer to Indonesia Re's TC and is only limited to portfolio formation.

Reasuransi Pesawat Udara

Asuransi Pesawat Terbang memberikan proteksi pada pesawat terbang meliputi mesin dan atau berbagai peralatan lainnya serta jaminan tanggung jawab hukum terhadap pihak ketiga.

Tantangan yang dihadapi pada tahun 2022 berkenaan dengan risiko dengan karakteristik *high severity* untuk kerangka pesawat, dan *high frequency* untuk risiko tambahan, seperti *personal accident* dan *loss of license*. Sehingga, secara karakteristik, aviasi cenderung *high severity* dan *high frequency*.

Rate premi di pasar Indonesia masih rendah, berbeda dengan pasar di luar negeri. Hal ini menimbulkan kekhawatiran mengenai kecukupan premi dan *number of risk* di pasar asuransi kerangka pesawat di Indonesia. *Loss ratio* juga masih tinggi secara industri.

Aviation Reinsurance

Aviation insurance protects aircraft, including engines and/or other equipment, and provides coverage against third-party liability.

In 2022, the challenges were related to risks with high severity characteristics for aircraft frames as well as a high frequency of additional risks, such as personal accidents and license loss. As a result, aviation is characterized by high severity and frequency.

The premium rate in the Indonesian market remains low compared to other markets. This raises concerns about the adequacy of premiums and the number of risks in Indonesia's aircraft frame insurance market. In the industry, the loss ratio is still high.

Inisiatif strategis 2022

Inisiatif strategis yang dijalankan Perusahaan, yaitu melakukan pembatasan secara ketat terhadap penerbangan dari atau ke Papua. Melakukan pembatasan kapasitas terhadap pesawat helikopter dan Cessna.

Strategic Initiatives in 2022

The Company's strategic initiative was to place strict restrictions on flights from or to Papua. Conduct capacity restrictions on helicopters and Cessna.

Kinerja 2022

Efek dari adanya pembatasan (*prudent underwriting*), membuat premi bruto aviasi belum tercapai, namun hasil *underwriting* bersih tetap melampaui RKAP, walaupun di bawah 10%. Jika dibandingkan tahun sebelumnya, HUB aviasi 2022 lebih baik.

Performance in 2022

Because of the restrictions (prudent underwriting), the gross premium for aviation was not achieved, but the net underwriting results still exceeded the RKAP, despite being less than 10%. HUB Aviation 2022 performed better than the previous year.

Tinjauan Ekonomi
Economic Review

Tabel Kinerja Asuransi Pesawat Terbang
(Rp Juta) | (Rp Million)

Table of Aviation Insurance Performance

Uraian	2022	2021	2020	Description
Premi	23.411	21.798	26.773	Premium
Klaim Incurred	12.785	21.094	28.034	Incurred Claims

Inisiatif Strategis 2023
Kebijakan *prudent underwriting* masih tetap dijalankan, ditambah dengan lebih ketat lagi dalam penerapan premium *rate* dan *deductible*.

Strategic Initiatives in 2023
The prudent underwriting policy is still in place, along with even more stringent premium rates and deductibles.

PROFITABILITAS PER SEGMEN USAHA

Segmen Reasuransi Jiwa
Dari sisi profitabilitas, hasil *underwriting* bersih reasuransi jiwa tahun 2022 mengalami kenaikan signifikan dibandingkan dengan tahun 2021, yaitu dari minus Rp347,8 Miliar di tahun 2021 menjadi Rp3,8 Miliar di tahun 2022, atau naik sebesar Rp350 Miliar. Pencapaian ini juga melebihi dari target yang ditetapkan di tahun 2022.

Selain dari pengajuan klaim Covid-19 yang sudah jauh menurun, efek dari perbaikan portofolio yang dilakukan secara masif di tahun 2022 juga menjadi salah satu faktor kenaikan hasil *underwriting* bersih reasuransi jiwa.

Segmen Reasuransi Umum
Selama 2022 Segmen Reasuransi Umum mencatatkan premi bruto sebesar Rp4,01 triliun. Besarnya premi bruto ini disumbang 67% dari kelas *fire*, 11% dari kelas *engineering*, 9,6% dari kelas *casualty* dan *personal accident*, serta 11% lainnya disumbang dari kelas *Marine Hull, Marine Cargo, Aviation*, dan Motor. Pencapaian premi bruto pada tahun 2022 ini meningkat 12% dari tahun 2021 (Rp3,57 miliar).

Dari sisi hasil *underwriting* bersih segmen Reasuransi Umum membukukan sebesar Rp20,96 miliar. Jika dibandingkan tahun 2021, hasil *underwriting* bersih pada tahun 2022 mengalami peningkatan sebesar Rp118 miliar dari tahun 2021. Hasil *underwriting* ini ditopang oleh kelas *Fire* yaitu sebesar Rp209 Miliar. Meskipun di kelas ini mengalami hasil *underwriting* yang cukup baik, namun di kelas lainnya seperti *casualty* dan *marine* memiliki hasil *underwriting* yang negatif.

PROFITABILITY BY BUSINESS SEGMENT

Life Reinsurance Segment
In terms of profitability, net underwriting results from the Life Reinsurance Segment showed a significant increase compared to 2021, that is from minus Rp347.8 billion in 2021 to Rp3.8 billion in 2022, or increasing by Rp350 billion. The achievement exceeded the target set for 2022.

In addition to the sharp decline in COVID-19-related claims, the impact of massice portfolio enhancement caaried out in 2022 also contributed to the growth in Life Reinsurance net underwriting result.

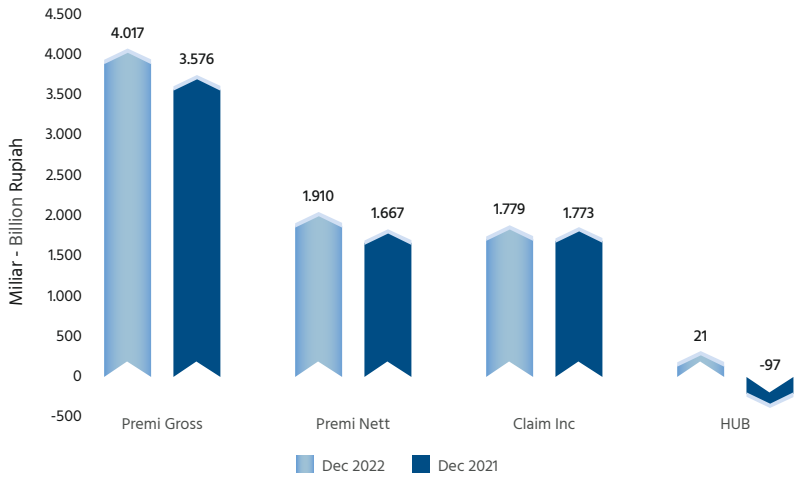
General Reinsurance Segment
During 2022, the General Reinsurance Segment recorded a gross premium of Rp4.01 trillion. This gross premium was contributed by 67% from the fire class, 11% from the engineering class, 9.6% from the casualty and personal accident class, and the other 11% from the Marine Hull, Marine Cargo, Aviation, and Motor classes. The achievement of gross premiums in 2022 increased by 12% from 2021 (Rp3.57 billion).

The General Reinsurance Segment recorded Rp20.96 billion in net underwriting results. Compared to 2021, net underwriting results in 2022 has increased by Rp118 billion. The fire class, which was worth Rp209 billion, supported this underwriting result. Although this class had relatively good underwriting results, other classes, such as casualty and marine, had negative underwriting results.

Pada tahun 2022, *loss ratio* teknik untuk semua kelas adalah sebesar 63%. Hal ini lebih baik dari tahun lalu yang 69%. Kelas-kelas yang memiliki *loss ratio* di bawah 63% (di bawah rata-rata) adalah kelas *fire* dengan *loss ratio* sebesar 50,95%, kelas kecelakaan diri sebesar 30,6%, *engineering* 55,92%, *aviation* sebesar 61,03% dan kelas motor 61,01%. Sedangkan untuk kelas yang memiliki *loss ratio* di atas 63%, yaitu kelas *casualty* sebesar 146%, kelas *marine cargo* sebesar 87,59% serta kelas *marine hull* sebesar 98,74%.

The engineering loss ratio for all classes was 63% in 2022. This is better than the previous year's figure of 69%. The fire class had a loss ratio of 50.95%, the personal accident class had a loss ratio of 30.6%, the engineering class had a loss ratio of 55.92%, the aviation class had a loss ratio of 61.03%, and the motor class had a loss ratio of 61.01%. The casualty class had a loss ratio of 146%, the marine cargo class had an 87.59% loss ratio, and the marine hull class had a 98.74% loss ratio.

Pencapaian Produksi Reasuransi Umum
General Reinsurance Production Achievement



Tinjauan Kinerja Keuangan
Financial Performance Review

Perusahaan mencatat premi reasuransi/premi bruto sebesar Rp6.535,95 miliar, naik Rp182,74 miliar atau 2,88% dibandingkan tahun sebelumnya sebesar Rp6.353,20 miliar.

The Company's reinsurance premium/gross premium was recorded at Rp6,535.95 billion, an increase of Rp182.74 billion or 2.88% compared to the previous year of Rp6,353.20 billion.

Pembahasan tinjauan keuangan PT Reasuransi Indonesia Utama (Persero) berikut ini berdasarkan Laporan Keuangan Konsolidasian Perusahaan untuk tahun yang berakhir pada tanggal 31 Desember 2022 yang telah diaudit oleh Kantor Akuntan Publik Hertanto Grace Karunawan (HGK) dengan opini Wajar Tanpa Pengecualian dan telah disesuaikan dengan Standar Akuntansi Keuangan (SAK) di Indonesia.

The following discussion of PT Reasuransi Indonesia Utama (Persero's) financial review is based on the Company's Consolidated Financial Statements for the fiscal year ended December 31, 2021, as audited with an unqualified opinion by Public Accounting Firm Hertanto Grace Karunawan (HGK) and has been adjusted to the Financial Accounting Standards (SAK) in Indonesia.

POSISI KEUANGAN

FINANCIAL POSITION

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

Uraian	2022	2021	Pertumbuhan/Penurunan Growth/Decrease Rp	%	Description
Total Aset	11.382.484	11.125.019	257.465	2.31%	Total Assets
Total Liabilitas	8.817.441	8.371.640	445.801	5.33%	Total Liabilities
Total Ekuitas	2.565.043	2.753.379	(188.336)	(6.84%)	Total Equity

Posisi keuangan Perusahaan tahun 2022 secara umum mengalami peningkatan dibandingkan tahun sebelumnya. Posisi aset dan liabilitas Perusahaan masing-masing mengalami pertumbuhan sebesar 2,31% dan 5,33% sedangkan ekuitas mengalami penurunan sebesar 6,84%.

The Company's financial position in 2022 generally increased compared to the previous year. The Company's assets and liabilities grew by 2.31% and 5.33%, respectively, while equity decreased by 6.84%.

ASET

Total aset Perusahaan tahun 2022 tercatat sebesar Rp11.382,48 miliar. meningkat sebesar Rp257,47 miliar atau 2,31% dibandingkan tahun sebelumnya Rp11.125,02 miliar. Komposisi aset Perusahaan tahun 2022 masih didominasi oleh aset lancar yaitu sebesar Rp10.689,67 miliar atau setara dengan 93,91% dari total aset Perusahaan. Komposisi tersebut meningkat 0,81% dari tahun sebelumnya.

ASSETS

The Company's total assets in 2022 were Rp11,382.48 billion, an increase of Rp257.47 billion or 2.31% from Rp11,125.02 billion the previous year. Current assets dominated the Company's assets in 2022, accounting for Rp10,689.67 billion, or 93.91% of total assets. This composition increased by 0.81% over the previous year.

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

			Pertumbuhan/Penurunan Growth/Decrease		
Uraian	**2022**	2021	Rp	%	**Description**
Kas dan Setera Kas	67.191	147.399	(80.208)	(54,42%)	Cash and Cash Equivalents
Jumlah Investasi	6.098.988	6.007.700	91.288	1,52%	Total Investments
Piutang Reasuransi/Premo-Neto	965.275	1.075.600	(110.325)	(10,26%)	Reinsurance/Premium Receivables-Net
Piutang Retrosesi/Reasurasi-Neto	1.004.074	905.663	98.411	10,87%	Retrocession/Reinsurance Receivables-Net
Aset Reasuransi/ Retrosesi	2.429.920	2.095.531	334.389	15,96%	Reinsurance/ Retrocession Asset
Piutang Ujroh	26.461	35.154	(8.693)	(24,73%)	Ujroh Receivables
Aset Keuangan Lain	87.902	81.510	6.392	7,84%	Other Financial Assets
Aset Tetap-Neto	483.766	461.741	22.025	4,77%	Fixed Assets-Net
Piutang Pegawai	9.859	8.803	1.056	12%	Employee Receivables
Aset Non Keuangan Lain	38.826	41.125	(2.299)	(5,59%)	Other Non-Financial Assets
Pajak Dibayar di Muka	-	121.662	(121.662)	(100%)	Prepaid Tax
Aset Pajak Tangguhan-Neto	170.222	143.133	27.089	18,93%	Deferred Tax Assets-Net
Jumlah Aset	**11.382.484**	**11.125.019**	**257.465**	**2,31%**	**Total Assets**

Kas dan Setara Kas

Posisi kas dan setara kas Indonesia Re per 31 Desember 2022 adalah sebesar Rp67,19 miliar. Jumlah tersebut lebih rendah 54,42% jika dibandingkan dengan tahun 2021 sebesar Rp147,40 miliar.

Cash and Cash Equivalents

Indonesia Re's cash and cash equivalents position as of December 31, 2022, was Rp67.19 billion. This amount was 54.42% lower compared to 2021 of Rp147.40 billion.

Jumlah Investasi

Jumlah investasi Perusahaan sepanjang tahun 2022 tercatat sebesar Rp6.098,99 miliar. meningkat 1,52% jika dibandingkan dengan jumlah investasi tahun 2021 yang tercatat sebesar Rp6.007,70 miliar.

Total Investments

The Company's total investments in 2022 were Rp6,098.99 billion, an increase of 1.52% compared to the total investments in 2021, which were recorded at Rp6,007.70 billion.

Piutang Reasuransi/Premi-Neto

Tahun 2022. Perusahaan mencatat jumlah piutang reasuransi/ premi sebesar Rp965,26 miliar, turun Rp110,33 miliar atau turun 10,26% dibandingkan tahun 2021 sebesar Rp1.075,60 miliar. Pembentukkan Cadangan Kerugian Penurunan Nilai Piutang (CKPN) mencapai Rp11,93 miliar pada tahun 2022.

Reinsurance/Premium Receivables-Net

In 2022, the Company's total reinsurance receivables amounted to Rp965.26 billion, a decrease of Rp110.33 billion, or 10.26%, compared to Rp1,075.60 billion in 2021. The Allowance for Impairment Losses on Receivables (CKPN) amounted to Rp11.93 billion in 2022.

Tinjauan Kinerja Keuangan
Financial Performance Review

Piutang Retrosesi/Reasurasi-Neto
Jumlah piutang retrosesi/reasuransi Indonesia Re tahun 2022 mencapai Rp1.004,07 miliar. meningkat 10,87% dibandingkan tahun sebelumnya Rp905,66 miliar.

Retrocession/Reinsurance Receivables-Net
Total retrocession/reinsurance receivables for Indonesia Re in 2022 reached Rp1,004.07 billion, an increase of 10.87% compared to the previous year of Rp905.66 billion.

Aset Reasuransi/Retrosesi
Jumlah aset reasuransi/retrosesi Indonesia Re pada akhir tahun 2022 tercatat sebesar Rp2.429,92 miliar, naik 15,96% dari tahun sebelumnya sebesar Rp2.095,53 miliar.

Reinsurance/Retrocession Asset
Indonesia Re's total reinsurance/retrocession assets at the end of 2022 were recorded at Rp2,429.92 billion, an increase of 15.96% from Rp2,095.53 billion the previous year.

Piutang Ujroh
Perusahaan mencatat piutang ujroh sebesar Rp26,46 miliar di tahun 2022. Dibandingkan tahun sebelumnya sebesar Rp35,15 miliar. jumlah tersebut mengalami penurunan 24,73%.

Ujroh Receivables
The Company's ujroh receivables amounted to Rp26.46 billion in 2022, compared to Rp35.15 billion the previous year, a decrease of 24.73%.

Aset Keuangan Lain
Jumlah aset keuangan lainnya pada akhir tahun 2022 tercatat sebesar Rp87,90 miliar. naik 7,84% dari tahun sebelumnya sebesar Rp81,51 miliar.

Other Financial Assets
Total other financial assets at the end of 2022 were recorded at Rp87.90 billion, an increase of 7.84% from Rp81.51 billion the previous year.

Piutang Pegawai
Jumlah piutang pegawai pada akhir tahun 2022 mencapai Rp9,86 miliar. lebih tinggi 12% dibandingkan tahun 2021 sebesar Rp8,80 miliar.

Employee Receivables
Total employee receivables at the end of 2022 amounted to Rp9.86 billion, 12% higher than Rp8.80 billion in 2021.

Aset Tetap-Neto
Jumlah aset tetap – neto Indonesia Re pada akhir tahun 2022 mencapai Rp483,77 miliar. mengalami kenaikan dibandingkan tahun 2021 sebesar Rp461,74 miliar. Kenaikan aset tetap – neto tersebut disebabkan revaluasi atas aset tetap tanah dan bangunan yang dilakukan Perusahaan diakhir tahun 2022.

Fixed Assets-Net
Indonesia Re's total fixed assets net at the end of 2022 reached Rp483.77 billion. An increase compared to 2021 of Rp461.74 billion. The increase in net fixed assets was due to the Company's revaluation of land and building fixed assets at the end of 2022.

Aset Non-Keuangan Lain
Aset non-keuangan lain Perusahaan pada akhir tahun 2022 tercatat sebesar Rp38,83 miliar. menurun 5,59% dibandingkan tahun sebelumnya Rp41,13 miliar.

Other Non-Financial Assets
The Company's other non-financial assets at the end of 2022 were recorded at Rp38.83 billion, a decrease of 5.59% compared to Rp41.13 billion the previous year.

Pajak Dibayar di Muka
Jumlah pajak dibayar dimuka tahun 2022 tercatat sebesar Rp0 miliar. Menurun 100% dibandingkan tahun sebelumnya Rp121,66 miliar. Penurunan ini disebabkan karena Perusahaan mengakui pembayaran pajak dibayar dimuka ini sebagai Beban Sengketa Pajak pada tahun 2022.

Prepaid Tax
The prepaid tax in 2022 was Rp0 billion. Decreased 100% compared to the previous year of Rp121.66 billion. The decrease was due to the Company recognizing the prepaid tax payment as a Tax Dispute Expense in 2022.

Aset Pajak Tangguhan-Neto
Posisi aset pajak tangguhan – neto Indonesia Re pada akhir tahun 2022 tercatat sebesar Rp170,22 miliar, meningkat dibandingkan tahun sebelumnya sebesar Rp143,13 miliar.

Deferred Tax Assets-Net
Indonesia Re's deferred tax assets net at the end of 2022 were recorded at Rp170.22 billion, an increase compared to Rp143.13 billion the previous year.

LIABILITAS

Jumlah liabilitas Indonesia Re per 31 Desember 2022 adalah sebesar Rp8.817,44 miliar. Meningkat Rp445,80 miliar atau 5,33% dibandingkan tahun sebelumnya sebesar Rp8.371,64 miliar.

LIABILITIES

Indonesia Re's total liabilities as of December 31, 2022, were Rp8,817.44 billion, an increase of Rp445.80 billion, or 5.33%, compared to the previous year of Rp8,371.64 billion.

(Rp Juta, kecuali dinyatakan lain)) | (Rp Million, unless stated otherwise)

			Pertumbuhan/Penurunan Growth/Decrease		
Uraian	**2022**	2021	Rp	%	**Description**
Utang Klaim	627.225	878.865	(251.640)	(28,63%)	Claim Payables
Utang Retrosesi/ Reasuransi	896.123	1.011.338	(115.215)	(11,39%)	Retrocession/ Reinsurance Payables
Liabilitas Kontrak Asuransi	6.503.296	5.693.899	809.397	14,22%	Insurance Contract Liabilities
Utang Pajak	89.813	22.722	67.091	295,27%	Taxes Payable
Utang Jasa Produksi	18.000	17.969	31	0,17%	Employees Performance Incentives
Utang Komisi	2.727	4.361	(1.634)	(37,47%)	Commission Payable
Utang Jaminan	5.981	3.342	2.639	78,96%	Collateral
Beban Akrual	38.207	63.430	(25.223)	(39,77%)	Accrued Expenses
Utang Lancar Lainnya	61.528	18.305	43.223	236,13%	Other Current Liabilities
Pinjaman Rekening Dana Investasi	331.586	338.353	(6.767)	(2%)	Investment Fund Loan
OWK-Komponen Liabilitas	115.166	169.925	(54.759)	(32,23%)	MCB-Liabilities Component
Liabilitas Imbalan Kerja	124.846	147.348	(22.502)	(15,27%)	Employment Benefits Liabilities
Utang Dana Peserta	2.943	1.784	1.159	64,97%	Policy Holder Payable
Jumlah Liabilitas	**8.817.441**	**8.371.640**	**445.801**	**5,33%**	**Total Liabilities**

Utang Klaim

Indonesia Re mencatat utang klaim sebesar Rp627,23 miliar di akhir tahun 2022. Jumlah tersebut menurun dibandingkan periode yang ada pada tahun sebelumnya yang tercatat sebesar Rp878,87 miliar. Hal tersebut disebabkan pembayaran Utang Klaim yang dilakukan Perusahaan.

Claim Payables

Indonesia Re's claims payable amounted to Rp627.23 billion at the end of 2022. This amount decreased compared to Rp878.87 billion in the same period of the previous year. This was due to the payment of Claims Payable by the Company.

Utang Retrosesi/Reasuransi

Jumlah utang retrosesi/reasuransi Indonesia Re tahun 2022 mencapai Rp896,12 miliar. menurun 11,39% dari posisi tahun sebelumnya sebesar Rp1.011,34 miliar. Penurunan tersebut disebabkab pembayaran Utang Retrosesi/Reasuransi yang dibayarkan Perusahaan.

Retrocession/Reinsurance Payables

Indonesia Re's 2022 retrocession/reinsurance payables amounted to Rp896.12 billion. A decrease of 11.39% from Rp1,011.34 billion the previous year. The decrease was due to the payment of Retrocession/Reinsurance payable paid by the Company.

Tinjauan Kinerja Keuangan
Financial Performance Review

Liabilitas Kontrak Asuransi
Perusahaan mencatat jumlah liabilitas kontrak asuransi sebesar Rp6.503,30 miliar di tahun 2022. Dibandingkan tahun sebelumnya. jumlah tersebut mengalami peningkatan sebesar 14,22%, dimana di tahun 2021 jumlah liabilitas kontrak asuransi tercatat sebesar Rp5.693,90 miliar.

Utang Pajak
Jumlah utang pajak Perusahaan per 31 Desember 2022 tercatat sebesar Rp89,81 miliar. naik 295,27% dari tahun sebelumnya Rp22,72 miliar. Peningkatan ini utamanya berasal dari kewajiban atas denda administrasi yang timbul atas beban sengketa pajak.

Utang Jasa Produksi
Jumlah utang jasa produksi Indonesia Re tahun 2022 adalah sebesar Rp18,00 miliar, naik 0,17% dari tahun sebelumnya Rp17,97 miliar.

Utang Komisi
Jumlah utang komisi Perusahaan tahun 2022 tercatat sebesar Rp2,73 miliar, turun 37,47% dari tahun sebelumnya Rp4,36 miliar.

Utang Jaminan
Utang jaminan Perusahaan di akhir tahun 2022 mencapai sebesar Rp5,98 miliar, naik dibandingkan tahun sebelumnya Rp3,34 miliar.

Beban Akrual
Jumlah beban akrual Indonesia Re tahun 2022 mencapai sebesar Rp38,21 miliar, turun Rp25,22 miliar atau 39,77% dibandingkan tahun sebelumnya sebesar Rp63,43 miliar.

Utang Lancar Lainnya
Posisi utang lancar lainnya pada akhir tahun 2022 adalah sebesar Rp61,53 miliar, naik 236,13% dibandingkan tahun sebelumnya Rp18,31 miliar. Kenaikan ini utamanya disebabkan oleh beban kupon OWK di triwulan IV tahun 2022 yang belum dibayarkan di tahun 2022 dan baru dibayarkan di Januari 2023. Selain itu kenaikan Utang Ujroh menjadi salah satu faktor kenaikan Utang Lancar Lainnya.

Utang Dana Peserta
Perusahaan mencatat jumlah utang dana peserta sebesar Rp2,94 miliar di tahun 2022, naik dibandingkan tahun 2021 sebesar Rp1,78 miliar.

Insurance Contract Liabilities
The Company's total insurance contract liabilities amounted to Rp6,503.30 billion in 2022. Compared to the previous year, the amount increased by 14.22%, and in 2021, the total insurance contract liabilities were Rp5,693.90 billion.

Taxes Payable
The Company's total taxes payable as of December 31, 2022, were Rp89.81 billion, an increase of 295.27% from the previous year's Rp22.72 billion. The increase was mainly due to liabilities for administrative fines arising from tax disputes.

Employees Performance Incentives
Indonesia Re's employees' performance incentives in 2022 amounted to Rp18.00 billion, an increase of 0.17% from the previous year's Rp17.97 billion.

Commission Payables
The Company's total commission payables in 2022 amounted to Rp2.73 billion, a decrease of 37.47% from the previous year's Rp4.36 billion.

Collateral
The Company's collateral at the end of 2022 reached Rp5.98 billion, an increase from the previous year's Rp3.34 billion.

Accrued Expenses
Indonesia Re's total accrued expenses in 2022 amounted to Rp38.21 billion, a decrease of Rp25.22 billion, or 39.77%, compared to the previous year's Rp63.43 billion.

Other Current Liabilities
Other current liabilities' position at the end of 2022 was Rp61.53 billion, an increase of 236.13% compared to the previous year's Rp18.31 billion. The increase was mainly due to the MCB coupon expense in the fourth quarter of 2022, which had not been paid in 2022 and was only paid in January 2023. In addition, the increase in Ujroh Payable was a factor in the increase in Other Current Payables.

Policy Holder Payables
The Company's total policy holder payables amounted to Rp2.94 billion in 2022, an increase from Rp1.78 billion in 2021.

Pinjaman Rekening Dana Investasi

Jumlah pinjaman rekening dana investasi Indonesia Re pada akhir tahun 2022 adalah sebesar Rp331,59 miliar. mengalami penurunan 2% dengan tahun sebelumnya Rp338,35 miliar. Penurunan tersebut disebabkan pembayaran Perusahaan yang sesuai dengan skedul perjanjian.

Investment Fund Loan

Indonesia Re's total investment fund loan at the end of 2022 was Rp331.59 billion. A decrease of 2% from the previous year of Rp338.35 billion. The decrease was due to the Company's payment in accordance with the agreed schedule.

Obligasi Wajib Konversi (OWK)-Komponen Liabilitas

Jumlah obligasi wajib konversi-komponen liabilitas Indonesia Re tahun 2022 tercatat sebesar Rp115,17 miliar, turun 32,23% dari tahun sebelumnya Rp169,93 miliar yang disebabkan oleh amortisasi OWK yang bertahap menjadi Obligasi Wajib Konversi (OWK)-Komponen Ekuitas.

Mandatory Convertible Bonds (MCB)-Liabilities Component

Indonesia Re's mandatory convertible bonds component in 2022 amounted to Rp115.17 billion, a decrease of 32.23% from the previous year of Rp169.93 billion due to the gradual amortization of MCB to become Mandatory Convertible Bonds (MCB)-Equity Components.

Liabilitas Imbalan Kerja

Jumlah liabilitas imbalan kerja Indonesia Re tahun 2022 tercatat sebesar Rp124,85 miliar. turun Rp22,50 miliar atau 15,27% dari tahun sebelumnya sebesar Rp147,35 miliar.

Employment Benefit Liabilities

Indonesia Re's total employee benefits liabilities in 2022 amounted to Rp124.85 billion, a decrease of Rp22.50 billion, or 15.27%, from the previous year's Rp147.35 billion.

EKUITAS

Indonesia Re mencatat penurunan ekuitas sebesar Rp188,34 miliar atau 6,84% di tahun 2022 menjadi sebesar Rp2.565,04 miliar dari sebesar Rp2.753,38 miliar di tahun 2021. Hal tersebut disebabkan oleh kerugian tahun 2022 yang utamanya berasal dari pengakuan Beban Sengketa Pajak.

EQUITY

Indonesia Re's equity decreased by Rp188.34 billion, or 6.84%, in 2022 to Rp2,565.04 billion from Rp2,753.38 billion in 2021. This was caused by the loss in 2022, mainly due to the recognition of Tax Dispute Expenses.

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

			Pertumbuhan/Penurunan Growth/Decrease		
Uraian	**2022**	2021	Rp	%	**Description**
Modal Saham	878.358	878.358	-	-	Share Capital
Tambahan Modal Disetor	270	270	-	-	Additional Paid-In Capital
Komponen Ekuitas Obligasi Wajib Konversi	784.834	730.075	54.759	7,50%	Mandatory Convertible Bonds Equity Component
Kenaikan (Penurunan) Penyisihan Ujroh	(5.939)	(7.671)	1.732	(22,58%)	Increase (Decrease) in Ujroh Reserves
Saldo Laba					Retained Earnings
Ditentukan Penggunaannya	1.018.330	1.018.330	-	-	Appropriated
Belum Ditentukan Penggunaannya	(374.422)	(171.163)	(203.259)	(118,75%)	Unappropriated
Penghasilan Komprehensif Lainnya	263.593	305.162	(41.569)	(13,62%)	Other Comprehensive Income
Kepentingan Non-Pengendali	19	19	-	-	Non-Controlling Interests
Jumlah Ekuitas	**2.565.043**	**2.753.379**	**(188.336)**	**(6,84%)**	**Total Equity**

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Modal Saham
Posisi modal saham Perusahaan tahun 2022 tidak mengalami perubahan dari tahun sebelumnya. yaitu sebesar Rp878,36 miliar.

Share Capital
The Company's share capital position in 2022 did not change from the previous year and was recorded at Rp878.36 billion.

Tambahan Modal Disetor
Tambahan modal disetor Perusahaan pada 2022 tidak berubah, masih sama dari posisi tahun 2021 yakni sebesar Rp270 juta.

Additional Paid-In Capital
The additional paid-in capital of the Company in 2022 did not change. It was still the same as the position in 2021, which was Rp270 million.

Obligasi Wajib Konversi (OWK) - Komponen Ekuitas

Pada tahun 2022. posisi Obligasi Wajib Konversi (OWK) - Komponen Ekuitas Perusahaan sebesar Rp784,83 miliar, naik dari realisasi 2021. Hal itu diakibatkan oleh amortisasi Obligasi Wajib Konversi (OWK) komponen liabilitas.

Mandatory Convertible Bonds (MCB)-Equity Component
In 2022, the Company's Mandatory Convertible Bonds (MCB)-Equity Component's position amounted to Rp784.83 billion, an increase from the realization in 2021. This was due to the amortization of the Mandatory Convertible Bonds (MCB) Equity Component.

Kenaikan (Penurunan) Penyisihan Ujroh
Tahun 2022 Perusahaan mencatat penurunan penyisihan ujroh sebesar (Rp5,94 miliar), lebih rendah 22,58% dibandingkan tahun sebelumnya (Rp1,73 miliar).

Increase (Decrease) in Ujroh Reserves
In 2022, the Company's ujroh allowances decreased to (Rp5.94 billion), 22.58% lower than the previous year (Rp1.73 billion).

Saldo Laba
Jumlah saldo laba Perusahaan tahun 2022 adalah sebesar Rp643,91 miliar, turun 23,99% dibandingkan tahun sebelumnya sebesar Rp847,17 miliar. Hal tersebut disebabkan kerugian yang dicatat Perusahaan sebesar Rp219 miliar

Retained Earnings
In 2022, the Company's total retained earnings amounted to Rp643.91 billion, a decrease of 23.99% compared to the previous year's Rp847.17 billion. This decrease was due to the Company's loss of Rp219 billion.

Ditentukan Penggunaannya
Saldo Laba yang Ditentukan Penggunaannya memiliki saldo yang sama antara tahun 2022 dan 2021 yaitu Rp1.018 miliar.

Appropriated
The Appropriated Retained Earnings balance is the same between 2022 and 2021, i.e., Rp1,018 billion.

Belum Ditentukan Penggunaannya
Jumlah saldo laba yang Belum Ditentukan Penggunaannya tahun 2022 adalah sebesar (Rp374,42 miliar), turun 118,75% dibandingkan tahun sebelumnya sebesar (Rp171 miliar). Hal tersebut disebabkan kerugian yang dicatat Perusahaan sebesar Rp219 miliar

Unappropriated
The amount of Unappropriated retained earnings in 2022 was (Rp374.42 billion), a decrease of 118.75% compared to the previous year (Rp171 billion). This was due to a loss recorded by the Company of Rp219 billion.

Penghasilan Komprehensif Lainnya
Jumlah Penghasilan Komprehensif Lainnya tahun 2022 adalah sebesar Rp263 miliar, turun 13,62% dibandingkan tahun sebelumnya sebesar Rp305.16 miliar.

Other Comprehensive Income
Total Other Comprehensive Income in 2022 amounted to Rp263 billion, a decrease of 13.62% compared to the previous year of Rp305.16 billion.

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

Uraian	2022	2021	Pertumbuhan/Penurunan Growth/Decrease Rp	%	Description
Ditentukan Penggunaannya	1.018.330	1.018.330	0	0,00%	Appropriated
Belum Ditentukan Penggunaannya	(374.422)	(171.163)	(203.259)	(23,99%)	Unappropriated
Saldo Laba	643.908	847.167	(203.259)	(23,99%)	Retained Earning

LAPORAN LABA (RUGI) DAN PENGHASILAN KOMPREHENSIF LAIN

STATEMENTS OF PROFIT (LOSS) AND OTHER COMPREHENSIVE INCOME

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

Uraian	2022	2021	Pertumbuhan/Penurunan Growth/Decrease Rp	%	Description
Premi Reasuransi/Premi Bruto	6.535.948	6.353.204	182.744	2,88%	Gross Reinsurance Premium
Premi Retrosesi/Reasuransi	(2.272.485)	(2.424.913)	152.428	(6,29%)	Retrocession/Reinsurance Premium
Penurunan (Kenaikan) Premi yang Belum merupakan Pendapatan	(91.505)	33.000	(124.505)	(377,29%)	Decrease (Increase) in Unearned Premium Income
Pendapatan Premi-Bersih	4.171.959	3.961.292	210.667	5,32%	Premium Income-Net
Klaim Bruto	(4.016.177)	(4.408.217)	392.040	(8,89%)	Gross Claim
Klaim Reasuransi Keluar	1.401.878	1.391.785	10.093	0,73%	Reinsurance Claims Outward
Recoveries	6.154	22.347	(16.193)	(72,46%)	Recoveries
Penurunan (Kenaikan) Cadangan Klaim	(422.418)	(311.620)	(110.798)	35,56%	Decrease (Increase) in Claims Reserve
Beban Klaim-Bersih	(3.030.562)	(3.305.706)	275.144	(8,32%)	Claims Expense-Net
Pendapatan (Beban) Komisi-Bersih	(1.015.605)	(983.661)	(31.944)	3,25%	Commission Income (Expenses)-Net
Beban Underwriting Lainnya	(1.863)	(14.931)	13.068	(87,52%)	Other Underwriting Expenses
Beban Underwriting-Bersih	(4.048.030)	(4.304.298)	256.268	(5,95%)	Underwriting Expenses-Net
Hasil Underwriting-Bersih	123.928	(343.006)	466.934	136,13%	Net Underwriting Income
Hasil Investasi-Bersih	348.590	318.835	29.755	9,33%	Investment Income-Net
Beban Usaha	(371.368)	(351.369)	(19.999)	5,69%	Operating Expenses
laba (Rugi) Usaha	101.150	(375.540)	476.690	126,93%	Profit (Loss) from Operations
Pendapatan (Beban) Lain-lain-Bersih	(344.243)	(192.937)	(151.306)	78,42%	Other Income (Expenses)-Net
laba (Rugi) sebelum Pajak	(243.094)	(568.477)	325.383	57,24%	Profit (Loss) Before Tax
Manfaat (Beban) Pajak	24.075	50.621	(26.546)	(52,44%)	Tax Benefits (Expense)
Laba (Rugi) Tahun Berjalan	(219.019)	(517.857)	298.838	57,71%	Profit (Loss) For The Year

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Uraian	2022	2021	Pertumbuhan/Penurunan Growth/Decrease Rp	%	Description
Penghasilan (Beban) Komprehensif Lain Other Comprehensive Income (Loss)					
Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi Items that Will Not Be Reclassified to Profit or Loss					
Pengukuran Kembali Atas Imbalan Pascakerja	20.399	(6.962)	27.361	393,00%	Remeasurement on Post Employee Benefit
Pajak Penghasilan Terkait Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi	(4.639)	1.556	(6.194)	(398,07%)	Income Tax Related to Items that Will Not Be Reclassified to Profit or Loss
	15.760	(5.406)			
Keuntungan yang berasal dari revaluasi asset tetap	43.288	0	43.288	100,00%	Gains from revaluation on fixed assets
Pajak Penghasilan Terkait Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi	(4.329)	0	(4.329)	100,00%	Income Tax Related to Items that Will Not Be Reclassified to Profit or Loss
	38.959	0			
Pos yang akan Direklasifikasikan ke Laba Rugi Items that May Be Reclassified to Profit or Loss					
Keuntungan Atas Perubahan Nilai Wajar Aset Keuangan Tersedia untuk Dijual	(88.181)	(33.904)	(54.277)	(160,09%)	Gain on Changes in Fair Value of Available-for-Sale Financial Assets
Pajak Penghasilan Terkait Pos yang Akan Direklasifikasi ke Laba Rugi	7.653	11.009	(3.356)	(30,48%)	Income Tax Related to Items that May Be Reclassified to Profit or Loss
	(80.528)	(22.895)			
Jumlah Penghasilan Komprehensif	**(25.809)**	**(28.301)**	**2.492**	**(8,81%)**	**Total Comprehensive Income**
Jumlah Laba (Rugi) Komprehensif	**(244.828)**	**(546.158)**	**301.330**	**(55,17%)**	**Total Comprehensive Income (Loss)**
Laba (Rugi) Tahun Berjalan Profit (Loss) For The Year					
• Diatribusikan ke Pemilik Entitas Induk	(219.020)	(517.858)	298.838	(57,71%)	• Attributable to Owner of Parent Entity
• Diatribusikan ke Kepentingan Nonpengendali	1	1	0	0,00%	• Attributable to Non-Controlling Interest
Penghasilan Komprehensif Comprehensive Income					
• Diatribusikan kepada Pemilik Entitas Induk	(244.828)	(546.159)	301.331	(55,17%)	• Attributable to Owner of Parent Entity
• Diatribusikan kepada Kepentingan Nonpengendali	1	1	0	0,00%	• Attributable to Non-Controlling Interesti

Premi Reasuransi/Premi Bruto

Tahun 2022, Perusahaan mencatat premi reasuransi/premi bruto sebesar Rp6.535,95 miliar, naik Rp182,74 miliar atau 2,88% dibandingkan tahun sebelumnya sebesar Rp6.353,20 miliar.

Premi reasuransi/premi bruto Perusahaan tahun 2022 utamanya berasal dari premi reasuransi kebakaran, yaitu mencapai sebesar Rp2.717 miliar, diikuti oleh premi reasuransi jiwa sebesar Rp2.028 miliar dan premi bruto yang diperoleh dari entitas anak sebesar Rp491 miliar.

Premi Retrosesi/Reasuransi

Jumlah premi retrosesi/reasuransi Indonesia Re di tahun 2022 tercatat sebesar (Rp2.272,49) miliar, menurun 6,29% dibandingkan tahun sebelumnya sebesar (Rp2.424,91) miliar.

Pendapatan Premi-Neto

Tahun 2022, Perusahaan membukukan pendapatan *underwriting* – neto sebesar Rp4.171,96 miliar, naik 5,32% dibandingkan tahun sebelumnya sebesar Rp3.961,29 miliar.

Beban Klaim-Neto

Jumlah beban klaim – neto Indonesia Re tahun 2022 tercatat sebesar (Rp3.030,56) miliar, menurun 8,32% dibandingkan tahun 2021 sebesar (Rp3.305,71) miliar. Penurunan beban klaim – neto tersebut disebabkan klaim COVID-19 yang berkurang jika dibandingkan dengan tahun 2021.

Beban Underwriting-Neto

Pada tahun 2022, jumlah beban *underwriting* Perusahaan mengalami penurunan sebesar 5,95% menjadi sebesar (Rp4.048,03) miliar, dari sebesar (Rp4.304,30) miliar di tahun 2021.

Hasil *Underwriting* Bersih

Indonesia Re mencatat hasil *underwriting* bersih sebesar Rp123,93 miliar di tahun 2022, naik 135,13% dibandingkan tahun sebelumnya sebesar (Rp343,01) miliar. Kenaikan hasil *underwriting* – neto tersebut disebabkan oleh hasil *underwriting* bersih *class of business Fire* yang meningkat dan juga menurunnya klaim COVID-19 di lini usaha Reasuransi Jiwa.

Hasil Investasi – Bersih

Hasil investasi Perusahaan tahun 2022 tercatat sebesar Rp348,59 miliar, naik 9,33% dibandingkan tahun sebelumnya sebesar Rp318,84 miliar.

Gross Reinsurance Premium

In 2022, the Company's reinsurance premium/gross premium was recorded at Rp6,535.95 billion, an increase of Rp182.74 billion or 2.88% compared to the previous year of Rp6,353.20 billion.

In 2022, the Company's reinsurance premiums/gross premiums were primarily derived from fire reinsurance premiums totaling Rp2,717 billion, followed by life reinsurance premiums totaling Rp2,028 billion, and gross premiums obtained from subsidiaries totaling Rp491 billion.

Retrocession/Reinsurance Premium

Indonesia Re's total retrocession/reinsurance premium in 2022 amounted to (Rp2,272.49) billion, a decrease of 6,29% compared to the previous year's (Rp2,424.91) billion.

Premium Income-Net

In 2022, the Company's underwriting income net amounted to Rp4,171.96 billion, an increase of 5.32% compared to the previous year's Rp3,961.29 billion.

Claims Expense-Net

Indonesia Re's total claims expense net in 2022 amounted to (Rp3,030.56) billion, a decrease of 8.32% compared to (Rp3,305.71) billion in 2021. The decrease in claims expense net was due to reduced COVID-19 claims compared to 2021.

Underwriting Expenses-Net

In 2022, the Company's total underwriting expenses decreased 5.95% to (Rp4,048.03) billion from (Rp4,304.30) billion in 2021.

Net Underwriting Income

Indonesia Re's net underwriting result amounted to Rp123.93 billion in 2022, an increase of 135.13% compared to the previous year's (Rp343.01) billion. The increase in net underwriting results was due to the increased net underwriting results of the Fire class of business and a decrease in COVID-19 claims in the Life Reinsurance business line.

Investment Income-Net

The Company's investment income in 2022 amounted to Rp348.59 billion, an increase of 9.33% compared to the previous year's Rp318.84 billion.

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Beban Usaha
Jumlah beban usaha Perusahaan tahun 2022 tercatat sebesar (Rp371,37) miliar, meningkat 5,69% dibandingkan tahun sebelumnya sebesar (Rp351,37) miliar. Peningkatan beban usaha Perusahaan tahun 2022 utamanya disebabkan meningkatnya beban operasional, beban manajemen dan beban pegawai.

Operating Expenses
The Company's total operating expenses in 2022 amounted to (Rp371.37) billion, an increase of 5.69% compared to (Rp351.37) billion the previous year. This increase in 2022 was mainly due to an increase in operating expenses, general expenses, management expenses, and employee expenses.

Laba Usaha
Tahun 2022, Perusahaan membukukan laba usaha sebesar Rp101,15 miliar, naik 126,93% dibandingkan tahun sebelumnya dimana Perusahaan membukukan rugi usaha sebesar (Rp375,54 miliar).

Profit from Operations
In 2022, the Company recorded an operating profit of Rp101.15 billion, an increase of 126.93% compared to the previous year, where the Company posted an operating loss of (Rp375.54 billion).

Laba Sebelum Pajak
Tahun 2022, Indonesia Re membukukan rugi sebelum pajak sebesar (Rp243,09 miliar), naik 57,24% dibandingkan tahun 2021 dimana Perusahaan membukukan laba sebelum pajak sebesar (Rp568,48 miliar).

Profit Before Tax
In 2022, Indonesia Re-recorded a loss before tax of (Rp243.09 billion), an increase of 57.24% compared to the profit before tax of (Rp568.48 billion) in 2021.

Laba Tahun Berjalan
Perusahaan membukukan rugi tahun berjalan sebesar (Rp219,02 miliar), naik 57,71% dibandingkan tahun sebelumnya dimana Perusahaan membukukan rugi tahun berjalan sebesar (Rp517,86 miliar).

Profit Current Year
The Company's loss for the year was (Rp219,02 billion), an increase of 57.71% compared to the previous year's loss for the current year of (Rp517,86 billion).

Penghasilan Komprehensif
Jumlah penghasilan komprehensif Indonesia Re tahun 2022 mencapai Rp25,81 miliar, naik 8,81% dibandingkan tahun sebelumnya sebesar (Rp28,30) miliar.

Comprehensive Income
Indonesia Re's total comprehensive income in 2022 reached Rp25.81 billion, an increase of 8.81% compared to the previous year's (Rp28.30) billion.

ARUS KAS
Jumlah kas dan setara kas Indonesia Re pada akhir tahun 2022 tercatat sebesar Rp67,19 miliar, menurun Rp80,208 miliar dibandingkan posisi awal tahun sebesar Rp147,40 miliar. Hal tersebut disebabkan arus kas operasi yang negatif.

CASH FLOWS
Indonesia Re's total cash and cash equivalents at the end of 2022 were recorded at Rp67.19 billion, a decrease of Rp80,208 billion compared to Rp147.40 billion at the beginning of the year. This was due to negative operating cash flow.

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

			Pertumbuhan/Penurunan Growth/Decrease		
Uraian	**2022**	2021	Rp	%	**Description**
Arus kas dari Aktivitas Operasi	(177.918)	118.550	(296.468)	-250.08%	Cash Flows from Operating Activities
Arus Kas dari Aktivitas Investasi	152.787	1.904	150.883	7924.53%	Cash Flows from Investing Activities
Arus Kas dari Aktivitas Pendanaan	(55.078)	(82.125)	27.047	-32.93%	Cash Flows from Financing Activities
Kenaikan/(Penurunan) kas dan setara kas bersih	(80.208)	38.329	(118.537)	-309.26%	Increase/(Decrease) of Cash and Cash Equivalents-Net
Kas dan setara kas awal tahun	147.399	109.070	38.329	35.14%	Cash and Cash Equivalents at Beginning of the Year
Kas dan setara kas akhir tahun	67.191	147.399	(80.208)	-54.42%	Cash and Cash Equivalents at End of the Year

Arus Kas dari Aktivitas Operasi

Arus kas bersih yang diperoleh dari aktivitas operasi tahun 2022 mencapai (Rp177,92 miliar), menurun 250,08% dibandingkan tahun sebelumnya sebesar Rp118,55 miliar. Arus kas masuk diperoleh dari penerimaan premi asuransi/reasuransi dan penerimaan klaim retrosesi/reasuransi. Sedangkan arus kas keluar digunakan untuk pembayaran premi retrosesi/reasuransi, pembayaran klaim asuransi, beban usaha termasuk beban pajak.

Cash Flows from Operating Activities

Net cash flows from operating activities reached (Rp177.92 billion) in 2022, a 250.08% decrease from Rp118.55 billion the previous year. Insurance/reinsurance premiums and retrocession/reinsurance claims generated cash inflows. Cash outflows were for retrocession/reinsurance premium payments, insurance claim payments, and operating expenses, including tax expenses.

Arus Kas dari Aktivitas Investasi

Arus kas bersih yang diperoleh dari aktivitas investasi tahun 2022 mencapai Rp152,79 miliar, meningkat 7.924,53% dibandingkan tahun sebelumnya dimana arus kas untuk aktivitas investasi sebesar Rp1,90 miliar. Arus kas masuk diperoleh dari penerimaan hasil investasi dan pencairan investasi. Sedangkan arus kas keluar digunakan untuk penempatan investasi dan pembelian aset tetap.

Cash Flows from Investing Activities

Net cash flows from investing activities in 2022 reached Rp152.79 billion, an increase of 7,924.53% compared to the previous year, which amounted to Rp1.90 billion. Cash inflows were derived from the receipt of investments and investment disbursements. While cash outflows were used for the placement of investments and the purchase of fixed assets.

Arus Kas dari Aktivitas Pendanaan

Arus kas bersih yang digunakan untuk aktivitas pendanaan tahun 2022 tercatat sebesar (Rp55,08 miliar), menurun 32,93% dibandingkan tahun sebelumnya (Rp82,13 miliar). Arus kas keluar utamanya digunakan untuk pembayaran utang bunga OWK dan angsuran pinjaman RDI.

Cash Flows from Financing Activities

Net cash flow from financing activities in 2022 amounted to (Rp55.08 billion), a decrease of 32.93% compared to the previous year (Rp82.13 billion). The cash outflows were mainly used for the payment of MCB interest payables and the MCB loan installments.

RASIO KEUANGAN UTAMA

Tahun 2022, secara umum Rasio laba (rugi) sebelum pajak terhadap rata-rata aset, rasio laba (rugi) terhadap ekuitas, rasio hasil investasi terhadap rata-rata investasi dan rasio hasil *underwriting* terhadap pendapatan premi bruto secara umum mengalami kenaikan.

KEY FINANCIAL RATIOS

In 2022, the profit (loss) before tax to average assets ratio, the profit (loss) to equity ratio, the return on investment to the average investment ratio, and the underwriting results to gross premium income ratio were increased.

Uraian	2022	2021	Description
Rasio Laba (Rugi) Sebelum Pajak terhadap Rata-rata Aset	(2,16)	(5,26)	Profit (Loss) Before Tax to Average Assets Ratio
Rasio Laba (Rugi) terhadap Rata-rata Ekuitas	(8,24)	(16,75)	Profit (Loss) to Average Equity Ratio
Rasio Solvabilitas (RBC)	131,16	145,38	Solvency Ratio (RBC)
Rasio Likuiditas	133,80	134,65	Liquidity Ratio
Rasio Investasi terhadap Kewajiban	69,17	71,76	Investment to Liabilities Ratio
Rasio Hasil Investasi terhadap Rata-rata Investasi	5,76	5,43	Return on Investment to Average Investment Ratio
Rasio Hasil *Underwriting* terhadap Pendapatan Premi Bruto	1,90	(5,40)	Underwriting Income to Gross Premium Income Ratio
Rasio Kecukupan Investasi	131,18	137,48	Investment Adequacy Ratio

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Rasio laba (Rugi) Sebelum Pajak terhadap Rata- rata Aset
Rasio laba (rugi) sebelum pajak terhadap rata-rata aset tahun 2022 sebesar -2,16%, naik dari posisi tahun 2021 yang sebesar -5,26%.

Profit (Loss) Before Tax to Average Assets Ratio
The profit (loss) before tax to average assets ratio in 2022 was -2.16%, an increase from -5.26% in 2021.

Rasio laba (Rugi) terhadap Rata-rata Ekuitas
Pada tahun 2022, Perusahaan mencatatkan rasio laba (rugi) terhadap rata-rata ekuitas sebesar -8,24%, mengalami kenaikan dari posisi tahun 2021 yang sebesar -16,75%.

Profit (Loss) to Average Equity Ratio
In 2022, the Company's profit (loss) to average equity ratio was recorded at -8.24%, an increase of -16.75% from its 2021 position.

Rasio Solvabilitas (Risk Based Capital/RBC)
Rasio solvabilitas Perusahaan pada 2022, turun menjadi 131,16% dibandingkan dengan posisi 2021 yang sebesar 145,38%.

Solvency Ratio (Risk Based Capital/RBC)
The Company's solvency ratio in 2022 decreased to 131.16% from 145.38% in 2021.

Rasio Likuiditas
Rasio likuiditas Perusahaan tahun 2022 tercatat sebesar 133,80%, turun dari capaian periode 2021 sebesar 134,65%.

Liquidity Ratio
The Company's liquidity ratio in 2022 was 133.80%, a decrease from 134.65% in 2021.

Rasio Investasi terhadap Kewajiban
Rasio investasi terhadap kewajiban Perusahaan pada 2022 turun menjadi 69,17% dibandingkan dengan posisi 2021 yang sebesar 71,76%.

Investment to Liabilities Ratio
The Company's investment-to-liability ratio in 2022 decreased to 69.17%, compared to 71.76% in 2021.

Rasio Hasil Investasi terhadap Rata-rata Investasi
Perusahaan mencatatkan rasio hasil investasi terhadap rata-rata investasi 2022 sebesar 5,76%, meningkat dari posisi 2021 yang sebesar 5,43%.

Investment Returns to Average Investment Ratio
The Company's investment returns to average investment ratio in 2022 was 5.76%, an increase from 5.43% in 2021.

Rasio Hasil Underwriting terhadap Pendapatan Premi Bruto
Rasio hasil underwriting terhadap pendapatan premi bruto Perusahaan tahun 2022 tercatat sebesar 1,90%, mengalami peningkatan dari posisi tahun 2021 yang sebesar -5,40%.

Underwriting Income to Gross Premium Income Ratio
The underwriting income to gross premium income ratio in 2022 was 1,90%, an increase from -5.40% in 2021.

Rasio Kecukupan Investasi
Perusahaan mencatatkan rasio kecukupan investasi pada 2022 sebesar 131,18%, turun dari 137,48% di tahun 2021.

Investment Adequacy Ratio
The Company's investment adequacy ratio in 2022 was 131.18%, a decrease from 137.48% in 2021.

KEMAMPUAN MEMBAYAR UTANG
Kemampuan membayar utang suatu perusahaan asuransi tercermin dari tingkat kesehatan perusahaan. Sebagai salah satu Badan Usaha Milik Negara (BUMN). Perusahaan wajib mematuhi Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-10/MBU/2014 tanggal 25 Juli 2014 tentang Indikator Penilaian Tingkat Kesehatan Badan Usaha Milik Negara Jasa Keuangan dan Bidang Usaha Perasuransian-Jasa Penjaminan serta Peraturan Otoritas Jasa Keuangan No. 27/POJK.05/2018 tanggal 10 Desember 2018 tentang perubahan atas POJK No. 71/POJK.05/2016 tentang Kesehatan Keuangan Perusahaan Asuransi dan Perusahaan Reasuransi.

ABILITY TO PAY DEBTS
The ability to pay debts of an insurance company is reflected in its soundness. As a State-Owned Enterprise (SOE), the Company is required to comply with the Minister of State-Owned Enterprises Regulation No. PER-10/MBU/2014, dated July 25, 2014, concerning Indicators of Soundness Level Assessment of Financial Services, Insurance Services Business-Guarantee Services State-Owned Enterprises, and Financial Services Authority Regulation No. 27/POJK.05/2018, dated December 10, 2018, as an Amendment to POJK No. 71/POJK.05/2016 concerning the Financial Soundness of Insurance Companies and Reinsurance Companies.

Kemampuan Membayar Utang Jangka Pendek

Kemampuan Perusahaan membayar utang jangka pendek tergambar pada Rasio Kecukupan Investasi dan Rasio Likuiditas masing-masing sebesar 131,18% dan 133,80% pada tahun 2022.

Kemampuan Membayar Utang Jangka Panjang

Perusahaan tidak memiliki utang jangka panjang yang bersifat pendanaan.

TINGKAT KESEHATAN PERUSAHAAN

Sesuai dengan Peraturan Menteri Negara Badan Usaha Milik Negara Indonesia. PER-10/MBU/2014 tentang Indikator Penilaian Tingkat Kesehatan Badan Usaha Milik Negara Jasa Keuangan Bidang Usaha Perasuransian dan Jasa Penjaminan. Perusahaan melakukan penilaian terhadap tingkat kesehatan perusahaan. Penilaian terhadap tingkat kesehatan perusahaan itu terkait dengan kinerja Perusahaan untuk tahun buku yang bersangkutan dengan aspek penilaian terdiri dari:

1. Aspek Keuangan Dasar penilaian aspek keuangan meliputi berbagai hal seperti: Rentabilitas yang terdiri dari ROE dan ROA. *Risk Based Capital* (RBC)/solvabilitas serta likuiditas.
2. Aspek Operasional Dalam aspek operasional setidaknya ada 5 (lima) indikator untuk mengukur kinerjanya. yaitu: Rasio Kecukupan Investasi (RKI), *yield on investment*, pertumbuhan premi, *underwriting yield* dan *expense ratio*.
3. Aspek Administrasi Dasar penilaian aspek administrasi adalah: Ketepatan waktu penyampaian laporan tahunan, RKAP dan Laporan Periodik dan Kinerja TJSL .

Berdasarkan kinerja Perusahaan pada tahun 2022, maka hasil Tingkat Kesehatan Indonesia Re mencapai skor 65 dan digolongkan dalam kondisi kategori "BBB".

Perusahaan juga melakukan penilaian tingkat kesehatan perusahaan Berdasarkan Peraturan Otoritas Jasa Keuangan No. 27/POJK.05/2018 tanggal 10 Desember 2018 tentang perubahan atas POJK No. 71/POJK.05/2016 tentang kesehatan keuangan perusahaan asuransi dan perusahaan reasuransi, tingkat kesehatan suatu perusahaan asuransi dilihat dari pencapaian batas tingkat solvabilitas, dimana berdasarkan peraturan tersebut target tingkat solvabilitas paling rendah 120% dari Modal Minimum Berbasis Risiko (MMBR). Berdasarkan POJK No. 30/POJK.05/2021 tentang kebijakan *countercyclical* dampak penyebaran *Coronavirus Disease* 2019 (COVID-19), penyebaran COVID-19 secara global telah memberikan dampak langsung dan tidak langsung terhadap kinerja dan kapasitas operasional konsumen dan LJKNB.

Ability to Pay Short-Term Debts

The Company's ability to pay its short-term debt is reflected in the Investment Adequacy Ratio and Liquidity Ratio, which were recorded at 131.18% and 133.80% in 2022, respectively.

Ability to Pay Long-Term Debts

The Company did not have long-term financing debt.

COMPANY SOUNDNESS LEVEL

In accordance with the Minister of State-Owned Enterprises Regulation No. PER-10/MBU/2014, concerning Indicators for Assessment of Soundness Level of State- Owned Enterprises for Financial Services in the Insurance and Guarantee Services Business Sector, the Company conducted an assessment on its soundness level. The assessment of the soundness level is related to the Company's performance for the fiscal year and covers the following assessment aspects:

1. Financial Aspect. The basis for assessing financial aspects includes: Profitability, which consists of ROE and ROA, Risk-Based Capital (RBC)/solvency, and liquidity.
2. Operational Aspect. In the operational aspect, there are 5 (five) indicators to measure performance, as follows: Investment Adequacy Ratio (RKI), yield on investment, premium growth, underwriting yield, and expense ratio.
3. Administrative Aspect. The basis for evaluating the administrative aspect includes: timely submission of annual reports, RKAP and Periodic Reports, and TJSL Performance.

Based on the Company's performance in 2022, the soundness level results of Indonesia Re of Indonesia Re scored 65 and were classified in the "BBB" category.

The Company also evaluates its soundness level based on the Financial Services Authority Regulation No. 27/ POJK.05/2018, dated December 10, 2018, an Amendment to POJK No. 71/ POJK.05/2016, concerning the Financial Soundness of Insurance Companies and Reinsurance Companies. The soundness level of an insurance company is indicated by its solvency, where based on these regulations, the solvency is at least 120% of the Minimum Risk-Based Capital (MMBR). Based on POJK No. 30/ POJK.05/2021, concerning countercyclical policies impacting the spread of Coronavirus Disease 2019 (COVID-19), the spread of COVID-19 globally has, directly and indirectly, affected consumers' performance and operational capacity and NBFIs.

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Dampak terhadap kinerja dan kapasitas operasional konsumen dan LJKNB berpotensi mengganggu kinerja LJKNB dan stabilitas sistem keuangan sehingga dapat memengaruhi pertumbuhan ekonomi sehingga diperlukan kebijakan tertentu yang bersifat *countercyclical* untuk menjaga kinerja LJKNB, menjaga stabilitas sistem keuangan, dan mendukung pertumbuhan ekonomi. Rasio pencapaian solvabilitas pada tanggal 31 Desember 2022 dan 2021 dihitung sesuai dengan POJK No. 30/POJK.05/2021.

Penilaian atas aset dan kewajiban dalam menentukan Batas Tingkat Solvabilitas Minimum (BTSM) atau Modal Minimum Berbasis Risiko (MMBR) menggunakan penilaian yang diatur oleh OJK di atas. Pada tanggal 31 Desember 2022, perhitungan Modal Minimum Berbasis Risiko (MMBR) Sesuai laporan perusahaan kepada Otoritas Jasa Keuangan adalah sebagai berikut:

The impact on consumer and NBFI performance and operational capacity has the potential to disrupt NBFI performance and financial system stability, potentially affecting economic growth, so countercyclical policies are required to maintain NBFI performance, financial system stability, and economic growth. The solvency achievement ratio as of December 31, 2022, and 2021 was calculated in accordance with POJK No. 30/POJK.05/2021.

The valuation of assets and liabilities used in determining The minimum solvency level limit (BTSM) or The minimum Risk-Based Capital (MMBR) is regulated by the OJK Regulation. According to the Company's report to the Financial Services Authority, the calculation of Minimum Risk-Based Capital (MMBR) as of December 31, 2022, is as follows:

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

Uraian	2022	2021	2020	Description
Tingkat Solvabilitas Solvency Ratio				
Aset yang Diperkenakan	8.981.197	8.577.279	7.943.700	Admitted Assets
Liabilitas	7.516.136	7.039.640	(5.841.845)	Liabilities
Total Tingkat Solvabilitas	1.465.061	1.537.639	2.101.855	Total Solvency Ratio
Modal Minimum Berbasis Risiko				Minimum Risk-Based Capital
Risiko Asuransi	684.933	600.878	564.922	Insurance Risk
Risiko Kredit	201.653	172.447	168.620	Credit Risk
Risiko Pasar	228.071	281.328	234.251	Market Risk
Risiko Operasional	2.306	2.231	2.077	Operational Risk
Risiko Likuiditas	0	784	8.214	Liquidity Risk
Total Modal Minimum Berbasis Risiko	1.116.963	1.057.668	978.084	Minimum Risk-Based Capital
Kelebihan Batas Tingkat Solvabilitas	348.098	479.971	1.123.771	Excess of Minimum Solvency Margin Limit
Rasio Pencapaian Solvabilitas (%)	131,16%	145,38%	214,90%	Solvency Margin Ratio (%)

STRUKTUR MODAL DAN KEBIJAKAN STRUKTUR MODAL

Dasar dan Kebijakan Struktur Modal

Seluruh saham Indonesia Re dimiliki oleh pemerintah Republik Indonesia dengan besaran modal yang ditetapkan sebesar Rp878.358.000.000. Berdasarkan Akta Notaris Nanda Fauz Iwan. S.H.. M.Kn.. No. 7 tanggal 17 September 2018, jenis saham terdiri atas:

- 1 Saham Seri A Dwiwarna senilai Rp1.000.000
- 878.357 Saham Seri B. nilai nominal Rp1.000.000 per saham atau seluruhnya senilai Rp878.358.000.000.

CAPITAL STRUCTURE AND CAPITAL STRUCTURE POLICIES

Capital Structure, Basis and Policies

All shares of Indonesia Re are owned by the Government of the Republic of Indonesia with a fixed capital amount of Rp878,358,000,000. Based on the Notarial Deed made before Nanda Fauz Iwan, S.H., M.Kn., No. 7, dated September 17, 2018, consisting of:

- 1 Dwiwarna Series A Share, worth Rp1,000,000
- 878,357 Series B Shares, with a nominal value of Rp1,000,000 per share, or a total value of Rp887,358,000,000.

Rincian Struktur Permodalan

Details of Capital Structure

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

	2022		2021		2020		
Uraian	Rp	%	Rp	%	Rp	%	**Description**
RDI	331.586	11,01%	338.353	10,37%	338.353	8,89%	Investment Fund Account (RDI)
OWK	900.000	29,88%	900.000	27,59%	900.000	23,65%	Mandatory Convertible Bonds (MCB)
Ekuitas (Termasuk Modal Disetor)	1.780.209	59,11%	2.023.304	62,03%	2.567.704	67,46%	Equity (Incl.Paid-In Capital)
Total	3.011.794	100,00%	3.261.656	100,00%	3.806.056	100,00%	Total

IKATAN MATERIAL UNTUK INVESTASI BARANG MODAL

Sepanjang tahun 2022. Perusahaan tidak memiliki ikatan yang material untuk investasi barang modal dengan pihak mana pun. Dengan demikian. informasi mengenai hal ini tidak dapat disampaikan.

MATERIAL COMMITMENTS FOR CAPITAL GOODS INVESTMENTS

Throughout 2022, the Company made no material commitments for capital goods investments. Therefore, there is no information to report on this matter.

INVESTASI BARANG MODAL YANG DIREALISASIKAN PADA TAHUN BUKU 2022

REALIZATION OF CAPITAL GOODS INVESTMENTS IN THE FISCAL YEAR 2022

Jenis Investasi Investment Type	**Tujuan Investasi** Investment Purpose	**Nilai Investasi** (Rp Juta) Investment Value (Rp Million)
Bangunan Buildings	Menunjang Kinerja dan Operasional Perusahaan Supporting the Company's performance and operations	852
Peralatan dan Perabotan Equipment and Furniture	Menunjang Kinerja dan Operasional Perusahaan Supporting the Company's performance and operations	440
Teknologi Informasi Information Technology	Menunjang Kinerja dan Operasional Perusahaan	10.971

INFORMASI DAN FAKTA MATERIAL YANG TERJADI SETELAH TANGGAL LAPORAN AKUNTAN

Tidak ada informasi atau fakta material yang terjadi di antara tanggal laporan akuntan dengan laporan tahunan ini dibuat. sehingga informasi mengenai hal ini tidak dapat disampaikan.

MATERIAL INFORMATION AND FACTS SUBSEQUENT TO THE DATE OF ACCOUNTANT REPORT

There was no material information or facts occurring between the accountant's reporting date and this annual report. Therefore, information regarding this matter cannot be reported.

PERBANDINGAN TARGET DAN REALISASI. SERTA PROYEKSI SATU TAHUN KE DEPAN

Perbandingan Target dan Realisasi

Indonesia Re menghadapi tantangan yang sangat berat di tahun 2022. Pandemi COVID-19 yang masih terus berlangsung

COMPARISON OF TARGET AND REALIZATION, AS WELL AS THE ONE-YEAR FUTURE PROJECTION

Comparison of Target and Realization

Indonesia Re had a very challenging situation in 2022. The ongoing COVID-19 pandemic entered a dreadful phase in

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dan sempat memasuki fase yang buruk pada pertengahan tahun 2022 membuat beban *underwriting* Perusahaan melebihi anggaran. Hal tersebut memberikan dampak yang besar terhadap kinerja Perusahaan di tahun 2022 yang secara umum berada di bawah target yang ditetapkan pada RKAP 2022 [Penjelasan kinerja realisasi dibandingkan target]

mid-2022, causing the Company's underwriting expenses to exceed the budget. This greatly impacted the Company's performance in 2022, which was generally below the target set in the 2022 RKAP [Explanation of actual performance compared to targets].

(Rp Juta, kecuali dinyatakan lain) | (Rp Million, unless stated otherwise)

Uraian	Target RKAP 2022 2022 RKAP Target	Realisasi 2022 2022 Realization	Pencapaian RKAP RKAP Achievement		Description
	Rp	Rp	Rp	%	
Premi Bruto	6.548.201	6.535.948	(12.253)	(0,19%)	Gross Premium
Hasil Underwriting Bersih	271.688	123.928	(147.760)	(54,39%)	Net Underwriting Result
Hasil Investasi	330.162	348.590	18.428	5,58%	Investment Gains
Beban Usaha	(433.059)	(371.368)	61.691	14,25%	Operating Expenses
Laba Setelah Pajak	80.085	(219.019)	(299.104)	(373,48%)	Profit After Tax
Tingkat Solvabilitas/Risk Based Capital (RBC) (dalam %)	131.63%	131.16%	(0.47%)	(0,36%)	Solvency Ratio/Risk-Based Capital (RBC) (in %)
Jumlah Aset	11.775.190	11.382.484	(392.706)	(3,34%)	Total Assets
Jumlah Ekuitas	2.575.978	2.565.023	(10.955)	(0,43%)	Total Equity

PROSPEK USAHA

Pandemi COVID-19 saat ini tidak lagi menjadi tantangan utama dalam perekonomian global karena situasi yang mulai terkendali di sebagian besar negara di dunia. Pada tahun 2022, semakin banyak negara yang perekonomiannya telah melewati level pra pandemi, tetapi *uneven recovery* masih terjadi. Kondisi ini kemudian mendorong pemulihan permintaan, aktivitas produksi domestik, maupun perdagangan antar negara/kawasan.

Inflasi telah meningkat baik di negara maju dan negara berkembang, hal ini mencerminkan permintaan yang menguat, gangguan pasokan terus-menerus, pasar tenaga kerja yang ketat di beberapa negara, dan khususnya lonjakan harga komoditas yang telah didorong lebih jauh oleh invasi.

Berdasarkan data Kementerian Keuangan Republik Indonesia APBN menunjukkan kondisi surplus Rp131,8 triliun atau 0,63% PDB. Kinerja APBN Februari 2023 mencerminkan situasi Indonesia yang terus optimis namun waspada dalam menghadapi prospek perekonomian tahun 2023.

Kemudian Berdasarkan data Badan Pusat statistik inflasi Indonesia pada bulan Februari 2023 menunjukkan penurunan dibandingkan bulan sebelumnya dari 0,34 % (mtm) menjadi menjadi 0,16% (mtm) terutama didorong oleh penurunan inflasi kelompok inti dan *volatile food.*

BUSINESS PROSPECTS

The current COVID-19 pandemic is no longer a major threat to the global economy because the situation is under control in the majority of countries. In 2022, an increasing number of countries' economies had recovered to pre-pandemic levels, but the recovery was uneven. This condition prompted a recovery in demand, domestic production activities, and cross-border trade.

Inflation has been rising in both developed and developing economies, reflecting increased demand, persistent supply disruptions, tight labor markets in some countries, and, in particular, a surge in commodity prices fueled by the invasion.

According to data from the Republic of Indonesia's Ministry of Finance, the State Budget (APBN) has a surplus of Rp131.8 trillion, or 0.63% of GDP. The performance of the February 2023 State Budget reflected Indonesia's situation, which remains optimistic but cautious in the face of 2023 economic prospects.

Then, according to data from the Central Statistics Agency (BPS), Indonesia's inflation in February 2023 fell from 0.34% (mtm) to 0.16% (mtm), owing primarily to a decrease in core and volatile food inflation.

Berdasarkan data OJK mengenai Pertumbuhan Asuransi dan Reasuransi Januari 2023 terlihat bahwa Premi Bruto Asuransi Umum posisi Januari 2023 sebesar Rp10,6 triliun dibandingkan dengan Januari 2022 sebesar Rp9,4 triliun mengalami peningkatan sebesar 13% (yoy), untuk Pendapatan Bruto Asuransi Jiwa posisi Januari 2023 sebesar Rp13,9 triliun dibandingan dengan Januari 2022 sebesar Rp15,1 triliun mengalami penurunan sebesar 7,94% (yoy) dan untuk Premi Bruto Reasuransi posisi Januari 2023 sebesar Rp3,2 triliun dibandingkan dengan Januari 2022 sebesar Rp2,1 triliun mengalami peningkatan sebesar 52% (yoy).

Berdasarkan Aspirasi Pemegang Saham Tahun 2022 Sub Klaster Reasuransi mendapat amanah atas prioritas strategis di dalam *sub cluster* Reasuransi yaitu sebagai berikut:

1. Nilai ekonomi dan sosial untuk Indonesia dengan inisiatif-inisiatif strategis sebagai berikut:
   - Performa bisnis yang baik dengan indikator pencapaian hasil *underwriting* bersih yang baik.
   - Kekuatan perusahaan yang terlihat pada pencapaian *Risk Based Capital* memenuhi *threshold* regulator.
   - Menjaga *combined ratio* pada taraf yang sehat.
   - Mencapai rasio kecukupan investasi yang optimal.
   - Memperoleh *rating* kredit perusahaan sebagai salah satu faktor pendukung yang cukup penting bagi perusahaan untuk memperoleh kepercayaan dari mitra bisnis.
   - Memiliki *Risk Maturity Index* yang optimal sehingga perusahaan dalam menjalankan bisnis lebih berbasis pada risiko untuk mengantisipasi risiko-risiko tinggi yang mungkin akan terjadi dan berdampak bagi perusahaan.
   - Memberikan peran sosial bagi masyarakat melalui dukungan terhadap produk asuransi bencana alam, asuransi tanggung jawab pihak ketiga kendaraan bermotor, asuransi UMKM, asuransi perikan dan peternakan.
2. Inovasi model bisnis
   - Peningkatan komposisi *treaty* non-proporsional.
   - Perbaikan portofilio di *class of business* yang tidak sehat.
   - Penyelesaian masalah hukum yang dihadapi
   - Penyelesaian persiapam implementasi PSAK 74.
3. Kepemimpinan teknologi
   - Sinergi Indonesia Re Grup melalui integrasi *Management Information System* antara induk dan dan anak perusahaan.
   - Penyelesaian pengembangan *e-service* (*host to host cession* & *claim*, RIU Connect dan *client portal*).

Based on OJK data on Insurance and Reinsurance Growth in January 2023, the Gross Premium for General Insurance of January 2023 was Rp10.6 trillion, compared to Rp9.4 trillion in January 2022, an increase of 13% (yoy). Gross Income of Life Insurance as of January 2023 amounted to Rp13.9 trillion compared to Rp15.1 trillion in January 2022, a decrease of 7.94% (yoy), and Gross Premiums for Reinsurance as of January 2023 were Rp3.2 trillion compared to Rp2.1 trillion in January 2022, an increase of 52% (yoy).

Based on the Shareholders' Aspirations for 2022, the Reinsurance Sub-Cluster is entrusted with strategic priorities as follows:

1. Economic and social value for Indonesia with the following strategic initiatives:
   - Good business performance with good net underwriting result indicators.
   - The strength of the Company, as shown in the achievement of Risk-Based Capital, meets the regulatory threshold.
   - Maintaining the combined ratio at a healthy level.
   - Achieve an optimal investment adequacy ratio.
   - Obtaining the company's credit rating is one of the supporting factors, which is quite important for the company to gain the trust of business partners.
   - Have an optimal Risk Maturity Index so that the company is more risk-based in conducting business and can anticipate high risks that may occur and have an impact on the company.
   - Providing a social role for the community through support for natural disaster insurance products, motor vehicle third party liability insurance, MSME insurance, fisheries, and livestock insurance.
2. Business model innovation
   - Increase in non-proportional treaty composition.
   - Portfolio improvement in an unhealthy class of business.
   - Settlement of legal problems encountered
   - Completion of preparation for the implementation of SFAS 74.
3. Technology leadership
   - Indonesia Re Group Synergy through the integration of the Management Information System between the parent company and its subsidiaries.
   - Completion of e-service development (host-to-host session & claim, RIU Connect, and client portal).

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4. Peningkatan Investasi
   - Pencapaian *yield on investment* yang optimal.
   - Menjaga komposisi *Asset Under Management* yang sehat.
5. Pengembangan talenta
   - Melakukan pemenuhan aspek *nominated talent* dalam hal ini *talent* perempuan dan millennial.
   - Melakukan penguatan terhadap tata kelola dan manajemen risiko melalui program *talet development* & *career path* serta mencapai rasio pemenuhan kualifikasi terhadap organ pengelola risiko perusahaan.

Strategi Bisnis 2023

Pada bisnis Reasuransi Umum salah satu fokus adalah pada transformasi bisnis melalui peningkatan komposisi portfolio treaty non proporsional dengan tujuan untuk mengoptimalkan profitabilitas bisnis *Treaty*.

Kemudian melanjutkan perbaikan portofolio pada bisnis *facultative* yang telah dilakukan sejak tahun 2021 pada *class of business marine cargo, marine hull, aviation, credit (casualty)* dan *personal accident*.

Dalam mencapai tujuan tersebut langkah-langkah yang akan dilakukan adalah melaksanakan *improvement fundamental* atas *underwriting* yang lebih efektif, mencari peluang bisnis yang baru, peningkatan atas *marketing intelligence*. menjadi *top of mind technical expertise* di industry, meningkatkan proses bisnis dan akseptasi lebih aktif dan cepat dengan memanfaatkan teknologi *digital* dan *host to host program* dan yang terakhir melakukan peningkatan kompetensi *underwriter* baik di sisi teknik maupun *business acument.*

Pada bisnis Reasuransi Jiwa sama halnya dengan Reasuransi Umum strategi perbaikan portfolio akan tetap dilaksanakan di tahun 2023. Kemudian pengembangan produk akan dilakukan di tahun 2023 sebanyak 9 produk dan akan di-*collect* di tahun 2024.

Selanjutnya strategi yang dilakukan adalah pengembangan produk inisiatif di tahun 2023, realisasi dari produk yang dikembangkan di tahun 2023, penguatan kerjasama dengan retrosesi, kolaborasi terkait pengembangan data, digitalisasi dan penyempurnaan SOP serta pembuatan kerangka *Automated Business Process*, penyempuraan T&C *Treaty* untuk meningkatkan profitabiltas di masa yang akan datang serta menyesuaikan dengan kebutuhan PSAK 74, peningkatan cadangan premi dan IBNR berdasar peninjauan konsultan dan regulator, peningkatan sistem *database* reasuransi jiwa.

4. Increased investments
   - Achieve optimal yield on investment.
   - Maintaining a healthy composition of Assets Under Management.
5. Talent development
   - Fulfilling aspects of nominated talent, in this case female and millennial talent.
   - Strengthening governance and risk management through the talent development & career path program and achieving a qualification ratio for the company's risk management organs.

Business Strategies in 2023

In the General Reinsurance business, one of the focuses is on business transformation through increasing the composition of the non-proportional treaty portfolio to optimize the profitability of the Treaty business.

Then continue to improve the portfolio in the facultative business carried out since 2021 in the classes of business marine cargo, marine hull, aviation, credit (casualty), and personal accident.

In order to achieve this goal, the following steps will be taken: carrying out fundamental improvements to more effective underwriting, seeking new business opportunities, improving marketing intelligence, becoming top-of-mind technical expertise in the industry, improving business processes and acceptances more actively and quickly by utilizing digital technology and host-to-host programs, and finally increasing underwriters' competence, both technical and business.

In the Life Reinsurance business, as with General Reinsurance, the portfolio improvement strategy will continue to be implemented in 2023. Product development will then be carried out in 2023 for nine products, which will be collected in 2024.

Furthermore, the strategy undertaken is product development initiatives in 2023, the realization of products developed in 2023, strengthening cooperation with retrocession, collaboration related to data development, digitalization, and improvement of SOPs, creation of an Automated Business Process framework, T&C Treaty improvements to increase profitability in the future, adjusting to the needs of SFAS 74, an increase in premium reserves and IBNR based on reviews of consultants and regulators, and improvement of the life reinsurance database system.

Baik di Reasuransi Umum dan Reasuransi Jiwa dilakukan strategi *portfolio improvement* yang antara lain mencakup *portfolio quality, underwriting fundamental, reserving, pricing* dan *portfolio management*.

ASPEK PEMASARAN

Fokus dan Strategi Pemasaran 2022

Sepanjang tahun 2022, Perusahaan telah menjalankan sejumlah inisiatif strategis, yang di antaranya adalah:

1. Penyediaan solusi reasuransi yang komprehensif
   Sebagai perusahaan reasuransi, Indonesia Re tentu saja memberikan dukungan utama kepada *ceding companies* dalam bentuk kapasitas reasuransi, sehingga *ceding companies* dapat memperoleh dan mengembangkan bisnis yang lebih besar lagi. Meskipun demikian, Indonesia Re berkomitmen untuk dapat menyediakan solusi reasuransi yang lebih komprehensif dari sekedar kapasitas reasuransi.

   Indonesia Re telah berkomitmen untuk dapat berperan secara maksimal dalam pengembangan Industri Asuransi/ Reasuransi Indonesia, oleh karena itu, penyediaan solusi reasuransi yang diberikan oleh Indonesia Re merupakan solusi reasuransi yang dapat memenuhi kebutuhan dan ekspektasi *ceding companies,* karena solusi tersebut disajikan atas analisa profil serta kebutuhan dari masing-masing *ceding companies* itu sendiri.

2. *Center of knowledge*
   Indonesia Re sebagai reasuransi lokal terbesar di Indonesia tentu memiliki pengalaman dan juga pengetahuan terlengkap terhadap pasar lokal. Berdasarkan pengalaman dan pengetahuan tersebut, Indonesia Re mengolahnya menjadi data yang dapat dibagikan kepada industri Asuransi dalam negeri. Indonesia Re kerap kali melakukan *experience study* kepada *ceding companies* terkait topik yang sedang terjadi di industri baik itu dari sisi *portfolio* suatu bisnis, perkembangan *Underwriting,* hingga *issue claim*. Hal tersebut diharapkan dapat menambah wawasan bagi pelaku Industri Asuransi dalam negri dan dapat menjadi *early warning* terhadap suatu masalah yang kerap/akan terjadi di kemudian hari.

3. *Secondary Services*
   Selain memberikan *sharing experience study* kepada perusahaan Asuransi di Indonesia, Indonesia Re juga memiliki program yang bertujuan untuk memberikan/ menambah wawasan bagi para pelaku industry Asuransi khususnya karyawan perusahaan Asuransi. Hal ini rutin dilakukan setiap tahun dalam bentuk pelatihan. Dimana pelatihan tersebut dibagi ke dalam 4 kategori yaitu:

Both General Reinsurance and Life Reinsurance carry out a portfolio improvement strategy that includes portfolio quality, fundamental underwriting, reserving, pricing, and portfolio management.

MARKETING ASPECTS

Marketing Focus and Strategies in 2022

Throughout 2022, the Company has carried out a number of strategic initiatives, which include:

1. Requirement of comprehensive reinsurance solutions
   As a reinsurance company, Indonesia Re certainly provides the main support to ceding companies in the form of reinsurance capacity, so that ceding companies can acquire and develop even bigger businesses. Nonetheless, Indonesia Re is committed to being able to provide reinsurance solutions that are more comprehensive than just reinsurance capacity.

   Indonesia Re has committed to playing an optimal role in the development of the Indonesian Insurance/Reinsurance Industry, therefore, the requirement of reinsurance solutions provided by Indonesia Re is a reinsurance solution that can meet the needs and expectations of ceding companies because these solutions are presented based on profile analysis and the needs of each ceding company itself.

2. Center of knowledge
   As the largest local reinsurer in Indonesia, Indonesia Re certainly has the most comprehensive experience and knowledge of the local market. Indonesia Re converts this experience and knowledge into data that can be shared with the domestic insurance industry. Indonesia Re frequently conducts experience studies on ceding companies regarding current industry topics, such as business portfolios, underwriting developments, and issue claims. It is hoped that this will provide insight to domestic insurance players and serve as an early warning of a problem that frequently/will occur in the future.

3. Secondary Services
   In addition to sharing experience studies with insurance companies in Indonesia, Indonesia Re has a program that aims to provide/add insight for insurance industry players, particularly insurance company employees. This is conducted on a yearly basis in the form of training. The training is divided into four categories, which are as follows:

Tinjauan Kinerja Keuangan
Financial Performance Review

a. *Basic Life Training*
Hal ini ditujukan untuk menambah wawasan seputar dunia Asuransi baik itu dari sisi *underwriting*, aktuaria dan juga klaim. Dimana target peserta dari *Basic Life Training* ini adalah *new entry level* yang ada pada *ceding companies.*

b. *Intermediate Life Training*
Training ini juga dilakukan setiap tahunnya oleh Indonesia Re kepada karyawan seluruh *ceding companies* untuk memperdalam pengetahuan di bidang *underwriting,* aktuaria dan juga klaim. *Intermediate Life Training* ini ditujukan kepada karyawan–karyawan yang sudah cukup berpengalaman di dunia Asuransi dengan materi yang lebih komprehensif dan mengacu pada *trend* yang terjadi saat bersangkutan.

c. *Intimate Training*
Pada *Intimate Training,* Indonesia Re menyediakan layanan bagi *ceding companies* yang membutuhkan suatu pelatihan khusus kepada karyawannya. Pelatihan ini dilakukan secara bilateral dengan materi sesuai dengan permintaan dari *ceding company.*

d. *Actuarial Seminar*
Indonesia Re secara konsisten memberikan *experience study* dan juga diskusi terkait pengembangan pasar dan produk pada kegiatan IAS (Indonesia Re Actuarial Seminar).

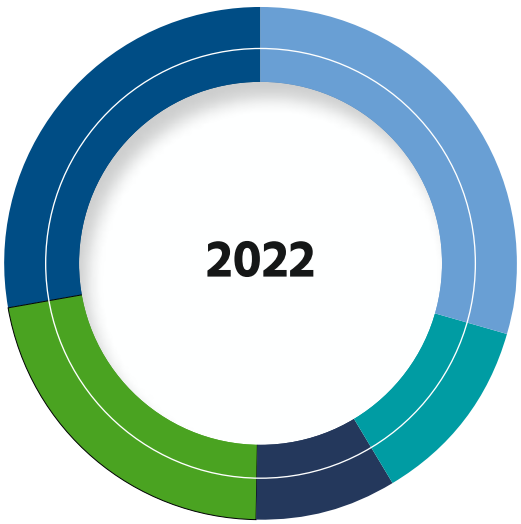
a. Basic Life Training
This is intended to provide insight into the world of insurance from underwriting, actuarial, and claims perspectives. Participants in this Basic Life Training are new entry-level employees in the ceding companies.

b. Intermediate Life Training
This training is also conducted annually by Indonesia Re for employees of all ceding companies to deepen their knowledge in the fields of underwriting, actuarial, and claims. Intermediate Life Training is aimed at employees who are quite experienced in the insurance industry and has more comprehensive material and refers to the current trend.

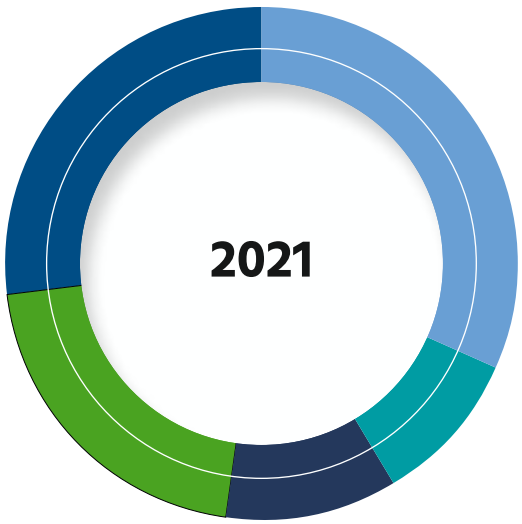
c. Intimate Training
Indonesia Re offers Intimate Training services to ceding companies that require special training for their employees. This training was conducted bilaterally with the material as requested by the ceding company.

d. Actuarial Seminar
Indonesia Re will always consistently provide experience studies as well as discussions related to market and product development at IAS (Indonesia Re Actuarial Seminar) activities.

Pangsa Pasar Reasuransi Nasional 2022-2021



National Reinsurance Market Share 2022-2021



Nasional Re
Tugu Re
Nusantara Re
Indonesia Re
Tugu Re

KEBIJAKAN DAN PEMBAGIAN DIVIDEN

Kebijakan Dividen

Indonesia Re memiliki kebijakan pembagian dividen Perusahaan yakni ditentukan pada saat Rapat Umum Pemegang Saham. Untuk tahun buku 2022. Perusahaan tidak membagikan dividen. seperti yang terjadi pada tahun sebelumnya.

DIVIDEND POLICY AND DISTRIBUTION

Dividend Policy

Indonesia Re has a dividend distribution policy that is determined at the General Meeting of Shareholders. Similarly to the previous year, the company did not distribute dividends for the fiscal year 2022.

KONTRIBUSI KEPADA NEGARA

Indonesia Re senantiasa mematuhi seluruh aturan yang terkait dengan operasional Perusahaan. termasuk peraturan perpajakan. Berikut adalah pembayaran pajak yang dilakukan Perusahaan pada tahun 2022 sebagai wujud dari ketaatan sebagai wajib pajak.

CONTRIBUTION TO THE COUNTRY

Indonesia Re abides by all regulations governing the Company's operations, including tax laws. The table below shows the tax payments made by the Company as a form of taxpayer obedience in 2022.

(Rp Juta) | (Rp Million)

Type of Tax	2022	2021	Type of Tax
Perusahaan			Corporate
Pajak Penghasilan Pasal 21	19.634	19.656	Income Tax Article 21
Pajak Penghasilan Pasal 22	18	0	Income Tax Article 22
Pajak Penghasilan Pasal 23	706	941	Income Tax Article 23
Pajak Penghasilan Pasal 25	0	0	Income Tax Article 25
Pajak Penghasilan Pasal 26	0	0	Income Tax Article 26
Pajak pertambahan nilai	3.056	4.145	Value Added Tax
Pajak lain	584	727	Other Taxes
Sub Jumlah	23.998	25.469	Sub-Total

REALISASI PENGGUNAAN DANA HASIL PENAWARAN UMUM

Perusahaan tidak melakukan penawaran umum di tahun 2022. sehingga tidak ada penggunaan dana yang dapat dilaporkan.

REALIZATION OF THE USE OF PUBLIC OFFERING PROCEEDS

The Company did not conduct a public offering in 2022, so there is no reportable use of funds.

INFORMASI MATERIAL MENGENAI INVESTASI. EKSPANSI. DIVESTASI. PENGGABUNGAN/ PELEBURAN USAHA. AKUISISI. RESTRUKTURISASI UTANG/MODAL

Investasi

Perusahaan melakukan investasi yang pada tahun 2022 nilainya mencapai Rp6,1 triliun. Rinciannya dijelaskan pada sub-bab "Jumlah Investasi".

Ekspansi

Perusahaan tidak melakukan ekspansi selama tahun 2022. Dengan demikian, informasi mengenai hal ini tidak dapat disajikan.

MATERIAL INFORMATION ON INVESTMENTS, EXPANSIONS, DIVESTMENTS, BUSINESS MERGERS/ CONSOLIDATIONS, ACQUISITIONS, DEBT/CAPITAL RESTRUCTURING

Investments

The Company's investments in 2022 amounted to Rp6.1 trillion. The details are explained in the "Amount of Investment" sub-chapter.

Expansions

The Company did not conduct any expansions in 2022. Therefore, there is no information to report on this matter.

Tinjauan Kinerja Keuangan
Financial Performance Review

Divestasi
Hingga 31 Desember 2022, Perusahaan tidak melakukan divestasi sehingga informasi tentang hal ini tidak dapat disampaikan.

Akuisisi
Sepanjang tahun 2022, Perusahaan tidak melakukan akuisisi. Dengan demikian, informasi mengenai hal ini tidak dapat disajikan.

Restrukturisasi
Hingga berakhirnya tahun buku, Perusahaan tidak melakukan restrukturisasi sehingga informasi tentang hal ini tidak dapat disampaikan.

PROGRAM KEPEMILIKAN SAHAM OLEH KARYAWAN DAN/ATAU MANAJEMEN (ESOP/MSOP)
Hingga 31 Desember 2022. Perusahaan tidak memiliki program kepemilikan saham oleh karyawan dan/atau manajemen.

INFORMASI TRANSAKSI MATERIAL YANG MENGANDUNG BENTURAN KEPENTINGAN DAN/ATAU TRANSAKSI DENGAN PIHAK AFILIASI
Indonesia Re tidak memiliki transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi.

Rujukan di Laporan Keuangan
Pengungkapan terkait dengan transaksi afiliasi ini juga diuraikan pada Laporan Keuangan yang telah diaudit seperti terdapat dalam Laporan Tahunan ini pada halaman 93 - 100.

Divestments
Up to December 31, 2022, the Company did not make any divestments, and therefore, there is no information to report on this matter.

Acquisitions
Throughout 2022, the Company did not conduct any acquisitions. Therefore, there is no information to report on this matter.

Restructuring
Until the end of the fiscal year, the Company did not carry out any restructuring, so there is no information to report on this matter.

EMPLOYEES AND/OR MANAGEMENT SHARE OWNERSHIP PROGRAM (ESOP/MSOP)
Up until December 31, 2022, the Company has no share ownership program for employees and/or management.

INFORMATION ON MATERIAL TRANSACTIONS WITH CONFLICTS OF INTEREST AND/OR TRANSACTIONS WITH AFFILIATED PARTIES
Indonesia Re did not have material transactions that contained conflicts of interest and/or transactions with affiliated parties.

References in Financial Statements
Disclosures related to affiliated transactions are also described in the audited Financial Statements as contained in this Annual Report on pages 93 - 100.

PERUBAHAN KETENTUAN PERATURAN PERUNDANG-UNDANGAN

CHANGES IN REQUIREMENTS OF LAWS AND REGULATIONS

No.	Peraturan Regulations	Penjelasan Explanation	Pengaruh Terhadap Perusahaan Impact on the Company
1.	UU No 27 Tahun 2022-Pelindungan Data Pribadi Law No. 27 of 2022 on Personal Data Protection	UU untuk standar Pelindungan Data Pribadi secara umum, baik proses secara non elektronik maupun elektronik, sesuai dengan karakteristik sektor pelaku jasa. Law for Personal Data Protection standards in general, both non-electronic and electronic processes, in accordance with the characteristics of the service player sector.	Perusahaan sebagai pengendali data pribadi melakukan penyesuaian pedoman khususnya terkait Pelindungan Data Pribadi. The company, as the controller of personal data, makes adjustments to the guidelines, especially those related to Personal Data Protection.
2	Permen BUMN No 5 Tahun 2022-Penerapan Manajemen Risiko pada BUMN Ministry of SOE Regulation No. 5 of 2022 on Implementation of Risk Management in SOEs	Kementerian BUMN menetapkan peraturan mengenai penerapan manajemen risiko pada Badan Usaha Milik Negara Nomor PER-5/MBU/09/2022 yang bertujuan untuk melindungi dan menciptakan nilai bagi BUMN. The Ministry of SOE stipulates regulations regarding the application of risk management in State-Owned Enterprises No. PER-5/MBU/09/2022, which aim to protect and create value for SOE.	Perusahaan melakukan penyesuaian pelaporan penerapan manajemen risiko kepada Kementerian BUMN sesuai dengan peraturan terbaru. The company made adjustments to the reporting of risk management implementation to the Ministry of SOEs in accordance with the latest regulations.
3	POJK Nomor 6 /POJK.07/2022-Perlindungan Konsumen dan Masyarakat di Sektor Jasa Keuangan POJK No. 6/POJK.07/2022 on Consumer and Community Protection in the Financial Services Sector	Penerapan perlindungan konsumen dan masyarakat di sektor jasa keuangan dengan menerapkan beberapa prinsip seperti edukasi yang memadai, keterbukaan dan transparansi informasi, perlakuan yang adil dan perilaku bisnis yang bertanggung jawab, perlindungan asset, privasi dan data konsumen, dan Penanganan pengaduan dan penyelesaian sengketa yang efektif dan efisien. Implementation of consumer and public protection in the financial services sector by applying several principles such as adequate education, information disclosure and transparency, fair treatment, and responsible business behavior, protection of consumer assets, privacy, and data, and effective and efficient complaint handling and dispute resolution.	Perusahaan melakukan pelaporan perlindungan konsumen kepada OJK per September 2022. The company reports consumer protection to OJK as of September 2022.

PERUBAHAN KEBIJAKAN AKUNTANSI

Sepanjang tahun 2022, tidak ada perubahan dalam kebijakan akuntansi. Dengan demikian, rincian informasi tidak dapat disampaikan.

CHANGES IN ACCOUNTING POLICIES

Throughout 2022, there were no changes in accounting policies. Therefore, detailed information cannot be conveyed.

HASIL YANG BAIK DITUNJANG DENGAN DUKUNGAN YANG BENAR

The Proper Support to Get the Best Results

Tinjauan Penunjang Bisnis

Business Support Review

Sumber Daya Manusia
Human Capital

Guna mendukung peningkatan manajemen kinerja, Tim Human Capital pada tahun 2022 memperbaiki beberapa prosedur dalam pelaksanaan penilaian kinerja.

For improving performance management, the Human Capital Team also enhanced specific performance assessment procedures in 2022.

PT Reasuransi Indonesia Utama ("Indonesia Re", "Perusahaan") memandang keberadaan sumber daya manusia (SDM) yang andal merupakan elemen kunci dalam upaya mewujudkan visi dan misi Perusahaan. Di tengah proses pemulihan pasca pandemi COVID-19 peran SDM menjadi semakin penting dalam mendukung strategi perusahaan untuk dapat kembali ke performa terbaik Perusahaan. Dalam kondisi tersebut, kemampuan adaptasi SDM harus terus ditingkatkan untuk mendukung posisi Indonesia Re di industri Asuransi.

Komitmen ini sejalan dengan konsep "Human Capital" yang diterapkan di Indonesia Re. Perusahaan meyakini bahwa SDM merupakan modal utama dan terpenting yang harus dikembangkan dan dikelola secara intensif dan berkelanjutan.

Karena itu, Indonesia Re tetap konsisten melakukan pengelolaan dan pengembangan SDM di tengah kondisi ketidakpastian. Perusahaan meyakini, dengan melakukan pengelolaan dan pengembangan SDM yang baik, perusahaan dapat menghadapi berbagai tantangan dalam pelaksanaan kegiatan usahanya.

PT Reasuransi Indonesia Utama ("Indonesia Re," "Perusahaan") views that having reliable human resources (HR)/human capital (HC) is an essential element in the Company's journey to fulfill its vision and mission. In the aftermath of the COVID-19 pandemic, HR/HC plays an increasingly important role in assisting the Company's strategy to regain its best performance. Under these conditions, it is critical to continuously improve HR/HC adaptability in order to best support Indonesia Re in maintaining its position in the Insurance industry.

This commitment aligns with the "Human Capital" concept applied by Indonesia Re, in which the Company believes that HR/HC is the primary and most important capital that the Company must develop and manage with intensive and sustainable efforts.

To that end, Indonesia Re remains consistent in managing and developing HR/HC despite current conditions of uncertainty. With a constant focus on effective HR/HC management and development, the Company is confident in navigating/overcoming challenges in business operations.

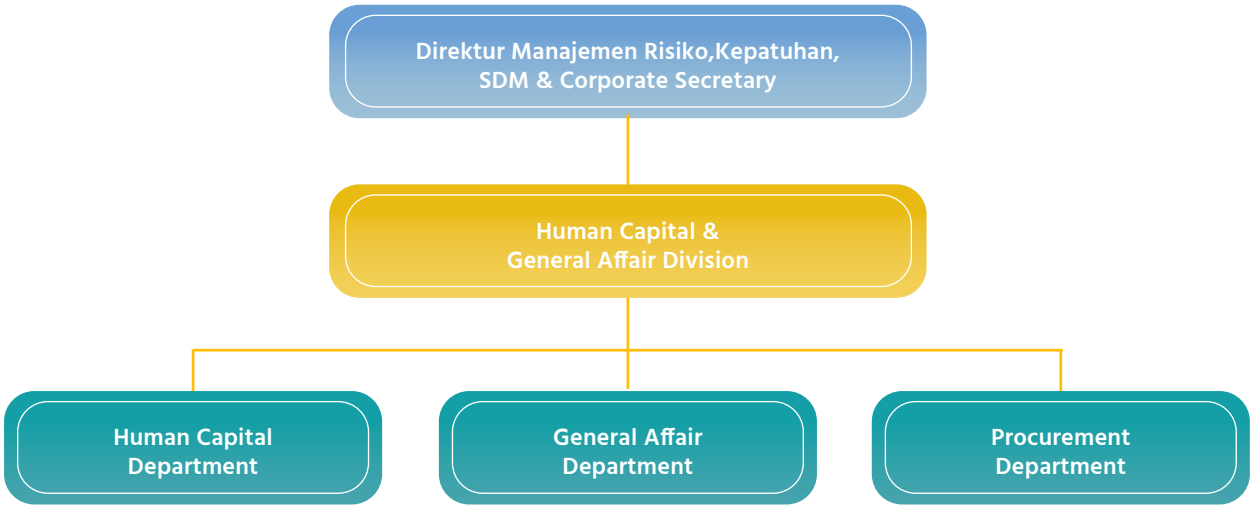
HUMAN CAPITAL & GENERAL AFFAIR DIVISION

Dalam organisasi Indonesia Re, pengelolaan dan pengembangan SDM dikelola oleh Human Capital & General Affair Division. Divisi ini bertanggung jawab langsung kepada Direktur Manajemen Risiko, Kepatuhan, SDM & Corporate Secretary. Seluruh proses pengelolaan dan pengembangan SDM, mulai dari perencanaan hingga mempersiapkan karyawan memasuki masa purnabakti menjadi tanggung jawab Divisi HC & GA.

HUMAN CAPITAL & GENERAL AFFAIRS DIVISION

The Human Capital & General Affairs Division oversees HR/HC management and development based on Indonesia Re's organization. The Division is responsible for Risk Management, Compliance, HC & Corporate Secretary Director. The HC & GA Division oversees the complete HR/HC management and development process, from planning to preparing personnel for retirement.

Organisasi Human Capital & General Affair Division
Human Capital & General Affairs Division Structure



Human Capital & General Affair Division terdiri dari 3 (tiga) departemen, yaitu Human Capital, General Affair dan Procurement. Departemen Human Capital membawahi 3 (unit), yaitu Personel Administration unit, Planning & Development Unit, dan Performance and Industrial Relation Unit. Ketiga unit tersebut memiliki fungsi dan tanggung jawab yang berbeda namun memiliki kaitan yang erat antara satu dengan lainnya.

The Human Capital & General Affairs Division comprises three (3) departments: Human Capital, General Affairs and Procurement. The Human Capital Department oversees three (3) units: the Personnel Administration Unit, the Planning & Development Unit, and the Performance and Industrial Relations Unit. These three units assume different functions and responsibilities but maintain close relationships/coordination.

Tugas dan Tanggung Jawab

Sesuai dengan lampiran SK No. 00171/60.HK.01.01/00/Indonesia Re/10/2019 tanggal 14 Oktober 2019 tentang Penilaian Prestasi Kinerja Karyawan PT Reasuransi Indonesia Utama (Persero) disebutkan bahwa tugas dan tanggung jawab Human Capital & General Affair Division adalah:

1. Memastikan ketersediaan talenta pada setiap posisi jabatan;
2. Memastikan syarat tenaga ahli sesuai dengan ketentuan OJK;

Duties and Responsibilities

The attachment of Decision Letter No. 00171/60.HK.01.01/00/Indonesia Re/10/2019 dated October 14, 2019, concerning Performance Assessment for Employees of PT Reasuransi Indonesia Utama (Persero), sets out the duties and responsibilities of the Human Capital & General Affairs Division as follows

1. Ensuring the availability of talent in each position;
2. Ensuring the requirements for experts are following OJK regulations;

Sumber Daya Manusia
Human Capital

3. Memastikan proses pengembangan karyawan sesuai dengan rencana perusahaan;
4. Memastikan aset manajemen berjalan dengan baik untuk melindungi harta perusahaan;
5. Mengupayakan pengendalian dan memastikan realisasi biaya tidak melampaui anggaran yang telah direncanakan dalam RKAP tahun berjalan; dan
6. Memastikan seluruh proses pengadaan barang dan jasa sesuai dengan peraturan dan perundang-undangan berlaku.

PENGEMBANGAN TAHUN 2022

Pemutakhiran Kebijakan Pengelolaan SDM

Untuk menciptakan SDM yang andal, Human Capital Department melakukan pembaruan sistem pengembangan SDM secara berkesinambungan. Pada tahun 2022, Human Capital Department melakukan peninjauan ulang (*review)* terhadap Surat Keputusan Direksi Nomor 00550/60.HK.01.01/00/Indonesia Re/12/2018 tanggal 28 Desember 2018 tentang Kebijakan Promosi dan Jabatan PT Reasuransi Indonesia Utama (Persero).

Norma tersebut mengalami beberapa penyesuaian. Antara lain:

1. Penambahan Undang-Undang No 11 tahun 2020 tentang Cipta Kerja.
2. Persetujuan kenaikan pangkat otomatis.
3. Mengenai peraturan masa Prajabatan atau Pj.
4. Pembentukan Komite Evaluasi Jabatan yang diperbarui untuk promosi seluruh jabatan struktural maupun fungsional.

Pengembangan kebijakan pengelolaan SDM ini tercantum dalam Surat Keputusan Direksi Nomor 00009/60.HK.01.01/00/Indonesia Re/11/2022 Tanggal 01 November 2022.

Selanjutnya, mengenai peningkatan manajemen kinerja, Tim Human Capital pada tahun 2022 memperbaiki beberapa prosedur dalam pelaksanaan penilaian kinerja. Perusahaan menambahkan fungsi *self-assessment* masing-masing karyawan serta adanya sesi pemberian umpan balik atas kinerja yang ditunjukkan sebelumnya.

Tantangan di Tahun Peralihan

Kondisi tahun 2022 masih belum stabil, karena merupakan tahun peralihan setelah pandemi COVID-19 di tahun 2020 dan 2021. Situasi ini menjadi tantangan Human Capital Department Indonesia Re dalam menjalankan program-program pengelolaan dan pengembangan SDM.

3. Ensuring the employee development process is in line with the Company's plan;
4. Ensuring asset management runs well to protect the Company's assets;
5. Striving to control and ensure the realization of costs does not exceed the budget planning in the Company Work Plan and Budget for the current year; and
6. Ensuring that the entire procurement process of goods and services follows the applicable laws and regulations.

DEVELOPMENT IN 2022

Updating HR/HC Management Policy

To build reliable HR/HC, the Human Capital Department continuously updates the HR/HC development system. In 2022, the Human Capital Department reviewed the Board of Directors' Decision Letter No. 00550/60.HK.01.01/00/Indonesia Re/12/2018 dated December 28, 2018, concerning the Promotion and Position Policy of PT Reasuransi Indonesia Utama (Persero).

The norm underwent several adjustments. These include:

1. Addition of Law No. 11 of 2020 on Job Creation.
2. Approval of automatic promotion.
3. Regarding the regulation of the pre-service period or Pj.
4. Establish an updated Position Evaluation Committee to promote all structural and functional positions.

The development of the HR/HC management policy above is set out in the Board of Directors' Decision Letter No. 00009/60.HK.01.01/00/Indonesia Re/11/2022 dated November 1, 2022.

For improving performance management, the Human Capital Team also enhanced specific performance assessment procedures in 2022. These procedures included the addition of a self-assessment function for each employee and a feedback session on the performance indicated earlier.

Challenges in Transition Year

With 2022 being a transitional year following the outbreak of the COVID-19 pandemic in 2020 and 2021, conditions remained unstable. Such a situation presents a challenge to Indonesia Re's Human Capital Department in carrying out HR/HC management and development programs.

Proses peralihan dari pandemi ke non pandemi atau keadaan normal membuat beberapa program Human Capital harus menyesuaikan kembali dengan kondisi peralihan ini. Walaupun demikian, kondisi tersebut tidak menjadi hambatan. Perusahaan harus beradaptasi dan menyusun strategi ke depan guna menjawab tantangan pasca pandemi COVID-19. Untuk dapat menjawab tantangan hambatan di tahun 2022, Human Capital Indonesia Re bergegas menentukan strategi yang tepat agar dapat mengatasi tantangan tersebut, di antaranya:

1. Melakukan *review* sistem kerja *Work From Home* (WFH) dan *Work From Office* (WFO) sesuai kebijakan pemerintah.
2. Melakukan penyesuaian jam kerja, yakni menjadi pukul 08.00 – 17.00 & 09.00-18.00 untuk skema WFO dan 08.00-17.00 untuk skema WFH.
3. Bekerja sama dengan TJSL Department melakukan *swab antigen test* secara rutin yang dilakukan 1 (satu) bulan sekali.
4. Bekerja sama dengan Satgas COVID-19 Indonesia Re dalam menyusun anggaran bantuan bagi karyawan yang terdampak virus COVID-19.
5. Menerapkan kebijakan pelatihan dengan mengutamakan pelatihan daring dibandingkan pelatihan tatap muka.
6. Bekerja sama dengan bagian General Affair untuk memfasilitasi karyawan dengan pengadaan laptop dan akun *zoom* sebagai sarana penunjang WFH.

Program Kerja

Bersamaan dengan penerapan strategi dalam menghadapi tahun peralihan, pada tahun 2022, Indonesia Re juga telah menyusun sejumlah program terkait dengan SDM, yang antara lain:

1. Pemenuhan *Talent*
2. Pemetaan *Talent*
3. Engagement Karyawan
4. Pengembangan Karyawan (IDP)
5. Pembuatan kajian *Talent Development & Career Path*

PERENCANAAN KARYAWAN DAN REKRUTMEN

Perusahaan memandang bahwa kehadiran SDM yang andal sangat dibutuhkan, terutama di tengah situasi bisnis dan organisasi yang bergerak dinamis. Untuk mewujudkan hal itu, diperlukan strategi pemenuhan SDM yang cepat dan akurat.

Divisi SDM melakukan proses rekrutmen dan seleksi karyawan dengan mengacu pada rencana kebutuhan karyawan (*manpower plan*), yang diselaraskan dengan rencana dan strategi Perusahaan. Hasil dari *manpower plan* ini, kemudian ditindaklanjuti dengan menjalankan program rekrutmen.

The transition from pandemic to non-pandemic or more normalized conditions required readjustments of Human Capital programs to be relevant to the current needs. However, these conditions do not hinder programs/strategy implementation. The Company must adapt and prepare strategies in the future to address challenges post-COVID-19 pandemic. To effectively manage the challenges faced in 2022, Indonesia Re's Human Capital moved urgently to determine appropriate strategies to address these challenges. Among these programs are:

1. Conducted a review of the Work From Home (WFH) and Work From Office (WFO) schemes following the policies of the government.
2. Adjusting working hours to 08.00 – 17.00 & 09.00-18.00 for WFO scheme and 08.00-17.00 for WFH scheme.
3. Collaborating with the TJSL Department to conduct routine swab antigen tests once a month.
4. Collaborating with Indonesia Re's COVID-19 Task Force to prepare an assistance budget for employees affected by the COVID-19 virus.
5. Implementing a training policy by prioritizing online training over in-person training.
6. Collaborating with the General Affairs Department to facilitate/assist employees by procuring laptops and Zoom accounts for WFH support.

Work Program

In addition to implementing the strategy for facing the transition year during 2022, Indonesia Re simultaneously prepared several HR/HC-related programs, including:

1. Talent Fulfillment
2. Talent Mapping
3. Employee Engagement
4. Employee Development (IDP)
5. Preparing the Talent Development & Career Path review

EMPLOYEE PLANNING AND RECRUITMENT

The Company believes having reliable HR/HC is necessary, particularly with dynamic business and organizational conditions. To that end, a fast and accurate HR/HC fulfillment strategy is required.

The HC Division conducts employee recruitment and selection process by referring to the human resources plan, which is aligned with Company's goals and strategies. This process is then followed up by implementing the recruitment program.

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Perusahaan telah memiliki standar operasional prosedur (SOP) dalam melaksanakan program rekrutmen. SOP tersebut terbagi dalam 2 (dua) jenis, yakni SOP rekrutmen karyawan tetap No. 00013/OT.02/60/IndonesiaRe/04/2018 dan SOP rekrutmen karyawan kontrak No. 00014/OT.02/60/IndonesiaRe/04/2018 yang telah berlaku sejak tahun 2018 yang diuraikan dalam gambar di bawah ini:

Rekrutmen Karyawan Kontrak

The Company has a standard operating procedure (SOP) in implementing the recruitment program. The SOP is divided into two (2) types, namely SOP for permanent employees recruitmnet No. 00013/OT.02/60/IndonesiaRe/04/2018 and SOP for contract employees recruitment No. 00014/OT.02/60/IndonesiaRe/04/2018, which has been in effect since 2018 as described below:

Permanent Employees Recruitment

Kesetaraan dalam Rekrutmen

Perusahaan melakukan rekrutmen secara terbuka dengan mengedepankan prinsip kesetaraan dan pemberian kesempatan. Setiap orang yang memiliki kualifikasi sesuai kebutuhan Perusahaan dapat mengikuti proses rekrutmen. Perusahaan tidak membedakan calon pegawai berdasarkan suku, agama, ras, golongan dan jenis kelamin.

Equality in Recruitment

The Company conducts recruitment openly, prioritizing observing the equality principle and providing opportunities. Everyone possessing qualifications that suit the Company's requirements can participate in the recruitment process. The Company does not discriminate against prospective employees based on ethnicity, religion, race, class, or gender.

Dalam melakukan rekrutmen karyawan, Indonesia Re menggunakan portal www.jobstreet.co.id sebagai portal resmi yang ditunjuk untuk mengunggah lowongan pekerjaan guna memenuhi kebutuhan karyawan Perusahaan.

In conducting employee recruitment, Indonesia Re uses www.jobstreet.co.id as the official portal appointed to upload job vacancies to fulfill the Company's staffing needs.

Realisasi Rekrutmen Tahun Buku

Pada tahun 2022 Indonesia Re merekrut karyawan sebanyak 30 orang dengan komposisi 4 kepala divisi, 1 kepala department, dan 25 staff untuk pemenuhan *replacement* maupun kebutuhan baru, dengan keterangan penyebaran sebagai berikut:

Recruitment during the Financial Year

In 2022, Indonesia Re recruited 30 employees consisting of 4 division heads, 1 department head, and 25 staff for replacement and new personnel requirements, with the following distribution information:

Divisi Division	**Rekrutmen 2022** 2022 Recruitment
Accounting Division	2 karyawan | employees
Business Management Division	1 karyawan | employee
Client Management & Treaty Division	1 karyawan | employee
Corporate Secretary Division	2 karyawan | employees
Finance Division	1 karyawan | employee
General Reinsurance Underwriter Division	2 karyawan | employees
HC&GA Division	1 karyawan | employee
Indonesia Re Institute	2 karyawan | employees
Internal Audit	1 karyawan | employees
IT Division	3 karyawan | employees
Legal, Compliance & Risk Management Division	3 karyawan | employees
Management Trainee	11 karyawan | employees
Total	**30 Karyawan** | employees

Manajemen Karir

Dalam meningkatkan dan mengembangkan karir karyawan, Indonesia Re berupaya melakukan evaluasi secara berkelanjutan agar dapat mendukung pencapaian target bisnis Perusahaan. Evaluasi tersebut untuk meningkatkan produktivitas dan efektivitas organisasi melalui penyusunan Standar Kompetensi Jabatan, Direktori Kompetensi Indonesia Re, pembaruan deskripsi pekerjaan secara berkala, syarat pekerjaan, dan evaluasi terhadap kebijakan promosi karyawan serta kebijakan terkait struktur organisasi yang diatur dalam Surat Keputusan Direksi.

Career Management

In promoting and developing employees' careers, Indonesia Re conducts a regular evaluation to support the achievement of the Company's business targets. The review seeks to increase the organization's productivity and effectiveness through the preparation of Job Competence Standards, Indonesia Re's Competency Directory, regular updates of job descriptions, and job requirements, and evaluation of employee promotion policies and policies related to organizational structure as set out in the Board of Directors' Decision Letter .

Untuk mendukung program pengembangan karyawan, di tahun 2022 Human Capital Department Indonesia Re melakukan evaluasi Kajian *Talent Development & Career Path*. Kebijakan ini dilakukan mengingat Indonesia Re berada pada

Indonesia Re's Human Capital Department conducted a Talent Development & Career Path review to support employee development programs in 2022. This policy was implemented in light of the fact that Indonesia Re has entered

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fase transisi menuju tingkatan organisasi yang mengandalkan pertumbuhan berkesinambungan dengan memanfaatkan sumber daya manusia yang kompeten dan adaptif, baik dalam proses kerja maupun kerangka pikir organisasi. Dengan diagnostik yang dilakukan, akan diperoleh tinjauan, analisa serta rekomendasi apabila terdapat hal-hal yang perlu ditingkatkan dan disempurnakan dalam praktik manajemen SDM di Perusahaan.

Dengan demikian, ke depan dapat dilakukan peningkatan dan penguatan atas fungsi dan peran manajemen SDM untuk mewujudkan SDM berkualitas, memiliki daya saing tinggi. Tujuan akhirnya adalah memajukan Perusahaan.

Selain itu, pada tahun 2022 Human Capital Indonesia Re juga melakukan evaluasi *Talent Management*. Hal ini dilakukan untuk memetakan potensi dari masing-masing sumber daya manusia yang ada di Perusahaan. Melalui pemetaan ini, diharapkan setiap karyawan mendapatkan program pengembangan yang sesuai dengan kebutuhan masing-masing.

PENILAIAN KINERJA KARYAWAN

Sebagai upaya memenuhi target Perusahaan yang ditetapkan oleh Pemegang saham, dalam hal ini Pemerintah Republik Indonesia melalui Kementerian BUMN sebagai kuasa pemegang saham, selanjutnya melalui Komisaris telah menyampaikan keberadaan *Key Performance Indicator* (KPI) untuk Indonesia Re. Selanjutnya, Perusahaan menurunkan hingga ke unit terkecil, yaitu tingkat staf. Untuk tujuan tersebut, Indonesia Re membentuk Tim *Review Key Performance Indicators* (KPI) yang tercantum dalam SK No. 00895/60.HK.01.01/00/Indonesia Re/12/2017 tertanggal 18 Desember 2017.

Hasil dari capaian KPI tersebut dijadikan indikator penilaian karyawan dengan prosedur penilaian *Performance Appraisal* yang tercantum dalam SK No.00171/60.HK.01.01/00/Indonesia Re/10/2019 tanggal 14 Oktober 2019. SK Direksi menetapkan penilaian prestasi kerja yang mencakup penilaian *Key Performance Indicator* (KPI) dan penilaian non-KPI pada karyawan.

Untuk penilaian tahun 2022 akan dilaksanakan dalam 4 (empat) tahap yaitu:

1. *Performance Planning*
   KPI perusahaan didistribusikan kepada seluruh divisi. Seluruh divisi menyusun KPI Individu yang diselaraskan dengan KPI Perusahaan, yang selanjutnya akan diisikan oleh karyawan dengan persetujuan atasannya

a transitional phase toward an organizational level that is based on sustainable growth through the use of competent and adaptive human resources/capital in both work processes and the corporate frame of mind. The diagnostics will provide reviews, analysis, and recommendations if there are issues requiring further escalation or improvement in connection with the Company's HR/HC management practices.

Therefore, in the future, the Company can increase and strengthen the functions and roles of HR/HC management to build high-quality and highly competitive HR/HC. The ultimate goal is to advance the Company's business .

Further, Indonesia Re's Human Capital also conducted a Talent Management evaluation in 2022. This exercise produced a mapping of the potential of the Company's existing human resource/capital, which the Company expects to utilize to provide each employee with development programs that are customized to their respective needs .

EMPLOYEE PERFORMANCE ASSESSMENT

To meet Company's targets set by the Shareholders, in this matter, the Government of the Republic of Indonesia through the Ministry of SOEs, the Commissioners, as the Shareholders' proxy, has communicated the Key Performance Indicator (KPI) for Indonesia Re, which the Company then breaks down to minor units, namely the staff level. For this purpose, the Company established Key Performance Indicators (KPI) Review Team as provided in Decision Letter No. 00895/60. HK.01.01/00/Indonesia Re/12/2017 dated December 18, 2017 .

KPI results are then used as indicators for employees' assessment with Performance Appraisal procedures as set out in Decision Letter No.00171/60.HK.01.01/00/Indonesia Re/10/2019 dated October 14, 2019. The Board of Directors' Decision Letter stated that the assessment of work performance includes Key Performance Indicators (KPI) assessment and non-KPI assessment for employees.

Assessment for 2022 follows procedures divided into 4 (four) stages as follows:

1. Performance Planning
   Company KPI is distributed to all divisions. Each division prepares an Individual KPI aligned to the Company KPI and then completes it by each employee with the approval of their respective supervisors

2. *Performance Monitoring*
   Kepala Divisi melakukan *monitoring* dan *coaching* terhadap KPI Individu yang telah diisi oleh karyawan

3. *Performance Evaluation*
   Tahap ini dilakukan setelah Audit KAP selesai. *Review* hasil pengisian *self assessment* dan menyampaikan ke Direksi untuk dilakukan kalibrasi, selanjutnya hasil final akan dijadikan acuan dalam perhitungan remunerasi

4. *Performance Feedback*
   Dilakukan setelah ketiga tahapan di atas selesai. Hal ini dimaksudkan agar ada *coaching counseling* oleh Kepala Divisi kepada tim, sehingga dapat meningkatkan kinerja timnya dimasa yang akan datang dan kemudian dilaporkan ke HC.

REMUNERASI DAN KESEJAHTERAAN KARYAWAN

Indonesia Re berkomitmen untuk memperhatikan kesejahteraan karyawan. Karena itu, Perusahaan memastikan telah memenuhi ketentuan normatif dari peraturan perundang-undangan yang terkait dengan ketenagakerjaan dan remunerasi. Perusahaan juga menerapkan sistem remunerasi yang kompetitif, terstruktur dan adil yang didasarkan pada beberapa faktor yaitu bobot jabatan, skala upah, kinerja karyawan dan lain-lain. Perusahaan juga memastikan standar gaji yang telah ditetapkan sesuai dengan Upah Minimum Provinsi dan Kabupaten/Kota yang berlaku.

Perjanjian Kerja Bersama (PKB) Indonesia Re mengatur mengenai kebijakan remunerasi yaitu dengan memberikan gaji berdasarkan kebijakan perusahaan. Kenaikan gaji bergantung dari penilaian terhadap tingkat prestasi kerja dan potensi yang dimiliki karyawan serta menimbang kemampuan keuangan Perusahaan. Sesuai yang telah menjadi kesepakatan antara Perusahaan dengan karyawan yang tercantum dalam PKB, komponen remunerasi adalah:

1. Upah
2. Tunjangan hari raya
3. Tunjangan gelar profesi

Tidak hanya itu, karyawan juga mendapatkan sejumlah fasilitas, seperti bantuan uang pendidikan, jaminan kesehatan dalam bentuk asuransi serta jaminan hari tua.

Untuk meningkatkan semangat kerja dan produktivitas karyawan, Perusahaan dapat memberikan insentif sebanyak 3 (tiga) kali gaji kepada karyawan dengan memperhatikan laba, kondisi keuangan dan ketersediaan anggaran. Tidak terbatas pada itu, Perusahaan memberikan fasilitas rekreasi,

2. Performance Monitoring
   The Division Heads are responsible for monitoring and coaching for Individual KPI that employees have completed
3. Performance Evaluation
   This stage is initiated following the completion of the Company audit by the external auditor to review the results of self-assessment and submit to the Board of Directors for calibration, with the final results then used as the basis for determining the remuneration amount
4. Performance Feedback
   Initiated after the three previous stages have been completed, this activity provides an opportunity for coaching counseling by the Division Heads to their respective teams intended to improve the team's future performance and is reported to HC.

EMPLOYEE REMUNERATION AND WELFARE

Indonesia Re is committed to setting employee welfare as an essential priority. Consequently, the Company ensures that it has complied with the normative provisions of the laws and regulations related to employment and remuneration. The Company also implements a competitive, structured, and fair remuneration system based on several factors: the complexity of the position, wage scale, employee performance, etc. The Company ensures that the salary standards specified are under the applicable Provincial and Regency/Municipal Minimum Wages.

Indonesia Re's Collective Labour Agreement (CLA) regulates the remuneration policy by providing salaries based on Company's policies. Salary increases depend on assessing employees' work performance and potential and the Company's financial capabilities. Under the agreement between the Company and employees outlined in the CLA, the components of remuneration are as follows

1. Wages
2. Holiday allowance
3. Degree allowance

In addition, employees also receive other benefits, such as educational assistance and health benefits in the form of insurance and pension plan.

To increase employees' enthusiasm for work and productivity, the Company provides incentives of up to three times the salary to employees by considering profits, financial condition, and budget availability. Further, the Company offers recreational, sports, and other facilities according to

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olahraga dan lainnya sesuai dengan pertimbangan keadaan dan kemampuan Perusahaan. Selain itu, untuk mendorong kesejahteraan para karyawan dapat dibentuk suatu koperasi karyawan.

Hubungan Industrial

Indonesia Re memberikan kebebasan bagi karyawan dalam memenuhi haknya untuk bergabung dalam serikat pekerja. Hal ini merefleksikan kepatuhan Perusahaan pada Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan dan Undang-Undang No. 21 Tahun 2000 tentang Serikat Pekerja, yang menjamin kebebasan semua pegawai untuk masuk dalam organisasi pegawai yang dikelola profesional sebagai sarana penghubung antara pegawai dan perusahaan. Serikat Pekerja Indonesia Re dibentuk pada tahun 2017 melalui Surat No. 704/SP/JP/III/2017 tanggal 13 Maret 2017.

Program Pensiun

Perusahaan memberikan beberapa program pensiun bagi karyawan yang sudah mendedikasikan waktu, tenaga dan kemampuannya hingga memasuki masa pensiun. Program pensiun tersebut tercantum pada Perjanjian Kerja Bersama PT Reasuransi Indonesia Utama (Persero) pada Bab V tentang Penggajian, Bantuan Uang Pendidikan, Jaminan Sosial dan Tunjangan/Insentif Lainnya bagian kedua Jaminan Kesehatan, Jaminan Hari Tua, BPJS dan Jaminan Lainnya. Di antara program tersebut adalah:

Pasal 33:

1. Jaminan Hari Tua
2. Program Pensiun Di mana diinformasikan jika Perusahaan menyelenggarakan Program Pensiun yang dikelola oleh Dana Pensiun Lembaga Keuangan (DPLK).
3. Badan Penyelenggara Jaminan Sosial (BPJS)
   Perusahaan mengikutsertakan karyawan dalam program BPJS Ketenagakerjaan berupa Jaminan Pensiun (JP) dan Jaminan Hari Tua (JHT).
4. Jaminan Hari Tua Lainnya
   Jaminan Hari Tua Lainnya diberikan kepada karyawan tetap dengan melalui program asuransi, di mana jenis asuransi dan besarnya premi diatur tersendiri dengan SK Direksi.
5. Pada saat pensiun karyawan akan menerima pesangon sesuai dengan ketentuan yang diatur dalam PKB dan UU No. 13 Tahun 2003 ditambah jaminan-jaminan yang disebut pada angka 1, 2 dan 3.

Company's circumstances and capabilities. Furthermore, the Company established worker cooperatives to improve the employees' welfare.

Industrial Relations

Indonesia Re honors the right of all employees to join trade unions. It reflects the Company's compliance with Law No. 13 of 2003 on Manpower and Law No. 21 of 2000 on Labor Unions, which guarantee the freedom of all employees to join professionally-managed employee organizations as a liaison channel between employees and the Company. Indonesia Re's Labor Union was established in 2017 by Letter No. 704/SP/JP/III/2017 dated March 13, 2017.

Pension Program

The Company has prepared several pension plans/programs for employees who have dedicated their time, energy, and abilities until retirement. The pension program is set out in the Collective Labor Agreement of PT Reasuransi Indonesia Utama (Persero) in Chapter V under Salaries, Tuition Assistance, Social Security, and Other Benefits/Incentives section, part two regarding Health Insurance, Old Age Security, BPJS, and Other Benefits. The programs include :

Article 33:

1. Old-Age Security
2. Pension Plan
   The Company organized the Pension Plan, which is managed by Pension Fund Financial Institution (DPLK).
3. Social Security (BPJS)
   The Company registers the employees in BPJS Employment program in the form of Pension Plan (JP) and Old- Age Security (JHT).
4. Other Old-Age Securities
   Other Old-Age Securities are provided to permanent employees through an insurance program, in which the type of insurance and the amount of premium are regulated separately by the Board of Directors' Decision Letter.
5. At the time of retirement, employees will receive severance pay under the provisions outlined in the CLA and Law No. 13 of 2003, plus the benefits as referred to in numbers 1, 2, and 3 above.

PROGRAM PENDIDIKAN DAN PELATIHAN

Dalam rangka menerapkan *Good Corporate Governance* (GCG) di lingkungan Human Capital Department, HC melaksanakan pelatihan sesuai dengan peraturan yang telah diatur dalam SK Direksi nomor 00844/60.HK.01.01/00/Indonesia Re/10/2017 tanggal 23 Oktober 2017 tentang Pendidikan dan Pelatihan Karyawan PT Reasuransi Indonesia Utama (Persero). Dalam SK tersebut, antara lain diatur:

1. Jenis-jenis Pendidikan dan Pelatihan
2. Kriteria Peserta Pendidikan
3. Persetujuan Program Pelatihan
4. Prosedur Pendaftaran
5. Anggaran Biaya Pendidikan & Pelatihan
6. Kewajiban Peserta

Indonesia Re senantiasa memberikan perhatian khusus pada pengembangan kualitas SDM. Hal ini diwujudkan dengan memberikan kesempatan kepada setiap karyawan yang memenuhi syarat untuk mengikuti berbagai program pendidikan dan pelatihan baik yang diselenggarakan oleh pihak internal maupun eksternal.

Program pelatihan dilaksanakan sesuai dengan rencana pelatihan tahunan yang disusun berdasarkan *Training Need Analysis* (TNA). Indonesia Re memandang pengembangan kompetensi SDM sebagai investasi jangka panjang yang memberikan dampak nyata bagi peningkatan kinerja Perusahaan di masa mendatang.

Perusahaan memberi kesempatan yang setara pada setiap pegawai untuk mengikuti program pelatihan dan pengembangan SDM, tanpa memperhatikan gender, ras dan agama. Namun demikian, pelaksanaan program pendidikan dan pengembangan kompetensi pegawai juga disesuaikan dengan kebutuhan Perusahaan.

Sepanjang tahun 2022, Perusahaan melaksanakan pelatihan kepada karyawan sebanyak 94 jenis pelatihan dengan diikuti oleh 197 karyawan dengan total biaya pelatihan sebesar Rp2,58 miliar, meningkat 23,4% dari tahun 2021.

EDUCATION AND TRAINING PROGRAMS

As part of Good Corporate Governance (GCG) practices in the Human Capital Department, HC manages training based on regulations as provided in the Board of Directors' Decision Letter No. 00844/60.HK.01.01/00/Indonesia Re/10/2017 dated October 23, 2017, concerning Education and Training for Employees of PT Reasuransi Indonesia Utama (Persero). The Decision Letter regulates, among others, the following :

1. Types of Education and Training Programs
2. Criteria of Participants in Education Program
3. Approval for Training Program
4. Registration Procedures
5. Budget for Education & Training
6. Obligations of Participants

Indonesia Re sets a priority for the development of HR/HC quality. It is embodied in the opportunities given to every qualified employee to participate in various education and training programs organized by internal and external parties.

Training programs are carried out under the annual training plan based on Training Need Analysis (TNA). Indonesia Re views HR/HC competency development as a long-term investment that has a real impact on improving Company's performance in the future.

The Company provides equal opportunities for every employee to participate in HR/HC development and training programs, regardless of gender, race, and religion. However, implementing employees' education and competency development programs is also adjusted to Company's needs.

In 2022, the Company held 94 training programs for employees, attended by 197 employees. Total training cost was Rp2.58 billion, increasing by 23.4% from the cost incurred in 2021.

Uraian	2022	2021	2020	Description
Total Pelatihan	94	68	53	Total Trainings
Jumlah Karyawan yang mengikuti	197	217	219	Number of Employees Participing
Realisasi Biaya Pelatihan	Rp2,58 miliar | billion	Rp2,09 miliar | billion	Rp2,29 miliar | billion	Realization of Training Cost

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Selain pelatihan, Indonesia Re juga menjalankan program sertifikasi profesi bagi karyawan sesuai dengan yang profesi dan jabatan yang dipangku. Dengan demikian, jumlah karyawan dengan gelar sertifikasi pada tahun 2022 adalah sebagai berikut:

In addition to training, Indonesia Re also runs the necessary professional certification programs for employees under their respective professions and positions. The number of employees with certification degrees in 2022 is as follows:

Gelar Profesi Professional Degree		**Jumlah Gelar Profesi Tahun 2022** Number of Professional Degrees in 2022
AAIJ	Ahli Asuransi Indonesia Jiwa	4
AAAIJ	Ajun Ahli Asuransi Indonesia Jiwa	52
AAIK	Ahli Asuransi Indonesia Kerugian	6
AAAIK	Ajun Ahli Asuransi Indonesia Kerugian	28
ACII	Associate of The Chartered Insurance Institute	6
FSAI	Fellow of Society of Actuary of Indonesia	2
ASAI	Associate of The Society of Actuaries of Indonesian	5
FLMI	Fellow Life of Management Institute	1
AIIS	Associate of Islamic Insurance Society	3
FIIS	Fellow of Islamic Insurance Society	1
CPLHI	Certified Professional in Life and Health Insurance	2
IPGDI	International Post Graduate Diplome in General Insurance	2
ANZIIF	Australian and New Zealand Institute of Insurance and Finance	20
Ak.	Akuntan	5
QIA	Qualified Internal Auditor	2
CPFS	Certified Professional Financial Services	1
ARA	Associate Reinsurance Administration	1
AFSI	Associate Financial Service Institute	1
WMI	Wakil Manager Investasi	13
CRMO	Certified Risk Management Officer	79
CRMP	Certified Risk Management Professional	5
CRGP	Certified Risk Governance Professional	13
QCRO	Qualified Chief Risk Oficer	1
HCM	Human Capital Manager	1

Gelar Profesi Professional Degree		**Jumlah Gelar Profesi Tahun 2022** Number of Professional Degrees in 2022
CHRO	Certified Human Resource Officer	1
PIA	Professional Internal Audit	3
CA	Chartered Accountant	5
IB	Investment Banking	1
COBIT	Control Objectives for Information and Related Technologies	1
GRCP	Governance Risk Compliance Professional	2
PMO	Project Management Officer	1
Total		268

PENGHARGAAN MASA KERJA

Dalam rangka memberikan penghargaan kepada karyawan tetap yang telah memberikan jasa dan pengabdiannya terhadap Perusahaan, Direksi memandang perlu untuk memberikan penghargaan masa kerja kepada karyawan yang tercantum pada SK No.00894/60.HK.01.01/00/Indonesia Re/12/2017 tertanggal 18 Desember 2017. Penghargaan masa kerja diberikan kepada karyawan tetap Indonesia Re, yaitu berupa sejumlah imbal balas jasa yang sudah diatur dalam Surat Keputusan Direksi.

Pada tahun 2022, Indonesia Re telah merealisasikan pemberian penghargaan masa bakti dengan rincian sebagai berikut:

LONG SERVICE AWARD

The Board of Directors considers it necessary to grant Service Awards as a token of appreciation to permanent employees who have provided long service and devotion to the Company as stipulated under the Board of Directors' Decision Letter No.00894/60.HK.01.01/00/Indonesia Re/12/2017 dated 18 December 2017. Service Awards are provided to permanent employees of Indonesia Re in the form of specific benefits, as regulated in the Decision Letter above.

Details of Service Awards bestowed by Indonesia Re in 2022 are as follows:

Masa Bakti Service Period	**Jumlah Karyawan** Number of Employees
10 tahun | years	1 karyawan | employee
15 tahun | years	6 karyawan | employees
20 tahun | years	8 karyawan | employees
25 tahun | years	4 karyawan | employees
30 tahun | years	2 karyawan | employees

Sumber Daya Manusia
Human Capital

INTERNALISASI BUDAYA AKHLAK

Value AKHLAK di Indonesia Re telah menjadi nilai utama yang menjadi "ruh" bagi karyawan Indonesia Re dalam melaksanakan proses bisnis sehari-hari. Ada 7 (tujuh) Perilaku Indonesia Re yang dimiliki sebelumnya telah dipetakan dan memiliki keterwakilan secara utuh dari tiap *Value* AKHLAK.

Internalisasi AKHLAK telah dilakukan dengan berbagai program yang dibuat, yaitu seminar terkait pengenalan AKHLAK kepada seluruh Karyawan, menyelenggarakan beberapa program *engagement* dengan tema AKHLAK, serta yang terakhir adalah menjadikan nilai AKHLAK sebagai salah satu komponen penilaian kinerja karyawan.

RENCANA PENGEMBANGAN SDM KE DEPAN

Di penghujung tahun 2022, Human Capital Department melakukan evaluasi terhadap *performance* Human Capital dengan membandingkan dengan *best practice* HC sehingga Human Capital Indonesia Re mendapatkan gambaran yang objektif untuk prioritas *improvement* yang harus dilakukan di tahun 2023. Untuk menjaga objektifitas, Evaluasi yang dilakukan konsultan pihak ketiga.

Di tahun 2023, Indonesia Re fokus dalam menjalankan hasil kajian atas Pengembangan SDM dan *Career Path* yang telah dibentuk di Tahun 2022. Salah satu inisiasi yang dilakukan adalah dengan adanya *Individual Development Plan* (IDP) yang dibuat secara khusus, berdasarkan hasil *assessment* yang pernah diikuti oleh setiap karyawan. IDP dibentuk atas hasil kesepakatan antara karyawan dengan Kepala Divisi, dan difokuskan terhadap maksimal 2 area pengembangan setiap tahunnya.

Selain IDP, Tim Human Capital juga berencana untuk melakukan *update* terhadap Kamus Kompetensi Manajerial maupun Teknikal di tahun 2023. Hal ini dilakukan untuk memastikan bahwa talenta di Indonesia Re akan diukur berdasarkan kompetensi yang relevan dengan kebutuhan Perusahaan dan Industri saat ini.

INTERNALIZATION OF AKHLAK CULTURE

The AKHLAK Value applied by Indonesia Re has become the core value that guides all Indonesia Re employees in running daily business processes. There are seven (7) Indonesia Re Behaviors that have been previously mapped and have full representation of each AKHLAK Value.

The Company has carried out AKHLAK internalization by preparing and conducting specific programs, including seminars on introducing AKHLAK to all employees, a series of engagement programs under the theme AKHLAK, and adopting AKHLAK values as an essential component of the employee performance assessment process.

FUTURE HR DEVELOPMENT PLAN

At the end of 2022, Human Capital Department evaluated the overall Human Capital performance by benchmarking with HC best practices to provide an objective overview of Indonesia Re's Human Capital regarding the priority of improvements to be initiated/adopted in 2023. To maintain objectivity, the evaluation was conducted by a third-party consultant.

In 2023, Indonesia Re will focus on implementing the results of HR/HC Development and Career Path reviews established in 2022. One of the initiatives to be introduced is implementing the Individual Development Plan (IDP), specifically developed based on an assessment that each employee has participated in. IDP was formed based on an agreement between the employee and Division Head, focusing on a maximum of 2 development areas each year.

Apart from IDP, the Human Capital Team plans to update the Managerial and Technical Competency Dictionary in 2023. The purpose is to ensure that talents at Indonesia Re will be measured based on competencies relevant to Company and Industry needs today.

HC Indonesia Re juga menginisiasi penyusunan Training Matrix untuk setiap posisi yang ada. Tujuannya untuk memastikan kesamaan pengetahuan dan keahlian yang dimiliki bagi setiap karyawan yang memiliki posisi yang sama.

Sebagai perusahaan yang bergerak di bidang pengelolaan risiko, Indonesia Re berkomitmen untuk memenuhi KPI perusahaan terkait kualifikasi organ pengelola risiko. Selain itu untuk mendukung program Kementerian BUMN, HC juga memfokuskan untuk menciptakan dan melatih *Digital Talent* dengan target yakni sebanyak 20% dari total karyawan Indonesia Re.

Indonesia Re's HC will also prepare a Training Matrix for each existing position. The objective is to ensure that each employee in the same position possesses equal knowledge and skills.

As a company primarily engaged in risk management, Indonesia Re is fully committed to fulfilling Company KPIs related to the qualifications of risk management organs. To support the program endorsed by the Ministry of SOEs, HC will also focus on building and training Digital Talents with an initial target of 20% of the total employees of Indonesia Re.

Teknologi Informasi
Information Technology

Dengan mengacu pada visi "to deliver strategic services for business", divisi TI berperan dalam menyediakan solusi sistem informasi terintegrasi core services dan supporting services yang diperkuat dengan layanan analitikal serta menyediakan layanan infrastruktur yang aman dan andal untuk memfasilitasi pengembangan bisnis.

Referring to the vision of "to deliver strategic services for business," the IT division plays a role in providing integrated information system solutions for core services and supporting services strengthened by analytical services and providing secure and reliable infrastructure services to facilitate business development.

PT Reasuransi Indonesia Utama ("Indonesia Re", "Perusahaan") menyadari bahwa teknologi informasi (TI) merupakan kunci utama yang memungkinkan Perusahaan menyediakan jasa layanan kepada khalayak, mengukur dan menelusuri kinerja bisnis, serta mengambil keputusan-keputusan manajemen yang tepat untuk kelangsungan usahanya. Untuk itu, Perusahaan terus berinovasi dan beradaptasi untuk terus mengikuti perkembangan TI yang begitu cepat agar mampu menghadirkan layanan yang solutif sesuai dengan ekspektasi dan kebutuhan nasabah.

Dengan mengacu pada visi "*to deliver strategic services for business*", divisi TI berperan dalam menyediakan solusi sistem informasi terintegrasi *core services* dan *supporting services* yang diperkuat dengan layanan analitikal serta menyediakan layanan infrastruktur yang aman dan andal untuk memfasilitasi pengembangan bisnis.

Divisi TI juga menyediakan layanan infrastruktur yang aman dan andal untuk memfasilitasi pengembangan bisnis. Penerapan tata kelola TI dan data juga dilakukan dalam rangka pemenuhan kepatuhan regulasi serta kebutuhan dan akselerasi bisnis. Jika di tahun-tahun sebelumnya Divisi TI Indonesia Re berada di dalam naungan Divisi IT & *Strategic Planning* (IT&SP), kini berdasarkan Keputusan Direksi No. 00091/80.HK.01.01/00/Indonesia Re/11/2021 pada tanggal 16 November 2021 TI menjadi satu divisi mandiri yang bernama Divisi IT namun masih dengan komposisi departemen yang sama seperti pada tahun 2020.

PT Reasuransi Indonesia Utama ("Indonesia Re ," "Company") realizes that information technology (IT) is the main key that enables the Company to provide services to the public, measure and track business performance, and make appropriate management decisions for its business continuity . For this reason, the Company continues to innovate and adapt to keep abreast of fast IT developments in order to be able to provide solutions that meet customer expectations and needs.

Referring to the vision of "to deliver strategic services for business," the IT division plays a role in providing integrated information system solutions for core services and supporting services strengthened by analytical services and providing secure and reliable infrastructure services to facilitate business development.

The IT division also provides secure and reliable infrastructure services to facilitate business development. IT implementation and data governance are carried out in order to meet regulatory compliance, as well as business needs and acceleration. Previously, Indonesia Re IT Division was under the IT & Strategic Planning (IT&SP) Division. Then, according to the Decision Letter of the Board of Directors No. 00091/80. HK.01.01/00/Indonesia Re/11/2021 dated 16 November 2021, IT became an independent division named IT Division but still with the same department composition as in 2020.

KEBIJAKAN TI

Perusahaan telah mengatur penyelenggaraan TI dan pengelolaan pengamanan informasi di lingkungan Perusahaan melalui kebijakan dasar pengelolaan Sistem Informasi Perusahaan dan Pedoman Tata Kelola dan Pengelolaan TI yang menjamin kesuksesan penyelenggaraan Teknologi Informasi/ sistem informasi dan pengamanan informasi setiap unit pada lingkungan Perusahaan. Kebijakan Tata Kelola dan Pengelolaan TI dengan mengacu pada:

1. ISO 20000-1 dan mempertimbangkan beberapa referensi *best practice* dalam manajemen layanan TI.
2. ISO 27000 dan mempertimbangkan beberapa referensi *best practice* dalam melaksanakan pengamanan informasi.
3. COBIT 2019 dan mempertimbangkan beberapa referensi *best practice* dalam melaksanakan tata Kelola dan pengelolaan TI.

Kebijakan Tata Kelola dan Pengelolaan TI ditetapkan sebagai bentuk pemenuhan pada PER-03/MBU/2018 Tentang Perubahan atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/2013 Tentang Panduan Penyusunan Pengelolaan Teknologi Informasi Badan Usaha Milik Negara, yang bertujuan:

IT POLICIES

The Company has regulated the implementation of IT and the management of information security in the Company's environment through the basic policy of managing Company Information Systems and Guidelines for Governance and IT Management, which ensures the success of the implementation of Information Technology/information systems and information security for each unit within the Company's environment. IT Governance and Management Policy with reference to:

1. ISO 20000-1 and consider several best practice references in IT service management.
2. ISO 27000 and consider several best practice references in implementing information security.
3. COBIT 2019 and consider several best practice references in implementing IT governance and management.

The IT Governance and Management Policy is specified as a form of fulfillment in PER-03/MBU/2018 concerning Amendments to the Minister of State-Owned Enterprises Regulation Number PER-02/MBU/2013 Concerning Guidelines for Preparing Information Technology Management for State-Owned Enterprises, which aims to:

Teknologi Informasi
Information Technology

1. Tersedianya panduan untuk terwujudnya pola standardisasi kerangka pelaksanaan pelaksanaan perencanaan, pelaksanaan, pengembangan, penerapan, operasi, *monitoring*, evaluasi maupun perbaikan Teknologi Informasi secara terstruktur;
2. Tersedianya panduan dalam mengimplementasikan Sistem Manajemen Pengamanan Informasi dan Sistem Manajemen Layanan TI;
3. Tersedianya alat bantu bagi Perusahaan untuk meningkatkan efektivitas dan efisiensi proses bisnis, produktivitas dan tersedianya informasi yang lengkap, komprehensif, akurat dan tepat waktu untuk mendukung proses pengambilan keputusan, dalam rangka memenuhi kebutuhan pelanggan, meningkatkan kinerja dan pertumbuhan Perusahaan serta memenangkan persaingan bisnis.

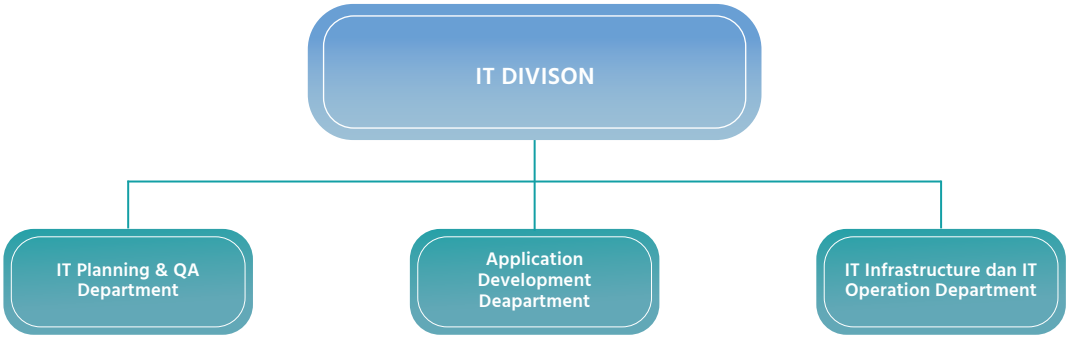
1. The availability of guidelines for the realization of a standardization pattern for the implementation of planning, implementation, development, application, operation, monitoring, evaluation, and improvement of Information Technology in a structured manner;
2. Availability of guidance on implementing the Information Security Management System and IT Service Management System;
3. The availability of tools for the Company to improve the effectiveness and efficiency of business processes, productivity, and the availability of complete, comprehensive, accurate, and timely information to support decision-making in order to meet customer needs, improve the Company's performance and growth, and win the business competition.

DIVISI IT

Berdasarkan Keputusan Direksi No. 00091/80.HK.01.01/00/Indonesia Re/11/2021 pada tanggal 16 November 2021 TI Divisi IT Indonesia Re menjadi divisi mandiri dan tidak lagi berada di bawah Divisi IT & *Strategic Planning* (IT&SP) sebagaimana tergambar dalam struktur di bawah ini:

IT DIVISION

According to Board of Directors Decision No. 00091/80.HK.01.01/00/Indonesia Re/11/2021 dated 16 November 2021, the Indonesia Re IT Division became independent and no longer reported to the IT & Strategic Planning (IT&SP) Division, as illustrated in the structure below:



Divisi TI dipimpin oleh kepala divisi yang ditunjuk dan bertanggung jawab langsung kepada Direksi. Pada tahun 2021, Kepala Divisi TI dijabat oleh Maulana Bachtiar yang diangkat berdasarkan SK Direksi No. 00058/65.HK.01.01/00/Indonesia Re/11/2021 – Tanggal 16 November 2021.

The IT Division is chaired by Division Head appointed by and reports directly to the Board of Directors. Maulana Bachtiar was appointed as Head of IT Division in 2021 by the Board of Directors Decision Letter No. 00058/65 (HK.01.01/00/Indonesia Re/11/2021), dated November 16, 2021.

Profil beliau dapat dilihat pada Profil Pejabat Eksekutif dalam bab Profil Perusahaan.

Tugas dan Tanggung Jawab Divisi TI

Information Technology Division Head

Tugas Pokok:

1. Mengkoordinasikan dalam pembuatan perencanaan Program kerja dan Anggaran Teknologi Informasi (TI).
2. Mengkoordinasikan dalam penyusunan Tata Kelola TI termasuk dalam peningkatan IT *Maturity Level*.
3. Mengkoordinasikan dalam proses pengembangan sistem aplikasi TI.
4. Mengkoordinasikan pelaksanaan operasional infrastruktur Teknologi Informasi untuk mendukung jalannya operasional bisnis.
5. Mengkoordinasikan dalam pengembangan Infrastruktur dan keamanan Teknologi Informasi.
6. Mengkoordinasikan dalam melakukan pemeliharaan dan peremajaan infrastruktur Teknologi Informasi.

Fungsi:

1. Bertanggung jawab dalam mengelola dan mengkoordinasikan semua pekerjaan yang berkaitan dengan Teknologi Informasi (TI).
2. Merumuskan kebijakan dalam penyusunan program kerja dan anggaran terkait dengan Teknologi Informasi.

Infrastructure & Operational Manager

Memimpin, mengarahkan, melaksanakan pengelolaan kelangsungan operasional infrastruktur TI, dan bertanggungjawab atas ketersediaan, keamanan, performansi, dan keberlangsungan layanan IT bagi perusahaan sesuai dengan SLA yang telah ditetapkan, serta bertanggungjawab untuk melakukan proses data *closing* dan pelaporan.

Infrastructure & Operational Officer

Helpdesk

1. Bertugas sebagai *helpdesk* dan sekaligus sebagai *technical support* apabila terjadi masalah yang terkait dengan terminal kerja *user* dan jaringan pada *user*.

Membuat laporan berkala yang terdiri dari statistik panggilan, statistik permintaan layanan, statistik problem/insiden, *root caused* dan langkah penanganan, dan eskalasi serta kepuasan pelanggan.

His profile can be seen in the Executive Officer Profile under the Company Profile chapter.

IT Division Duties and Responsibilities

Information Technology Division Head

Main Duties:

1. Coordinating the planning of Information Technology (IT) Work Programs and Budgets.
2. Coordinating the preparation of IT Governance, including increasing the IT Maturity Level.
3. Coordinating the process of developing IT application systems.
4. Coordinating the operational implementation of Information Technology infrastructure to support business operations.
5. Coordinating the development of Information Technology Infrastructure and Security.
6. Coordinating the maintenance and rejuvenation of Information Technology infrastructure.

Functions:

1. Responsible for managing and coordinating all work related to Information Technology (IT).
2. Formulating policies in the preparation of work programs and budgets related to Information Technology.

Infrastructure & Operations Manager

Leading, directing, and carrying out the management of IT infrastructure operational continuity, and is responsible for the Company's availability, security, performance, and continuity of IT services in accordance with the established SLA, as well as data closing and reporting processes.

Infrastructure & Operations Officer

Helpdesk

1. Serving as a help desk and concurrently as technical support in case of problems related to the user's work terminal and the user's network.

Preparing periodic reports consisting of call statistics, service request statistics, problem/incident statistics, root causes, steps for handling and escalation, as well as customer satisfaction.

Teknologi Informasi
Information Technology

IT Infrastructure dan DC/DRC

1. Bertugas sebagai *system engineer* untuk setiap kebutuhan infrastruktur IT (*Server, Network, Storage, Data Warehouse*), yang meliputi: tugas-tugas yang terkait dengan perencanaan kapasitas, penyediaan infrastruktur, sistem integrasi, termasuk melakukan *problem handling* atas infrastruktur tersebut.
2. Mengelola DC dan DRC sesuai *best practice*, dan menjaga *continuity* layanan DC/DRC tersebut.

Application & Database Administration

1. Bertugas sebagai *Application and Database Administration*.
2. Membuat dan mengelola *user account, role*, dan *privileges*.
3. Mengelola *patch management* dan *version control* dari aplikasi *database*.
4. Melakukan tuning dan *performance monitoring* terhadap database.
5. Melakukan *capacity planning* terhadap media *storage*.

Security and Continuity Management

1. Mengelola sistem keamanan sesuai dengan kebijakan dan SOP Keamanan IT yang telah ditetapkan dan *best practice*.
2. Mengelola antivirus, *antispam*, dan sistem keamanan IT lainnya.
3. Melakukan penanganan masalah keamanan dan melakukan investigasi atas insiden tersebut.
4. Bertanggung jawab atas pelaksanaan SOP sistem *back up*.
5. Membantu atasan untuk mengelola keberlangsungan layanan dengan melakukan analisis risiko secara berkala, dan memonitor ketersediaan sistem *back up* dan sistem redundansi secara berkala.

Data Processing Unit

1. Melakukan proses data *posting* baik untuk transaksi data teknikal dan data finansial.
2. Bertugas untuk mengelola proses *closing system* administrasi semua *account* bisnis (termasuk bisnis reasuransi umum dan bisnis reasuransi jiwa) baik *underwriting closing* dan *financial closing*.
3. Ikut membantu dalam melakukan *controlling* validitas semua transaksi data yang masuk dalam *system database*.
4. Melakukan pemeliharaan data pendukung termasuk kodifikasi atas data-data pendukung tersebut.
5. Melakukan proses pelaporan standar seperti laporan produksi (*underwriting result*), laporan Utang Piutang, laporan GL dsb.
6. Membantu pembuatan pelaporan rutin baik dengan menggunakan sistem aplikasi atau dengan menggunakan *Report Generator* (seperti *Crystal Report*).

IT Infrastructure and DC/DRC

1. Serving as a system engineer for any IT infrastructure requirements (Server, Network, Storage, Data Warehouse), which include: tasks related to capacity planning, infrastructure provision, system integration, including problem handling of the infrastructure.
2. Managing DC and DRC according to best practices, and maintaining continuity of the DC/DRC services.

Application & Database Administration

1. Serving as Application and Database Administration.
2. Creating and managing user accounts, roles, and privileges.
3. Managing patch management and application database version control.
4. Performing tuning and performance monitoring of the database.
5. Performing capacity planning on storage media.

Security and Continuity Management

1. Managing security systems in accordance with the established IT Security policies, SOPs, and best practices.
2. Managing antivirus, antispam, and other IT security systems.
3. Handling security issues and conducting investigations into the incident.
4. Responsible for the implementation of back up system SOPs.
5. superiors in managing service continuity by conducting periodic risk analysis and monitoring the availability of backup systems and redundancy systems on a regular basis.

Data Processing Unit

1. Processing data posting for both technical data transactions and financial data.
2. Assigned to manage the closing system process of the administration system for all business accounts (including general reinsurance business and life reinsurance business) for both underwriting and financial closing.
3. Participating in the control of the validity of all data transactions entered in the database system.
4. Maintaining supporting data, including codification of supporting data.
5. Performing standard reporting processes such as production reports (underwriting results), Account Payable reports, GL reports, etc.
6. Assisting in the preparation of routine reports either by using the application system or by using the Report Generator (such as Crystal Report).

Infrastructure & Operational Associate

Helpdesk

1. Bertugas sebagai *helpdesk* dan sekaligus sebagai *technical support* apabila terjadi masalah yang terkait dengan terminal kerja user dan jaringan pada user.
2. Membuat laporan berkala yang terdiri dari statistik panggilan, statistik permintaan layanan, statistik problem/insiden, *root caused* dan langkah penanganan dan eskalasi serta kepuasan pelanggan.

IT Infrastructure dan DC/DRC

1. Bertugas sebagai *system engineer* untuk setiap kebutuhan infrastruktur IT (*Server, Network, Storage, Data Warehouse*), yang meliputi: tugas-tugas yang terkait dengan perencanaan kapasitas, penyediaan infrastruktur, sistem integrasi, termasuk melakukan *problem handling* atas infrastruktur tersebut.
2. Mengelola DC dan DRC sesuai *best practice*, dan menjaga *continuity* layanan DC/DRC tersebut.

Application & Database Administration

1. Bertugas sebagai Application and Database Administration.
2. dan mengelola user *account, role*, dan *privileges*.
3. Mengelola *patch management* dan *version control* dari aplikasi *database*.
4. Melakukan *tuning* dan *performance monitoring* terhadap database.
5. Melakukan *capacity planning* terhadap media *storage*.

Security dan Continuity Management

1. Mengelola sistem keamanan sesuai dengan kebijakan dan SOP Keamanan IT yang telah ditetapkan dan *best practice*.
2. Mengelola antivirus, *antispam* dan sistem keamanan IT lainnya.
3. Melakukan penanganan masalah keamanan dan melakukan investigasi atas insiden tersebut.
4. Bertanggung jawab atas pelaksanaan SOP sistem *back up*.
5. Membantu atasan untuk mengelola keberlangsungan layanan dengan melakukan analisis risiko secara berkala, dan memonitor ketersediaan sistem *back up* dan sistem redundansi secara berkala.

STRATEGI TEKNOLOGI INFORMASI

Seiring dengan pertumbuhan bisnis, Indonesia Re senantiasa meningkatkan kapasitas, keandalan dan keamanan jaringan. Untuk itu, Perusahaan menyusun Sasaran, Strategi, Program Kerja beserta Realisasi pengembangan dan pengelolaan TI yang terarah dan efektif agar dapat mendukung pertumbuhan bisnis yang berkelanjutan.

Infrastructure & Operations Associate

Helpdesk

1. Serving as a help desk and concurrently as technical support in case of problems related to the user's work terminal and the user's network.
2. Preparing periodic reports consisting of call statistics, service request statistics, problem/incident statistics, root causes, steps for handling and escalation, as well as customer satisfaction.

IT Infrastructure and DC/DRC

1. Serving as a system engineer for any IT infrastructure requirements (Server, Network, Storage, Data Warehouse), which include: tasks related to capacity planning, infrastructure provision, system integration, including problem handling of the infrastructure.
2. Managing DC and DRC according to best practices and maintaining continuity of the DC/DRC services.

Application & Database Administration

1. Serving as Application and Database Administration.
2. Creating and managing user accounts, roles, and privileges.
3. patch management and application database version control.
4. Performing tuning and performance monitoring of the database.
5. Performing capacity planning on storage media.

Security and Continuity Management

1. Managing security systems in accordance with the established IT Security policies, SOPs, and best practices.
2. Managing antivirus, antispam, and other IT security systems.
3. Handling security issues and conducting investigations into the incident.
4. Responsible for the implementation of back up system SOPS.
5. Assisting superiors to manage service continuity by conducting periodic risk analysis and monitoring the availability of backup systems and redundancy systems on a regular basis.

INFORMATION TECHNOLOGY STRATEGIES

Indonesia Re continues to improve network capacity, reliability, and security in line with business growth. To that end, the company develops goals, strategies, and work programs, as well as implements targeted and effective IT development and management, in order to support long-term business growth.

Teknologi Informasi
Information Technology

Sasaran, Strategi, Program Kerja, dan Realisasi Department Divisi TI
Targets, Strategies, Work Programs, and Realization of the IT Division Department

No	Sasaran Targets	Strategi Strategies	Program Kerja Work Programs	Realisasi Realization
IT Planning & Quality Assurance Department IT Planning & Quality Assurance Department				
1	Perencanaan Kerja IT yang Strategis dan Sistematis Strategic and Systematic IT Work Planning	Evaluasi perencanaan program kerja IT untuk jangka Panjang Evaluation of IT work program planning for the long term	Review IT Master Plan IT Masterplan Review	Pemetaan terhadap Master Plan Induk dan Anak Usaha (Indonesia Re Group) Mapping of Master Plan and Subsidiaries (Indonesia Re Group)
2	Evaluasi Lanjutan Standar Pendukung Tata Kelola TI Advanced Evaluation of IT Governance Support Standards	Surveillance ISO 27001 dan ISO 20000 Surveillance ISO 27001 and ISO 20000	Mendapatkan Surveillance ISO 27001 dan ISO 20000 Obtain ISO 27001 and ISO 20000 Surveillance Certifications	• Surveillance ISO 27001 selesai pada Desember 2022 • Surveillance ISO 20000 selesai pada Januari 2023 • Surveillance ISO 27001 was completed in December 2022 • Surveillance ISO 20000 was completed in January 2023
	IT *Maturity Level* IT Maturity Level	IT Maturity Level skor 3,5 pada 2022 dengan standar best practice COBIT 2019 COBIT 2019 IT Maturity Level Score: 3.0	Best Practice Standard COBIT 2019 IT Maturity Level Score 3.5 Improvements in IT Governance and IT Maturity Level Assessment	Pemetaan RJPP terhadap kondisi to be IT ke depannya (inline dengan RJPP) RJPP mapping of conditions to be IT in the future (in line with RJPP)
3	Implementasi Tata Kelola Data Implementation of Data Governance	Kajian Data Governance Operating Model (Model Organisasi Kebijakan SOP) Analyze the Data Governance Operating Model (Organizational Model, Policy, SOP)	Evaluasi dan penyempurnaan Tata Kelola TI Perusahaan Evaluation and improvement of Corporate IT Governance	Tata Kelola Data masih dalam kajian yang pekerjaannya termasuk dalam review IT Master Plan Data governance is still under review, and the work is included in the IT Master Plan review.
4	*Monitoring Shared Service Group*: Sistem GRC (modul SIMRI, Compliance, RBA) Shared Service Group Monitoring: GRC System (modules SIMRI, Compliance, and RBA)	Desain Perencanaan dan Pengujian Sistem GRC secara group Design Planning and Testing of the GRC System as a group	Pembuatan TOR desain Sistem GRC Group Making TOR for GRC Group system design	Sistem GRC sudah disosialisasikan kepada anak usaha melalui Komite TI Terintegrasi. Tindak lanjut dari program kerja ini adalah diskusi terhadap kebutuhan dari masing-masing anak usaha The GRC system has been socialized to subsidiaries through the Integrated IT Committee. The follow-up to this work program is a discussion of the needs of each subsidiary

No	Sasaran Targets	Strategi Strategies	Program Kerja Work Programs	Realisasi Realization
			Pengujian GRC modul SIMRI	Sistem GRC modul SIMRI sudah disosialisasikan kepada anak usaha melalui Komite TI Terintegrasi dan sudah implementasi. Tindak lanjut dari program kerja ini, apabila terdapat request of improvement dari anak usaha, maka induk akan support
			GRC testing of the SIMRI module	The SIMRI module GRC system has been socialized and implemented at subsidiaries by the Integrated IT Committee. As a follow-up to this work program, if a subsidiary makes a request for improvement, the parent entity will support it.
			Pengujian GRC modul c ompliance	Sistem GRC modul compliance sudah disosialisasikan kepada anak usaha melalui Komite TI Terintegrasi.
			GRC module compliance testing	The GRC module compliance system has been socialized to subsidiaries through the Integrated IT Committee.
			Pengujian GRC modul RBA	Pengujian GRC modul RBA dianggarkan pada tahun 2023
			GRC testing of the RBA module	GRC testing of the RBA module is scheduled for 2023
5	Spesifikasi Sistem Aplikasi yang Baik Sesuai dengan Kebutuhan	Pengujian/Quality Assurance sistem aplikasi sesuai dengan desain	Pengujian dan testing atas aplikasi yang akan diimplementasikan	100% selesai untuk setiap pengembangan aplikasi yang selesai di 2022
	Good Application System Specifications, as needed	Application System testing/ Quality Assurance according to design	Testing of the application system to be implemented	100% complete for every application development completed in 2022
Application and Development Department **Application and Development Department**				
1	Pengembangan Lanjutan *Core System*	Pengembangan lanjutan Sistem Reasuransi Umum Konvensional	Improvement Workflow Reasuransi Umum	• Improvement Workflow Retro (Facultative & Treaty): Testing • Development Workflow Pajak Akuntansi: Go Live
	Core System Advanced Development	Advanced Development of the Conventional General Reinsurance System	General Reinsurance Workflow Improvement	• Improvement Workflow Retro (Facultative and Treaty): Testing • Development Workflow of Tax Accounting: Go Live

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No	Sasaran Targets	Strategi Strategies	Program Kerja Work Programs	Realisasi Realization
		Pengembangan lanjutan Sistem Reasuransi Jiwa Konvensional	Implementasi *Workflow* Reasuransi Jiwa	• Modul Admin Reasuransi Jiwa: *testing* • Migrasi database 2020 s/d Desember 2022: selesai
		Advanced Development of Conventional Life Reinsurance Systems	Life Reinsurance Workflow Implementation	• Life Reinsurance Admin Module: Testing • 2020 to December 2022 database migration: Completed
		Pengembangan lanjutan Sistem Reasuransi Kesehatan Konvensional	Pengembangan Workflow Sistem HEALTH (SARK)	Dialihkan untuk pengembangan dan pengelolaan sistem SARK
		Advanced Development of Conventional Health Reinsurance Systems	HEALTH System Workflow Development (SARK)	Diverted for improvement and maintenance of the SARK system
		Pengembangan lanjutan Sistem Reasuransi Umum Syariah	Pengembangan aplikasi	Dikelola dengan baik
		Advanced development of the Sharia General Reinsurance System	Application Improvements	Well maintenance
		Pengembangan lanjutan Sistem Reasuransi Jiwa Syariah	Pengembangan aplikasi	Dikelola dengan baik
		Advanced development of the Sharia General Reinsurance System	Application Improvements	Well maintenance
		Pengembangan lanjutan Sistem *Custom Bond*	Pengembangan aplikasi	Dikelola dengan baik
		Advanced Development of Custom Bond Systems	Application Improvements	Well maintenance
		Pengembangan lanjutan Sistem Akuntansi dan Keuangan	Pengadaan dan persiapan IFRS 17	• Integrasi Laporan Keuangan Group (koneksi API): 100% • Persiapan IFRS17: - on schedule (tahap pemilihan vendor oleh tim Pengadaan) - Persiapan sampling data detail untuk bisnis Reasuransi Jiwa dan Reasuransi Umum sudah selesai
		Advanced Development of Accounting and Finance Systems	Procurement and preparation of IFRS 17	• Integration of Group Financial Statements (API connection): 100% • IFRS17 preparation: - on schedule (vendor selection stage by the Procurement team) - The preparation of detailed data sampling for the Life Reinsurance and General Reinsurance businesses has been completed

No	Sasaran Targets	Strategi Strategies	Program Kerja Work Programs	Realisasi Realization
		Pengembangan lanjutan Sistem Investasi Investment System Advanced Development	Improvement Sistem Investasi Investment System Improvement	*Go live* Go live
		Pengembangan lanjutan Sistem E-Service / Host to Host Advanced development of the E-Service/Host to Host System	Improvement modul sesi dan klaim Improvement of session and claim modules	Penyelesaian pengembangan: 60% Sosialisasi: 4 dari 5 Ceding Pilot Project Improvement Completion: 60% Socialization: 4 of 5 Ceding Pilot Project
			Pengembangan portal RIU Connect Development portal RIU Connect	Progress development: 100% Progress in development: 100%
2	Pengembangan Lanjutan Support System Support System Advanced Development	Sistem Human Capital Management Human Capital Management System	*Maintenance* sistem ORANGE ORANGE system maintenance	*Go live* untuk fitur *self service employee* dan notifikasi Go live for employee self service features and notifications
		Bidding/E-Procurement Bidding/E-Procurement	Pengembangan sistem E-Procurement Improvement of the E-Procurement system	*Re-training user procurement* Retraining user procurement
		PKBL Partnerships and Community Development Program	*Maintenance* sistem PKBL Partnerships and Community Development Program System Maintenance	Diserahkan kepada system owner (Department TJSL, Divisi Corporate Secretary) Submitted to the system owner (TJSL Department, Corporate Secretary Division)
		Pengembangan Sistem GRC secara Group (tahap 1) Group GRC System Development (Stage 1)	Pengembangan modul SIMRI SIMRI Module Development	Selesai development Completed development
			Pengembangan modul Compliance Compliance Module Development	Selesai development Tindak lanjut: integrasi ke GRC Completed development Follow up: integration with GRC
			Pengembangan modul RBA RBA Module Development	Selesai maintenance Tindak lanjut: integrasi ke GRC Completed maintenance Follow up: integration with GRC

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No	Sasaran Targets	Strategi Strategies	Program Kerja Work Programs	Realisasi Realization
3	Modernisasi Platform Integrasi dan Security Integration & Security Platform Modernization	Akuisisi Teknologi dan Implementasi API Management Technology Acquisition and API Management Implementation	Improvement API Management Improvement API Management	Go live Go live
		Digital Certificate Digital Certificate	Implementasi Digital Certificate Indonesia Re Implementation of Digital Certificates Indonesia Re	Go live Go live
4	Enterprise Data Warehouse & Business Intelligence (DWBI) Enterprise Data Warehouse & Business Intelligence (DWBI)	Kajian Enterprise Data Modelling dan Penyusunan Portofolio Business Case untuk layanan analitikal Analysis of Enterprise Data Modeling and Preparation of a Business Case Portfolio for Analytical Services	Penyelesaian pengembangan dan implementasi System Dynamic Rating Completion of the development and implementation of the Dynamic Rating System	Progress development: 100%
		Implementasi DWBI tahap I: produk, pelayanan, keuangan dan investasi DWBI Phase I Implementation: Product, Service, Finance, and investment	Pengembangan dan perbaikan Data *Warehouse* Reasuransi Umum dan Reasuransi Jiwa untuk menunjang IFRS Development and improvement of the Data Warehouse for General Reinsurance and Life Reinsurance to support IFRS	Analisis dan diskusi Teknik terkait permintaa data detail uang dibutuhkan oleh tim Actuary dan KPMG (konsultan IFRS) Technical analysis and discussion related to requests for data required by the Actuarial team and KPMG (IFRS consultant)
IT Infrastructure & IT Operation Department **IT Infrastructure & IT Operation Department**				
1	Penyesuaian Kapasitas Infrastruktur Infrastructure Capacity Adjustment	Pengadaan, pengaturan, pemeliharaan, dan peningkatan kemampuan penggunaan infrastruktur, piranti lunak, dan resource IT secara standar dan berkesinambungan Procurement, arrangement, maintenance and improvement of the ability to use infrastructure, software, and IT resources on a standard and continuous basis	Peremajaan *server* Server Upgrade	Sudah terbentuk panitia pengadaan A procurement committee has been set up
			Peremajaan perangkat *security* Security device upgrade	Selesai Completed
			Pengadaan PC, Tablet, Notebook, Printer & Scanner PC, Tablet, Notebook, Printer, & Scanner Procurement	Selesai Completed

No	Sasaran Targets	Strategi Strategies	Program Kerja Work Programs	Realisasi Realization
			Pengadaan Lisensi S/W Oracle Oracle S/W License Procurement	Dibatalkan Canceled
2	Pengelolaan Operasional Rutin Infrastruktur TI IT Infrastructure Regular Operational Management	Pemeliharaan dan peningkatan *security* penggunaan *resource* IT. Maintenance and improvement of security in the use of IT resources	ATS lisensi atau subscription (untuk berbagai teknologi di layer arsitektur aplikasi & infrastruktur) ATS license or subscription (for various technologies in the application architecture and infrastructure layer)	Selesai Completed
		Penyimpanan *data base* dan program komputer secara teratur dan rutin Regular and periodic storage of databases and computer programs	Penyewaan koneksi Internet Internet connection rental	On progress On progress
			Asesmen Keamanan Reguler Regular Security Assessment	Selesai Completed
			Testing IT DRP Reguler Regular IT DRP Testing	Selesai Completed
3	Efisiensi dan optimalisasi operasional DC dan DRC DC and DRC operational efficiency and optimization	Kajian analisa penggunaan DC dan DRC untuk induk dan anak Analysis of the use of DC and DRC for parent entity and subsidiaries	Utilisasi DC dan DRC Group DC and DRC Group utilization	Sudah dilaksanakan dengan penambahan SAN Has been implemented with additional SAN
4	Menjamin kelangsungan bisnis bila terjadi disaster Ensure business continuity in the event of disaster	Meminimalisasi dampak kerugian perusahaan akibat disaster Minimize the impact of company losses due to disaster	*Review* dan Pengembangan DRP DRP Review and Improvement	Dilaksanakan di Q3 Implemented in Q3
5	Supporting atas Pelaksanaan Closing untuk Pelaporan Keuangan Supporting the Closing Implementation for Financial Reporting	Otomatisasi Proses Administrasi Administrative Process Automation	Pengembangan program otomatisasi dan proses *closing* laporan keuangan Improvement of automation program and financial report closing process	On Progress On Progress

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Mengacu pada strategi tersebut, sepanjang tahun 2022 pencapaian di bidang TI adalah sebagai berikut:

Referring to the roadmap, throughout 2022, the achievements in the IT sector are as follows:

No.	Nama Sistem System Name	Deskripsi Description	Manfaat Benefit	Status Status
Core Service **|** Core Service				
1	General Reinsurance & Accounting System	REINS	*Core system* dari pengelolaan data akutansi dengan *enhancement* modul *workflow*	Operasional
	General Reinsurance & Accounting System	REINS	Core system for managing accounting data with workflow module enhancements	Operational
2	Sistem Aplikasi Reasuransi Jiwa & Administrasi Ceding	SARJ	*Core system* dari pengelolaan data reasuransi jiwa dengan enhancement modul "Admin Ceding"	Operasional
	Application System for Life Reinsurance & Ceding Administration	SARJ	Core system for managing life Reinsurance data with "Admin Ceding" enhancement module	Operational
3	SMART System	SMART	*Core system* dari pengelolaan Data BPPDAN	Operasional
	SMART System	SMART	Core system of BPPDAN Data management	Operational
4	General Reinsurance Workflow System	ELO Workflow	Sistem *workflow* sebagai bagian dari supporting application REINS	Operasional
	General Reinsurance Workflow System	ELO Workflow	Workflow system as part of REINS' supporting application	Operational
5	Life Reinsurance Workflow System	Life Workflow	Sistem *workflow* sebagai perluasan terhadap aplikasi pendukung SARJ	Improvement
	Life Reinsurance Workflow System	Life Workflow	The workflow system as an enhancement to the SARJ supporting application	Improvement
6	HEALTH System	SARK	*Core system* pengelolaan data asuransi kesehatan	Improvement
	HEALTH System	SARK	Core system for health insurance data management	Improvement
7	Sistem Investasi	Sistem Investasi	Sistem investasi Indonesia Re yang *real time* dan akurat	Operasional
	Investment System	Investment System	Real time and accurate Indonesia Re investment system	Operational

No.	Nama Sistem System Name	Deskripsi Description	Manfaat Benefit	Status Status
Front Service | Front Service				
8	Portal RIU Connect	E-Service Indonesia Re	Aplikasi *Host to Host* Indonesia Re dalam rangka peningkatan pelayanan dalam bentuk e-service untuk transaksi data dan solusi bisnis reasuransi	Operasional
	RIU Connect Portal	Indonesia Re e-Service	Host to Host Indonesia Re Application in order to improve services in the form of e-services for data transactions and reinsurance business solutions	Operational
	Host to Host BPPDAN	B2B BPPDAN	Aplikasi *Host to Host* Indonesia Re BPPDAN	Operasional
	Host to Host BPPDAN	B2B BPPDAN	Indonesia Re Host to Host BPPDAN Application	Operational
	Host to Host RU (Facultative & Claim)	B2B RU	Aplikasi *Host to Host* Indonesia Re Facultative Offer dan Claim	Improvement
	Host to Host RU (Facultative & Claim)	B2B RU	Indonesia Re Host to Host Facultative Offer and Claim Application	Improvement
	Host to Host Treaty Akumulasi	B2B Treaty	Aplikasi *Host to Host* Indonesia Re Treaty Akumulasi	Operasional
	Host to Host Treaty Accumulation	B2B Treaty	Indonesia Re Host to Host Treaty Accumulation Application	Operational
	I.R.G.I.S	Group Term Life	*Pricing tools real time* bagi client ceding Reasuransi Jiwa	Operasional
	I.R.G.I.S	Group Term Life	Real time pricing tools for Life Reinsurance ceding client	Operational
	Geo Statistical Model	AI for Underwriting Process Completion	*AI for Underwriting Process Completion*	Operasional
	Geo Statistical Model	AI for Underwriting Process Completion	AI for Underwriting Process Completion	Operational
	Dynamic Rating Marine Hull	AI for Underwriting Process Completion	*AI for Underwriting Process Completion*	Improvement
	Dynamic Rating Marine Hull	AI for Underwriting Process Completion	AI for Underwriting Process Completion	Improvement

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No.	Nama Sistem System Name	Deskripsi Description	Manfaat Benefit	Status Status
Platform & Integration Service | Platform & Integration Service				
9	API Management	Sandbox API	Module yang mengakomodir kebutuhan seluruh transaksi data dari dan ke Indonesia Re menggunakan API gateway sehingga transaksi data dapat terukur dan termonitoring dengan baik	Operasional
	API Management	Sandbox API	A module that accommodates the needs of all data transactions to and from Indonesia Re using the API gateway so that data transactions can be measured and monitored properly.	Operational
10	Indonesiare E-Sign	Digital Signature	Aplikasi yang mengakomodir kebutuhan dalam *generate digital ceritificate* yang sah dan legal untuk proses pembubuhan tanda tangan *digital* dan *digital stamp* bagi karyawan Indonesia Re. Aplikasi ini bekerja sama dengan PT Peruri (Persero)	Operasional
	Indonesiare E-Sign	Digital Signature	An application that accommodates the need to generate valid and legal digital certificates for the process of affixing digital signatures and digital stamps for Indonesia Re employees. This application is in collaboration with PT Peruri (Persero)	Operational
11	Owncloud	Indonesia Re Cloud Storage	Aplikasi yang mengakomodir kebutuhan dalam penyimpanan *cloud*	Operasional
	Owncloud	Indonesia Re Cloud Storage	An application that accommodates the needs for cloud storage	Operational
Analytical Service | Analytical Service				
12	Indonesia Re Dashboard	Dashboard konsolidasi	Memberikan informasi dalam bentuk *report dashboard* untuk konsolidasi induk dan anak yang berisi informasi laporan keuangan grup dan laporan keuangan detail	Operasional
	Indonesia Re Dashboard	Consolidation dashboard	Provide information in the form of report dashboards for consolidation of parent entity and its subsidiaries, which contains information of group and detailed financial reports.	Operational

No.	Nama Sistem System Name	Deskripsi Description	Manfaat Benefit	Status Status
13	Client Portal	BPPDAN Client Portal	Portal bagi *ceding company* BPPDAN dalam mengakses informasi mengenai Risk and Loss Profile	Improvement
	Client Portal	BPPDAN Client Portal	Portal for BPPDAN ceding companies in accessing information regarding Risk and Loss Profiles	Improvement
14	Auto Underwriting LIFE	AI for Underwriting Process Completion	Bagian dari implementasi sistem *artificial intelligence for underwriting completion* yang mengakomodir kebutuhan dalam proses *underwriting* berdasarkan *data expertise* dan *lesson learned* dari data historis	Improvement
	Auto Underwriting LIFE	AI for Underwriting Process Completion	Part of implementing an artificial intelligence system for underwriting completion that accommodates needs in the underwriting process based on expert data and lessons learned from historical data.	Improvement
15	Direktori Produk Reas Jiwa	AI for Underwriting Process Completion	*AI for Underwriting Process Completion*	Improvement
	Life Reinsurance Product Directory	AI for Underwriting Process Completion	AI for Underwriting Process Completion	Improvement
Support Services | Support Services				
16	Workflow E-Office	E-Office	Sistem *workflow* internal operasional yang *paperless* dan terintegrasi	Operasional
	E-Office Workflows	E-Office	Paperless and integrated internal operational workflow system	Operational
17	E-Logbook	E-Form	Sistem aplikasi absensi dan kegiatan karyawan yang *mobile* selama masa *work from home*	Operasional
	E-Logbook	E-Form	Attendance application system and mobile employee activities during the work from home period	Operational
18	ORANGE	Sistem Human Capital Management	Sistem aplikasi manajemen human capital Indonesia Re dengan fitur *employee self service*	Operasional
	ORANGE	Human Capital Management System	Indonesia Re's human capital management application system with employee self-service features	Operational

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No.	Nama Sistem System Name	Deskripsi Description	Manfaat Benefit	Status Status
19	Enterprise Risk Management System	SIMRI	Sistem internal pendukung kepatuhan terhadap budaya manajemen risiko perusahaan	Operasional
	Enterprise Risk Management System	SIMRI	Internal system to support compliance with the company's risk management culture	Operational
20	Governance Risk & Compliance	GRC	Sistem internal pendukung pengelolaan secara menyeluruh terhadap manajemen kepatuhan	Operasional
	Governance Risk & Compliance	GRC	The internal system that supports the overall management of compliance management	Operational
21	IT Helpdesk	Helpdesk	Sistem internal pendukung operasional bagi karyawan yang membutuhkan dukungan dari IT	Operasional
	IT Helpdesk	Helpdesk	Internal operational support system for employees who need support from IT	Operational
22	Intra Re	Intranet	Sistem intranet pendukung operasional karyawan	Operasional
	Indonesia Re Intranet	Intranet	Intranet system for employee operational support	Operational

FOKUS PENGEMBANGAN TAHUN 2022

Pada tahun 2022, bidang IT berfokus pada e*nhancemen*t proses digitalisasi yang sudah berlangsung dari tahun-tahun sebelumnya (2020 dan 2021). *Enhancement* ini berfokus pada implementasi *grand design* IT berdasarkan *needs* dan *wants* dari proses bisnis di internal yang diselaraskan dengan arahan Pemegang Saham agar implementasi *grand design* IT memiliki strategi secara komprehensif, sehingga menghasilkan:

1. *Improvement* proses bisnis internal
2. *Value added* terhadap *service*/layanan perusahaan
3. Peran sebagai *center of excellence*

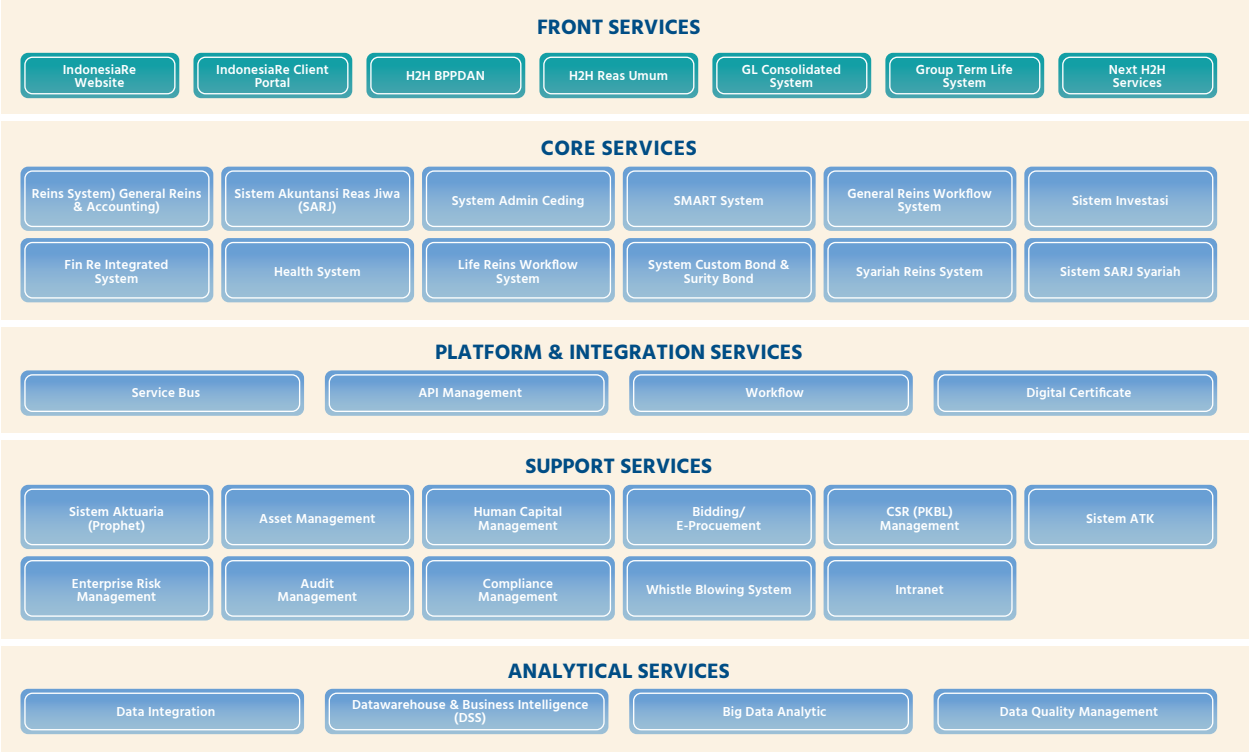
DEVELOPMENT FOCUS in 2022

In 2022, the IT field focused on enhancing the digitalization process that has been underway from the previous years (2020 and 2021). Th is enhancement focused on the implementation of IT grand design based on the needs and desires of internal business processes aligned with Shareholders' directions so that IT grand design implementation has a comprehensive strategy, resulting in the following:

1. Improvement of internal business process
2. Added Value to Company Services
3. Role as a centre of excellence.

Lanskap Arsitektur High Level Sistem Informasi ke Depan

Architectural Landscape of High Level Information Systems in the Future



INOVASI IT DALAM KEPEMIMPINAN TEKNOLOGI

Indikator nilai kepemimpinan teknologi dalam *Key Performance Indicator* (KPI) Perusahaan tahun 2022 menitikberatkan pada:

1. Integrasi manajemen sistem informasi antara induk dan anak.
2. Penyelesaian Pengembangan E-Service (*Host to Host Cession* & *Claim*, RIU Connect, *Client Portal*).

Integrasi manajemen sistem informasi antara induk dan anak diimplementasikan dalam bentuk pelaksanaan pengembangan dan *improvement* sistem aplikasi dalam *bentuk shared service* dengan *item of concerns* sebagai berikut:

1. Laporan Keuangan Terintegrasi.
2. Sinergi Tata Kelola IT *Master Plan*.
3. Standarisasi Sistem Investasi.
4. Standarisasi dan integrasi *Data Center* dan *Data Recovery Center*.
5. Payung Hukum *Join Procurement* & *Share Service*.
6. Implementasi GRC Group.
7. Implementasi SIMRI Group.

IT INNOVATION IN TECHNOLOGY LEADERSHIP

The technology leadership value indicator in the Company's Key Performance Indicator (KPI) for 2022 focused on the following:

1. Integration of information system management between parent entity and its subsidiaries.
2. Completion of E-Service Development (Host to Host Cession & Claim, RIU Connect, Client Portal).

Information system management integration between the parent entity and its subsidiaries is implemented in the form of application system development and improvement in the form of shared services with the following items of concern:

1. Integrated Financial Reports.
2. IT Master Plan Governance Synergy.
3. Standardization of Investment System.
4. Standardization and integration of Data Center and Data Recovery Center.
5. Legal protection of Join Procurement & Share Service.
6. Implementation of GRC Group.
7. Implementation of SIMRI Group.

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Sedangkan untuk pengembangan infrastruktur TI, investasi yang dilakukan sebesar Rp2,373 miliar yang dialokasikan pada:

1. Pengadaan *server*
2. Peningkatan infrastruktur *core layer* & LAN,
3. Aplikasi performance monitoring
4. Pengadaan perangkat TI sebagai pendukung kebijakan hybrid working (WFH/WFO)

Kemudian untuk *operating expenditure* investasi yang dilakukan sebesar Rp9,141 miliar yang dialokasikan untuk pemeliharaan sistem aplikasi, pemeliharaan infrastruktur serta jasa sertifikasi, jasa *maintenance*, jasa berbagai pengujian TI, dan jasa implementasi & *renewal subscription* pendukung operasional.

PROGRAM PENGEMBANGAN SDM TI

Pada tahun 2022, pengembangan SDM TI berfokus pada tantangan yang dihadapi oleh masing-masing SDM untuk kepentingan *performance indicator* dan *self improvement* yang dibutuhkan sesuai dengan tren teknologi informasi di industri. Beberapa pelatihan yang diikuti oleh SDM Divisi TI pada tahun 2022 yakni:

1. Pelatihan ISO 27001
2. Pelatihan ISO 20000
3. Pelatihan Digital Transformation Plan & Strategy
4. Pelatihan Digital Mindset in Current Era
5. Pelatihan RedHat Linux System Administrator
6. Inhouse Training & Sertifikasi CRGP April 2022
7. Employee Engagement through Coaching
8. Vmware, Vsphere: Install, Configure, Manage V6.5
9. Pelatihan & Sertifikasi CRMO
10. Pelatihan Vmware, Vsphere: Install, Configure, Manage V6.5

TATA KELOLA TEKNOLOGI INFORMASI

Perusahaan menerapkan tata kelola TI dan data, terutama sebagai upaya memenuhi pemenuhan kepatuhan regulasi serta kebutuhan dan akselerasi bisnis. Selain itu, penerapan tata kelola tersebut dilakukan selaras dengan manajemen risiko dan strategi *Governance Risk & Compliance* (GRC) serta implementasi strategi *shared service* untuk berbagai layanan antara induk dan anak perusahaan.

Strategi tersebut diharapkan mampu mendukung efisiensi dan percepatan transformasi digital grup. Pada saat bersamaan mampu meningkatkan kompetensi SDM yang andal, yaitu mampu beradaptasi dengan perkembangan TI, kebutuhan organisasi dan rencana strategis bisnis perusahaan.

Meanwhile, for IT infrastructure development, the investment made was Rp2,373 billion, which was allocated to:

1. Procurement of servers
2. Improvement of core layer & LAN infrastructure
3. Application performance monitoring
4. Procurement of IT equipment to support hybrid working (WFH/WFO) policies

Further, for operating expenses, Rp9,141 billion was invested, which was allocated for application system maintenance, infrastructure maintenance, certification services, maintenance services, various IT testing services, and operational support implementation & renewal subscription services.

IT HR DEVELOPMENT PROGRAM

In 2022, IT HR development focuses on the challenges faced by each IT HR for the interest of performance indicators and self-improvement needed in accordance with information technology trends in the industry. Some of the trainings attended by IT Division HR in 2022 are:

1. ISO 27001 Training
2. ISO 20000 Training
3. Digital Transformation Plan & Strategy Training
4. Digital Mindset in Current Era Training
5. RedHat Linux System Administrator Training
6. Inhouse Training & CRGP April 2022 Certification
7. Employee Engagement through Coaching
8. Vmware, Vsphere: Install, Configure, Manage V6.5
9. CRMO Certification & Training
10. Vmware, Vsphere: Install, Configure, Manage V6.5 Training

INFORMATION TECHNOLOGY GOVERNANCE

The Company implements IT and data governance, particularly to meet regulatory compliance as well as business needs and accelerate growth. Furthermore, governance is implemented in accordance with risk management and the Governance Risk & Compliance Strategy (GRC), as well as the implementation of the shared service strategy for various services between the parent entity and subsidiaries.

This strategy is expected to support the group's digital transformation more efficiently and faster. At the same time, being able to improve the competence of reliable human resources, specifically the ability to adapt to IT developments, organizational needs, and the company's strategic business plan.

Penerapan tata kelola TI diatur dalam SK Kebijakan Tata Kelola dan Pengelolaan Teknologi Informasi yang berlaku terhadap proses perencanaan, pengembangan, operasional, dan pengelolaan sumber daya TI Perusahaan yang terdiri atas: informasi, aplikasi, infrastruktur, dan SDM.

Perusahaan juga mengacu pada keputusan Kementerian Badan Usaha Milik Negara (BUMN) No. S122/MBU/DSI/05/2021 tentang Pedoman Pelaksanaan asesmen IT *Maturity Level* BUMN yang mendorong dilaksanakannya Asesmen IT *Maturity Level* secara independen pada tahun 2021 untuk masing-masing BUMN, selaras dengan peran Divisi IT sebagai *business* & *organizational enabler*.

Pelaksanaan kegiatan *assessment* IT *Maturity Level* di tahun 2022 sebagai nilai pengukuran terhadap tata Kelola TI di Perusahaan memiliki skor sebesar 3,5 yang memiliki fokus pada *point of improvement*, sebagai berikut:

The Information Technology Governance and Management Policy Decree governs the implementation of IT governance, which applies to the planning, development, operational, and management processes of the Company's IT resources, which include information, applications, infrastructure, and human resources.

The company also refers to the Ministry of State-Owned Enterprises (BUMN) decision No. S122/MBU/DSI/05/2021 concerning Guidelines for Implementing BUMN IT Maturity Level Assessment, which encourages each BUMN to implement an IT Maturity Level Assessment independently in 2021, in line with the IT Division's role as a business and organizational enabler.

The implementation of the IT Maturity Level Assessment activity in 2022 as a measurement value of IT governance in the Company reach score 3.5 and will be focused on points of improvement, as follows :

No.	Proses Process	Level Existing Existing Level	Potensi Target Target Potential	Improvement Improvement
1	Managed Vendors Managed Vendors	4	5	Menyusun kriteria vendor dan implementasi review kinerja vendor. Melakukan audit vendor. Creating vendor criteria and carrying out vendor performance evaluations. Conduct vendor audits.
2	Managed Security Managed Security	4	5	Perbaikan manajemen QA pengembangan aplikasi (On Progress). Improved application development QA management (On Progress).
3	Manged Solution Identfication and Build Managed Solution Identification and Build	3	4	Merencanakan QA pengembangan aplikasi (On Progress). Planning QA application development (On Progress).
4	Managed Availability and Capacity Managed Availability and Capacity	4	5	Laporan availability dan capacit secara berkala. Periodic availability and capacity reports

Teknologi Informasi
Information Technology

No.	Proses Process	Level Existing Existing Level	Potensi Target Target Potential	Improvement Improvement
5	Manageds Assets Managed Assets	4	5	Melakukan verifikasi aset TI. Verify IT assets.
6	Manageds Configuration Managed Configuration	3	4	Melakukan review aset CI di CMDB. Conduct a review of CI assets at CMDB.
7	Managed Problems Managed Problems	3	4	Mendiskusikan solusi permasalahan dengan pihak terkait (*On Progress*) Discuss solutions to problems with related parties (On Progress)
8	Managed Continuity Managed Continuity	4	5	Melakukan *review* hasil pengujuan dan melakukan *follow up review.* Reviewing the results of testing and conducting follow-up reviews.
9	Managed Compliance with External Requirements Managed Compliance with External Requirements	4	5	Melakukan *review* ketidakpatuhan dan melakukan perbaikan. Review non-compliance and make improvements.

Rencana Pengembangan TI 2023

Untuk tahun 2023, Perusahaan telah menyiapkan sejumlah strategis, seperti disampaikan dalam tabel di bawah ini:

IT Development Plan 2023

For 2023, the Company has prepared a number of strategies, as presented in the table below:

No.	Strategic Initiative Strategic Initiative	Success Measure Success Measure
1	Otomatisasi Laporan Keuangan Terintegrasi Integrated Financial Report Automation	*Dashboard* Laporan Keuangan Group Dashboard of Group Financial Reports
2	Improvement GRC Indonesia Re Group (SIMRI & GRC) Improvement GRC Indonesia Re Group (SIMRI & GRC)	Sistem GRC Group (GRC & SIMRI) GRC Group System (GRC & SIMRI)
3	Improvement Sistem Investasi (Shared Service Indonesia Re Group) Investment System Improvement (Shared Service Indonesia Re Group)	Sistem Investasi Investment System
4	Implementasi Sistem IFRS 17 IFRS 17 System Implementation	Sistem IFRS 17 IFRS 17 System
5	Improvement dan Implementasi Program Host to Host Improvement and Implementation of the Host to Host Program	*Host to Host* (RIU Connect) Host to Host (RIU Connect)
6	Pengembangan Learning Management System (bekerja sama dengan Human Capital) Development of Learning Management System (in collaboration with Human Capital)	Aplikasi Learning Management System Learning Management System application

KETEPATAN UNTUK MENCEGAH KESALAHAN

Accuracy to Prevent Faults

Tata Kelola Perusahaan

Corporate Governance

Tata Kelola Perusahaan
Good Corporate Governance

Perusahaan memandang standar implementasi GCG dibutuhkan sebagai acuan dasar dalam rangka mewujudkan Visi dan menjalankan Misi Perusahaan.

The Company views that GCG implementation standards are needed as a basic reference in order to realize the Vision and carry out the Company's Mission.

Komitemen Penerapan Tata Kelola Perusahaan
Commitment to The Implementation of Corporate Governance

PT Reasuransi Indonesia Utama ("Indonesia Re", "Perusahaan") berkomitmen untuk selalu meningkatkan pengelolaan bisnis yang mengacu pada tata kelola perusahaan yang baik, terutama Mengacu pada standar BUMN klaster asuransi dan dana pensiun. Begitu juga dengan peraturan perundang-undangan lain serta praktik terbaik di industri.

Indonesia Re terus berkomitmen dalam meningkatkan pengelolaan bisnis yang mengacu pada tata kelola perusahaan yang baik. Dengan demikian, kehadiran Perusahaan dapat memberikan manfaat pada para pemangku kepentingan.

PT Reasuransi Indonesia Utama ("Indonesia Re", "the Company") is committed to always improving business management that refers to good corporate governance, especially referring to the BUMN standards of the insurance and pension fund cluster. As well as other laws and regulations and industry best practices.

Indonesia Re continues to be committed to improving business management that refers to good corporate governance. Thus, the Company's presence can provide benefits to stakeholders.

Sosialisasi Penerapan GCG

Pada tahun 2022, Indonesia Re telah melaksanakan beberapa kegiatan sosialisasi GCG, khususnya sebagai bentuk dari pencegahan tindak pidana korupsi di lingkungan Perusahaan. Sosialisasi yang dilakukan yakni:

1. Sosialisasi Pengendalian Gratifikasi
2. Sosialiasi Benturan Kepentingan
3. Sosialisasi SMAP 37001: 2016.

Seluruh sosialisasi yang berkenaan dengan penerapan prinsip-prinsip GCG diikuti oleh seluruh karyawan Indonesia Re.

Socialization of GCG Implementation

In 2022, Indonesia Re has carried out several socialization activities, as a form of prevention of corruption within the Company. The socialization carried out are:

1. Socialization of Gratification Control,
2. Conflict of Interest Socialization
3. Socialization of SMAP 37001: 2016.

All socialization related to the implementation of GCG principles was attended by all employees of Indonesia Re.

Dasar Penerapan Tata Kelola Perusahaan

Basis for The Implementation of Corporate Governance

Penerapan prinsip tata kelola perusahaan yang baik di lingkungan Indonesia Re mengacu pada sejumlah peraturan perundang-undangan, antara lain:

1. Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara.
2. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas.
3. Undang-Undang No. 14 Tahun 2008 tentang Keterbukaan Informasi Publik.
4. Undang-Undang No. 40 Tahun 2014 tentang Perasuransian.
5. Peraturan Pemerintah No. 12 Tahun 1998 tentang Perusahaan (Persero) sebagaimana telah diubah dengan Peraturan Pemerintah No. 45 Tahun 2001.
6. Peraturan Pemerintah No. 45 Tahun 2005 tentang Pendirian, Pengurusan, Pengawasan, dan Pembubaran Badan Usaha Milik Negara.
7. Peraturan Pemerintah No. 77 Tahun 2015 tentang Penggabungan Perusahaan Perseroan (Persero) PT Reasuransi Umum Indonesia ke dalam Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama.
8. Instruksi Presiden No. 9 Tahun 2005 tentang Perubahan atas Instruksi Presiden No. 8 Tahun 2005 tentang Pengangkatan anggota Direksi dan/atau Komisaris/Dewan Pengawas Badan Usaha Milik Negara.
9. Instruksi Presiden No. 17 Tahun 2011 tentang Pencegahan dan Pemberantasan Korupsi.
10. Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara sebagaimana telah diubah dengan Peraturan Menteri Negara Badan Usaha Milik Negara No.PER-09/MBU/2012.
11. Peraturan Menteri Negara BUMN PER-04/MBU/2014 jo PER-13/ MBU/09/2021 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN dengan perubahan terakhir PER-01/ MBU/2019.
12. Keputusan Sekretaris Kementerian BUMN No. SK-16/ MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi Atas Penetapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara.
13. Peraturan Otoritas Jasa Keuangan No. 2/POJK.05/2014 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian.
14. Anggaran Dasar Perusahaan.

The implementation of good corporate governance principles in Indonesia Re refers to a number of laws and regulations, among others:

1. Law No. 19 Year 2003 on State-Owned Enterprises.
2. Law No. 40 Year 2007 on Limited Liability Companies.
3. Law No. 14 of 2008 on Public Information Disclosure.
4. Law No. 40 Year 2014 on Insurance.
5. Government Regulation No. 12 of 1998 concerning Company (Persero) as amended by Government Regulation No. 45 of 2001.
6. Government Regulation No. 45 Year 2005 on the Establishment, Management, Supervision, and Dissolution of State-Owned Enterprises.
7. Government Regulation No. 77 of 2015 on the Merger of PT Reasuransi Umum Indonesia (Persero) into PT Reasuransi Indonesia Utama (Persero).
8. Presidential Instruction No. 9 of 2005 on the Amendment to Presidential Instruction No. 8 of 2005 on the Appointment of Members of the Board of Directors and/ or Commissioners/Supervisory Board of State-Owned Enterprises.
9. Presidential Instruction No. 17/2011 on Corruption Prevention and Eradication.
10. Regulation of the Minister of State-Owned Enterprises No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises as amended by Regulation of the Minister of State-Owned Enterprises No.PER-09/MBU/2012.
11. Regulation of the Minister of State-Owned Enterprises PER-04/MBU/2014 jo PER-13/ MBU/09/2021 on Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of SOEs with the latest amendment PER-01/MBU/2019.
12. Decree of the Secretary of the Ministry of SOEs No. SK-16/SMBU/2012 on Indicators/Parameters for Assessment and Evaluation of the Determination of Good Corporate Governance in State-Owned Enterprises.
13. Financial Services Authority Regulation No. 2/POJK.05/2014 concerning Good Corporate Governance for Insurance Companies.
14. Company Articles of Association.

Tata Kelola Perusahaan
Good Corporate Governance

PENINGKATAN KUALITAS PENERAPAN TATA KELOLA SECARA BERKELANJUTAN

Indonesia Re telah memperoleh manfaat yang besar dari penerapan GCG. Karena itu, Perusahaan berkomitmen untuk terus meningkatkan kualitas penerapan GCG di lingkungan Perusahaan.

Penerapan GCG di Indonesia Re berjalan dengan baik dan dilaksanakan oleh seluruh Insan Perusahaan, mulai dari Dewan Komisaris, Direksi, hingga seluruh pegawai Perusahaan. Setiap kegiatan yang dijalankan Perusahaan bertujuan untuk melindungi kepentingan Perusahaan, pemegang saham dan pemangku kepentingan. Mekanisme pelaksanaan implementasi GCG digambarkan dalam siklus implementasi berikut.

CONTINUOUS IMPROVEMENT IN THE QUALITY OF GOVERNANCE IMPLEMENTATION

Indonesia Re has benefited greatly from the implementation of GCG. Therefore, the Company is committed to continuously improving the quality of GCG implementation within the Company.

GCG implementation in Indonesia Re is running well and is implemented by all Company personnel, starting from the Board of Commissioners, Board of Directors, to all Company employees. Every activity carried out by the Company aims to protect the interests of the Company, shareholders, and stakeholders. The mechanism of GCG implementation is described in the following implementation cycle.

PENETAPAN STANDAR KUALITAS

Standar implementasi GCG dibutuhkan sebagai acuan dasar dalam rangka mewujudkan Visi dan menjalankan Misi Perusahaan. Acuan dasar tersebut meliputi kriteria yang akan dicapai dari berbagai aspek yang terkait dengan implementasi GCG. Standar implementasi juga dimaksudkan untuk memacu Perusahaan untuk meningkatkan kualitas implementasi GCG. Standar tersebut dirumuskan berdasarkan peraturan terkait, masukan dari pemangku kepentingan, hasil asesmen dan melakukan tolok ukur.

Standar implementasi GCG di Perusahaan khususnya mengacu pada Peraturan Menteri Negara BUMN No. PER09/MBU/2012 tanggal 6 Juli 2012 tentang Penerapan Tata Kelola Perusahaan yang Baik pada BUMN dan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik pada BUMN. Standar penerapan GCG tersebut meliputi:

1. Aspek Komitmen Terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan.
2. Aspek Pemegang Saham dan RUPS/Pemilik Modal.
3. Aspek Dewan Komisaris/Dewan Pengawas.
4. Aspek Direksi.
5. Aspek Pengungkapan Informasi dan Transparansi.
6. Aspek lainnya yang antara lain meliputi pelaporan keberlanjutan dan kemampuan Perusahaan sebagai benchmark dalam bidangnya.

PENERAPAN TATA KELOLA PERUSAHAAN

Penerapan prinsip GCG di lingkungan Indonesia Re mengacu pada 4 (empat) pilar tata kelola atau governansi korporat yang seperti tertuang dalam Pedoman Umum Governansi Korporat Indonesia (PUG-KI) 2021 yang dikeluarkan Komite Nasional Kebijakan Governansi (KNKG), yaitu mencakup: (1) perilaku beretika; (2) akuntabilitas; (3) transparansi; dan (4) keberlanjutan.

Sedangkan prinsip penerapan GCG terdiri atas 8 (delapan) yang terbagi dalam 3 (tiga) kelompok: (1) prinsip-prinsip yang mengatur organ-organ penyelenggara governansi korporat, dan (2) prinsip-prinsip yang mengatur proses dan keluaran yang dihasilkan oleh organ-organ di atas, (3) kelompok prinsip yang mengatur penerima manfaat dari pelaksanaan governansi korporat.

SETTING QUALITY STANDARD

GCG implementation standards are needed as a basic reference in order to realize the Vision and carry out the Company's Mission. The basic reference includes criteria to be achieved from various aspects related to GCG implementation. The implementation standards are also intended to spur the Company to improve the quality of GCG implementation. The standards are formulated based on the relevant regulations, input from stakeholders, assessment results, and benchmarking.

GCG implementation standards in the Company specifically refer to the Regulation of the Minister of State-Owned Enterprises No. PER09/MBU/2012 dated July 6, 2012 on the Implementation of Good Corporate Governance in SOEs and the Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 dated June 6, 2012 on Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in SOEs. The GCG implementation standards include:

1. Aspects of Commitment to the Sustainable Implementation of Good Corporate Governance.
2. Shareholder and GMS/Capital Owner Aspects.
3. Aspects of the Board of Commissioners/Supervisory Board.
4. Board of Directors aspect.
5. Aspects of Disclosure and Transparency.
6. Other aspects include sustainability reporting and the Company's ability to benchmark in its field.

IMPLEMENTATION OF CORPORATE GOVERNANCE

The implementation of GCG principles in the Indonesian Re environment refers to the 4 (four) pillars of corporate governance as stated in the General Guidelines for Indonesian Corporate Governance (PUG-KI) 2021 issued by the National Committee on Governance Policy (KNKG), which includes: (1) ethical behavior; (2) accountability; (3) transparency; and (4) sustainability.

Meanwhile, the principles of GCG implementation consist of 8 (eight) which are divided into 3 (three) groups: (1) principles governing the organs of corporate governance, (2) principles governing the processes and outputs produced by the above organs, (3) groups of principles governing the beneficiaries of the implementation of corporate governance.

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Adapun 8 (delapan) prinsip dimaksud adalah: The 8 (eight) principles are:

Uraian Prinsip Principle Description	Penerapan di Indonesia Re	Implementation in Indonesia Re
Prinsip 1: | Principle 1: **Peran dan Tanggung Jawab Direksi dan Dewan Komisaris** Roles and Responsibilities of the Board of Directors and Board of Commissioners		
Direksi dan Dewan Komisaris menjalankan peran dan tanggung jawabnya secara independen untuk menciptakan nilai yang berkelanjutan untuk kepentingan terbaik jangka panjang korporasi dan pemegang saham, dengan mempertimbangkan kepentingan para pemangku kepentingan. The Board of Directors and Board of Commissioners carry out their roles and responsibilities independently to create sustainable value for the long-term best interests of the corporation and shareholders, taking into account the interests of stakeholders.	- Direksi dan Dewan Komisaris memiliki peran dan tugasnya masing-masing yang diatur dalam pedoman kerja atau petunjuk tata laksana, yang juga mengatur evaluasi kinerja terhadap kedua organ tersebut. - Direksi berperan dan bertanggung jawab untuk melakukan pengelolaan Perusahaan dengan mempertimbangkan kepentingan Pemangku Kepentingan terkait, yang tertulis dalam kontrak manajemen setiap tahunnya. - Untuk mencapai tujuan-tujuan tersebut, Direksi menyusun Visi Misi Perusahaan yang diterjemahkan ke dalam target jangka pendek dan jangka panjang. - Dalam pelaksanaannya, kegiatan usaha Perusahaan harus sesuai dengan peraturan yang berlaku, dengan keterlibatan Direksi dalam realisasinya. Begitu pun dengan pengelolaan dan pengendalian risiko melalui manajemen risiko yang telah sesuai dengan risiko-risiko yang dihadapi oleh Indonesia Re. - Direksi juga telah membagi tugasnya masing-masing sehingga pengelolaan Perusahaan dapat berjalan dengan efektif. Dalam pembagiannya, Direksi memiliki tugas untuk mensupervisi Corporate Secretary yang ditujukan untuk memastikan kelancaran komunikasi, baik secara internal maupun eksternal. Direksi juga bertanggung jawab atas pengelolaan program tanggung jawab sosial. - Sementara itu, Dewan Komisaris memiliki peran dan tanggung jawab pengawasan dan memberikan nasihat atas pengelolaan Perusahaan oleh Direksi, termasuk Visi Misi yang disusun oleh Direksi. Perkembangan pencapaian Visi dan Misi Indonesia Re dikaji secara berkala setiap tahun dan harus disetujui oleh Dewan Komisaris. - Pengawasan kebijakan Perusahaan yang dilakukan oleh Dewan Komisaris mencakup: GCG beserta implementasinya, profil risiko Perusahaan, pengendalian internal dan implementasinya rekomendasi penunjukan auditor eksternal, fungsi audit internal dan audit eksternal terjaga independensinya serta melakukan reviu terhadap laporan tahunan. - Dewan Komisaris juga dibantu oleh Komite yang ada yakni Komite Audit, Komite Pemantau Risiko Usaha, dan Komite Tata Kelola Terintegrasi dalam melaksanakan fungsi pengawasan. - Untuk dapat menjalankan peran dan tanggung jawabnya tersebut, Direksi dan Dewan Komisaris harus terhindar dari benturan kepentingan. Selain sudah diatur dalam kriteria pengangkatan, Perusahaan mengharuskan Direksi dan Dewan Komisaris untuk mengungkapkan pernyataan independensi yang tertuang dalam Pakta Integritas yang ditandatangani oleh seluruh anggota Direksi dan Dewan Komisaris.	- The Board of Directors and Board of Commissioners have their respective roles and duties regulated in the work guidelines, which also regulate the performance evaluation of both organs. - The Board of Directors plays a role and is responsible for managing the Company by considering the interests of relevant Stakeholders, which is written in the annual management contract. - To achieve these goals, the Board of Directors developed the Company's Vision and Mission, which is translated into short-term and long-term targets. - In its implementation, the Company's business activities must be in accordance with applicable regulations, with the involvement of the Board of Directors in its realization. Likewise, risk management and control through risk management are in accordance with the risks faced by Indonesia Re. - The Board of Directors has also divided their respective duties so that the management of the Company can run effectively. In the division of duties, the Board of Directors has the duty to supervise the Corporate Secretary which is intended to ensure smooth communication, both internally and externally. The Board of Directors is also responsible for the management of social responsibility programs. - Meanwhile, the Board of Commissioners has the role and responsibility of supervising and providing advice on the management of the Company by the Board of Directors, including the Vision and Mission prepared by the Board of Directors. The progress of achieving Indonesia Re's Vision and Mission is reviewed periodically every year and must be approved by the Board of Commissioners. - Supervision of the Company's policies carried out by the Board of Commissioners includes: GCG and its implementation, the Company's risk profile, internal control and its implementation, recommendations for the appointment of external auditors, internal audit functions and external audits maintained independence and review of the annual report. - The Board of Commissioners is also assisted by the existing Committees, namely the Audit Committee, Business Risk Monitoring Committee, and Integrated Governance Committee in carrying out the supervisory function. - To be able to carry out their roles and responsibilities, the Board of Directors and Board of Commissioners must avoid conflicts of interest. In addition to the appointment criteria, the Company requires the Board of Directors and Board of Commissioners to disclose a statement of independence contained in the Integrity Pact signed by all members of the Board of Directors and Board of Commissioners.

Uraian Prinsip Principle Description	**Penerapan di Indonesia Re**	**Implementation in Indonesia Re**
Prinsip 2: | Principle 2: **Komposisi dan Remunerasi Direksi dan Dewan Komisaris** Composition and Remuneration of Board of Directors and Board of Commissioners		
Anggota Direksi dan anggota Dewan Komisaris dipilih dan ditetapkan sedemikian rupa sehingga komposisi Direksi sebagai organ pengelolaan dan komposisi Dewan Komisaris sebagai organ pengawasan adalah beragam dan masing-masing terdiri dari para Direktur dan Komisaris yang memiliki komitmen, pengetahuan, kemampuan, pengalaman dan keahlian yang dibutuhkan untuk memenuhi secara tepat peran pengelolaan Direksi dan peran pengawasan Dewan Komisaris. Members of the Board of Directors and members of the Board of Commissioners are selected and appointed in such a way that the composition of the Board of Directors as the management organ and the composition of the Board of Commissioners as the supervisory organ are diverse and each consists of Directors and Commissioners who have the commitment, knowledge, ability, experience and expertise required to appropriately fulfill the management role of the Board of Directors and the supervisory role of the Board of Commissioners.	- Indonesia Re senantiasa mematuhi peraturan yang berlaku terkait dengan komposisi Dewan Komisaris dan Direksi. Setelah memenuhi kriteria yang disyaratkan, Direksi dan Dewan Komisaris harus lulus dalam penilaian kemampuan dan kepatutan OJK untuk dapat diangkat sebagai Direksi dan Dewan Komisaris. - Dalam komposisi dan susunan anggota Dewan Komisaris disebutkan bahwa paling kurang terdiri dari dua orang anggota Dewan Komisaris. Minimal 30% dari jumlah keseluruhan Dewan Komisaris harus merupakan Komisaris Independen. - Pada tahun 2022, jumlah anggota Dewan Komisaris Indonesia Re sebanyak 5 (lima) orang, yang 3 (tiga) atau 60% di antaranya adalah Komisaris Independen, sehingga Perusahaan telah memenuhi aturan yang berlaku. - Sementara itu, untuk komposisi Direksi, mengacu pada Peraturan OJK No. 33/POJK.04/2014 mengenai jumlah anggota Direksi Perusahaan, setidaknya jumlah Direksi minimal 2 (dua) orang. - Pada tahun 2022, jumlah Direksi di Indonesia Re telah memenuhi aturan tersebut yakni sebanyak 5 (lima) anggota Direksi. Masing-masing anggota Direksi memiliki pengalaman yang baik di bidangnya. Seluruh anggota Direksi Indonesia Re berdomisili di Indonesia dan memiliki integritas serta kompetensi yang memadai sesuai dengan persyaratan lulus penilaian kemampuan dan kepatutan OJK. - Adapun untuk remunerasi, Perusahaan menyusun remunerasi Direksi dan Dewan Komisaris sesuai dengan dengan Peraturan Menteri BUMN PER-13/MBU/09/2021 tentang perubahan ke enam 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.	- Indonesia Re always complies with applicable regulations related to the composition of the Board of Commissioners and Board of Directors. After meeting the required criteria, the Board of Directors and Board of Commissioners must pass OJK's fit and proper test to be appointed as the Board of Directors and Board of Commissioners. - The composition and structure of the Board of Commissioners states that there must be at least two members of the Board of Commissioners. At least 30% of the total number of members of the Board of Commissioners must be Independent Commissioners. - In 2022, there are 5 (five) members of the Board of Commissioners of Indonesia Re, of which 3 (three) or 60% are Independent Commissioners, so the Company has complied with the applicable regulations. - Meanwhile, for the composition of the Board of Directors, referring to OJK Regulation No. 33/POJK.04/2014 regarding the number of members of the Company's Board of Directors, the number of Directors is at least 2 (two) people. - In 2022, the number of Directors in Indonesia Re has fulfilled the regulation, with 5 (five) members of the Board of Directors. Each member of the Board of Directors has good experience in their field. All members of the Board of Directors of Indonesia Re are domiciled in Indonesia and have sufficient integrity and competence in accordance with the requirements to pass the OJK fit and proper test. - As for remuneration, the Company prepares the remuneration of the Board of Directors and the Board of Commissioners in accordance with the Regulation of the Minister of PER-13/MBU/09/2021 tentang perubahan ke enam 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.

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Uraian Prinsip Principle Description	Penerapan di Indonesia Re	Implementation in Indonesia Re
Remunerasi dirancang untuk secara efektif menyelaraskan kepentingan anggota Direksi dan anggota Dewan Komisaris dengan kepentingan jangka panjang korporasi dan penciptaan nilai yang berkelanjutan. Remuneration is designed to effectively align the interests of Board members with the long-term interests of the corporation and sustainable value creation.	- Penetapan remunerasi Direksi dan Dewan Komisaris juga memperhatikan surat Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. S-23/DK-INDONESIARE/VI/2022 Tanggal 10 Juni 2022 tentang Usulan Penetapan Gaji/Honorarium Tahun 2022 dan Tantiem Tahun 2021 Direksi dan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) yang kemudian ditetapkan oleh Kementerian BUMN Sesuai surat No. SR-106/Wk2.MBU.B/08/2022 tanggal 31 Agustus 2022 tentang penetapan penghasilan direksi dan dewan komisaris PT Reasuransi Indonesiau Utama (Persero) Tahun 2022. - Remunerasi tersebut terdiri atas gaji/honorarium, tunjangan, fasilitas, dan tantiem.	- In determining the remuneration of the Board of Directors and Board of Commissioners, the Company also took into account the letter of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. S-23/DK-INDONESIARE/VI/2022 dated 10 June 2022 regarding the Proposal for Determination of Salary / Honorarium for 2022 and Tantiem for 2021 of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) which was then determined by the Ministry of SOEs in accordance with letter No. SR-106/Wk2.MBU.B/08/2022 dated 31 August 2022 regarding the determination of the income of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesiau Utama (Persero) for 2022. - The remuneration consists of salary/honorarium, allowances, facilities, and tantiem.
Prinsip 3: | Principle 3: **Hubungan Kerja antara Direksi dan Dewan Komisaris** Working Relationship between Board of Directors and Board of Commissioners		
Direksi dan Dewan Komisaris memiliki hubungan kerja yang erat, terbuka, konstruktif, profesional dan saling percaya untuk kepentingan terbaik korporasi. The Board of Directors and Board of Commissioners have a close, open, constructive, professional and mutual trust working relationship for the best interest of the corporation.	Indonesia Re mengatur hubungan kerja Dewan Komisaris dan Direksi di lingkungan Perusahaan. Hubungan keduanya adalah hubungan check and balances untuk kemajuan dan kesehatan Perusahaan. Sesuai dengan fungsinya masing-masing, Dewan Komisaris dan Direksi, bertanggung jawab atas kelangsungan usaha Perusahaan dalam jangka panjang. Dewan Komisaris dan Direksi secara bersama-sama sesuai dengan fungsinya masing-masing melakukan tugas, tanggung jawab dan kewajibannya sehingga dapat dicapai kelangsungan usaha Perusahaan dalam jangka panjang.	Indonesia Re regulates the working relationship between the Board of Commissioners and the Board of Directors within the Company. The relationship between the two is a relationship of checks and balances for the progress and health of the Company. In accordance with their respective functions, the Board of Commissioners and the Board of Directors are responsible for the Company's long-term business continuity. The Board of Commissioners and the Board of Directors together in accordance with their respective functions perform their duties, responsibilities and obligations so that the Company's long-term business continuity can be achieved.
Prinsip 4: | Prinsip 4: **Perilaku Etis** Perilaku Etis		
Korporasi memiliki komitmen untuk bertindak secara etis dan bertanggung jawab, menegakkan nilai-nilai dan budaya organisasi. The corporation is committed to acting ethically and responsibly, upholding the values and culture of the organization.	Perusahaan telah mengatur penerapan prinsip perilaku etis dalam Kode Etik dan Etika Bisnis yang menjadi pedoman bagi seluruh organisasi Perusahaan, dari Dewan Komisaris, Direksi, hingga karyawan.	The Company has regulated the implementation of ethical behavior principles in the Code of Ethics and Business Ethics which serves as a guideline for the entire Company organization, from the Board of Commissioners, Board of Directors, to employees.

Uraian Prinsip Principle Description	**Penerapan di Indonesia Re**	**Implementation in Indonesia Re**
Prinsip 5: | Principle 5: **Manajemen Risiko, Pengendalian Intern dan Kepatuhan** Risk Management, Internal Control and Compliance		
Korporasi menjalankan praktik governansi korporat yang terintegrasi dengan penerapan sistem pengendalian internal dan manajemen risiko, serta sistem manajemen kepatuhan yang efektif dalam rangka mendukung pencapaian sasaran, visi, misi, tujuan, maupun target kinerja korporat dalam menjalankan bisnis secara bertintegritas. The corporation implements corporate governance practices that are integrated with the implementation of internal control and risk management systems, as well as an effective compliance management system in order to support the achievement of corporate goals, vision, mission, objectives, and performance targets in conducting business with integrity.	Perusahaan memiliki Direktorat Pengembangan Manajemen Risiko dan Kepatuhan yang memastikan bahwa pengelolaan risiko terjaga dengan baik, sehingga Perusahaan dapat mencapai tujuan yang telah ditetapkan. Selain itu, Perusahaan juga secara berkala melakukan audit terhadap pelaksanaan kepatuhan agar pelaksanaan kegiatan Perusahaan sejalan dengan regulasi yang berlaku.	The Company has a Risk Management and Compliance Development Directorate that ensures that risk management is well maintained, so that the Company can achieve its stated objectives. In addition, the Company also periodically conducts audits on the implementation of compliance so that the implementation of the Company's activities is in line with applicable regulations.
Prinsip 6: | Principle 6: **Pengungkapan dan Transparansi** Disclosure and Transparency		
Korporasi membuat pengungkapan yang akurat dan tepat waktu mengenai semua hal yang material tentang korporasi. The corporation makes accurate and timely disclosures regarding all material matters concerning the corporation.	Perusahaan telah memenuhi prinsip pengungkapan dan transparansi yang direalisasikan melalui: laporan keuangan triwulanan, laporan tahunan dan siaran pers. Selain itu, informasi tentang perusahaan juga disampaikan secara terbuka melalui situs web: https://indonesiare.co.id/.	The Company has fulfilled the principles of disclosure and transparency realized through: quarterly financial reports, annual reports and press releases. In addition, information about the company is also shared openly through the website: https://indonesiare.co.id/.

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Uraian Prinsip Principle Description	Penerapan di Indonesia Re	Implementation in Indonesia Re
Prinsip 7: | Principle 7: **Hak-hak Pemegang Saham** Shareholder Rights		
Korporasi melindungi dan memfasilitasi pelaksanaan hak pemegang saham dan memastikan perlakukan yang adil terhadap pemegang saham, termasuk pemegang saham minoritas. Semua pemegang saham memiliki kesempatan untuk mendapatkan ganti rugi yang efektif atas pelanggaran hak-hak mereka. The corporation protects and facilitates the exercise of shareholder rights and ensures fair treatment of shareholders, including minority shareholders. All shareholders have the opportunity to obtain effective redress for violations of their rights.	Hak yang dimiliki oleh Pemegang Saham mengacu kepada ketentuan Undang-Undang No. 40 Tahun 2007 tentang Perusahaan Terbatas di antaranya menghadiri RUPS dan memberikan suara, mengusulkan agenda RUPS, memberikan suara setuju, tidak setuju, atau abstain pada setiap usulan putusan agenda RUPS. Seluruh pemegang saham mendapatkan perlakuan yang sama di Perusahaan. Selain itu, pemegang saham juga memiliki wewenang, antara lain: mengangkat dan memberhentikan anggota Dewan Komisaris dan Direksi, melakukan evaluasi kinerja Dewan Komisaris dan Direksi, memberhentikan sementara anggota Direksi, menyetujui perubahan dan pengesahan Anggaran Dasar Perusahaan, serta menyetujui laporan tahunan, menyetujui remunerasi Dewan Komisaris dan Direksi. Pemegang saham juga memiliki hak yang diatur oleh Undang-Undang dan Anggaran Dasar Perusahaan. Seluruh ketentuan tersebut telah dijalankan di Perusahaan.	The rights of Shareholders refer to the provisions of Law No. 40 of 2007 concerning Limited Liability Companies, including attending the GMS and voting, proposing the agenda of the GMS, voting for, against, or abstaining on each proposed decision of the GMS agenda. All shareholders receive equal treatment in the Company. In addition, shareholders also have the authority to, among others: appoint and dismiss members of the Board of Commissioners and the Board of Directors, evaluate the performance of the Board of Commissioners and the Board of Directors, temporarily dismiss members of the Board of Directors, approve amendments and ratification of the Company's Articles of Association, and approve the annual report, approve the remuneration of the Board of Commissioners and the Board of Directors. Shareholders also have rights regulated by the Law and the Company's Articles of Association. All of these provisions have been implemented in the Company.
Prinsip 8: | Principle 8: **Hak-hak Pemangku Kepentingan** Stakeholder Rights		
Korporasi mengakui hak-hak pemangku kepentingan yang ditetapkan dalam peraturan perundang-undangan yang berlaku atau suatu perjanjian yang disepakati oleh korporasi dan mendorong kerja sama aktif dengan pemangku kepentingan dalam menciptakan kekayaan, lapangan kerja, dan keberlanjutan usaha yang sehat secara finansial. The corporation recognizes the rights of stakeholders set out in applicable laws and regulations or an agreement entered into by the corporation and encourages active cooperation with stakeholders in creating wealth, employment and financially sound business sustainability.	Dalam menjalankan kegiatan usaha, Perusahaan selalu menghormati hak-hak para pemangku kepentingan. Sebagai perwujudannya, Dewan Komisaris dan Direksi telah mengintegrasikan aspek keberlanjutan dalam model bisnis Perusahaan, pelibatan pemangku kepentingan, serta memastikan perlindungan terhadap hak-hak para pemangku kepentingan. Dewan Komisaris senantiasa memantau pelaksanaan semua aspek tersebut yang dilakukan oleh Direksi	The Company consistently respects the rights of stakeholders when conducting business. As a result, the Board of Commissioners and Board of Directors have integrated components of sustainability into the Company's business model, engaged the stakeholders, and guaranteed that stakeholder rights are protected. The Board of Commissioners continuously oversees the Board of Directors' implementation of all of these issues.

MONITORING PENERAPAN TATA KELOLA PERUSAHAAN

Pemantauan penerapan GCG di Indonesia Re dilakukan secara berlapis. Di internal Perusahaan, Divisi Kepatuhan secara berkala melakukan pengawasan terhadap penerapan GCG di lingkungan Perusahaan. Selain itu, Dewan Komisaris melalui Komite Audit juga terus memantau perkembangan penerapan GCG di lingkungan Perusahaan. Selain itu, OJK dan

MONITORING THE IMPLEMENTATION OF CORPORATE GOVERNANCE

The monitoring of the implementation of GCG in Indonesia Re is carried out in layers. Internally, the Compliance Division regularly supervises the implementation of GCG within the Company. The Board of Commissioners, through the Audit Committee, also monitors developments of GCG implementation within the Company. In addition, OJK and the

Kementerian BUMN sebagai regulator juga turut memantau penerapan GCG di lingkungan Perusahaan melalui penelaahan laporan-laporan yang disampaikan Perusahaan.

PENILAIAN TATA KELOLA PERUSAHAAN

Penilaian Tata Kelola Perusahaan merupakan upaya sistematik untuk menghimpun dan mengolah data (fakta dan informasi) yang andal dan sahih sehingga dapat disimpulkan kenyataan yang dapat digunakan sebagai landasan tindakan manajemen agar pelaksanaan GCG dapat dilakukan secara efektif. Penilaian menjadi bagian dari mekanisme *check and balances*. Dengan asesmen, maka capaian kegiatan dapat diketahui dengan pasti dan tindakan lebih lanjut untuk memperbaiki kinerja suatu kegiatan dapat ditetapkan.

Indonesia Re secara berkala melakukan pengukuran implementasi GCG, melalui penilaian tata kelola perusahaan. Hal ini dilakukan untuk memperoleh penilaian yang objektif mengenai implementasi GCG di Perusahaan. Penilaian tersebut dapat dilakukan secara mandiri oleh internal Perusahaan (penilaian mandiri) ataupun dengan menggunakan jasa pihak independen (evaluasi eksternal). Indonesia Re menggunakan 2 (dua) jenis penilaian, yaitu Penilaian Tata Kelola Perusahaan BUMN dan Penilaian Tata Kelola Perusahaan OJK.

PENILAIAN TATA KELOLA PERUSAHAAN BUMN

Sesuai Peraturan Presiden No. 192 Tahun 2014 tentang Badan Pengawasan Keuangan dan Pembangunan (BPKP), Peraturan Pemerintah No. 60 Tahun 2008 tentang Sistem Pengendalian Intern Pemerintah, dan Peraturan Menteri BUMN No. PER-09/MBU/2012 tanggal 6 Juli 2012 tentang Perubahan atas Peraturan Menteri Negara BUMN No. PER01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik Perusahaan sebagai entitas anak BUMN melakukan pengukuran terhadap penerapan GCG yang dilakukan melalui penilaian.

Perusahaan melakukan penilaian penerapan GCG secara konsisten setiap tahunnya untuk mengetahui tingkat kecukupan penerapan GCG di lingkungan Perusahaan. Penilaian yang dilakukan menggunakan berbagai acuan standar praktik terbaik yang berlaku.

Pelaksanaan Penilaian Tahun 2022

Kriteria Penilaian

Pelaksanaan Asesmen GCG tersebut berdasarkan Keputusan Sekretaris Kementrian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tanggal 06 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan

Ministry of SOE as regulators also monitor the implementation of GCG within the Company through the review of reports submitted by the Company.

CORPORATE GOVERNANCE ASSESSMENT

Corporate Governance assessment is a systematic effort to collect and process data (facts and information) that is reliable and valid so that it can be concluded that reality can be used as a basis for management action so that GCG implementation can be carried out effectively. This assessment is part of the checks and balances mechanism. With assessment, the achievement of activities can be known with certainty and further actions to improve the performance of an activity can be determined.

Indonesia Re periodically evaluate the implementation of GCG through the Corporate Governance Assessment. This is done to obtain an objective assessment of the implementation of GCG in the Company. Corporate Governance Assessment in the Company can be carried out internally with a self-assessment or by using the services of an independent party (external evaluation). Indonesia Re conducts 2 (two) sets of criteria for Corporate Govern-Assessment, namely SOE Corporate Governance Assessment and OJK Corporate Governance Assessment.

CORPORATE GOVERNANCE ASSESSMENT BASED ON SOE CRITERIA

In accordance with Presidential Regulation No. 192 of 2014 concerning the Financial and Development Supervisory Agency (BPKP), Government Regulation No. 60 of 2008 concerning the Government Internal Control System, and Regulation of the Minister of SOEs No. PER-09/MBU/2012 dated July 6, 2012 concerning Amendments to Regulation of the Minister of SOEs No. PER01/MBU/2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance, the Company as the subsidiary of an SOE measures the implementation of GCG through assessment.

The Company conducts an assessment of GCG implementation consistently every year to determine the level of adequacy of GCG implementation within the Company. The assessment is conducted using various references to applicable best practice standards.

Assessment Implementation in 2022

Assessment Criteria

The implementation of the GCG Assessment is based on the Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 dated June 06, 2012 concerning Indicators/Parameters for Assessment

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yang Baik pada BUMN. Indikator yang digunakan dalam Asesmen GCG tersebut meliputi:

1. Komitmen terhadap penerapan tata kelola perusahaan yang baik secara berkelanjutan;
2. Pemegang Saham dan RUPS/Pemilik Modal;
3. Dewan Komisaris/Dewan Pengawas;
4. Direksi;
5. Pengungkapan informasi dan transparansi; dan
6. Aspek Lainnya.

Pihak yang Melakukan Penilaian

Sesuai dengan ketentuan Pasal 44 ayat (1) huruf b Peraturan Menteri BUMN No. PER-09/MBU/2012 06 Juli 2012 atas Perubahan Peraturan Menteri BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada BUMN, disebutkan bahwa:

- Penilaian yaitu program untuk mengidentifikasi pelaksanaan GCG di BUMN melalui pengukuran pelaksanaan dan penerapan GCG di BUMN yang dilaksanakan secara berkala setiap 2 (dua) tahun;
- Evaluasi (reviu), yaitu program untuk mendeskripsikan tindak lanjut pelaksanaan dan penerapan GCG di BUMN yang dilakukan pada tahun berikutnya setelah penilaian sebagaimana dimaksud pada huruf a, yang meliputi evaluasi terhadap hasil penilaian dan tindak lanjut atas rekomendasi perbaikan.

Sedangkan pada ayat (5) disebutkan: Pelaksanaan evaluasi pada prinsipnya dilakukan sendiri oleh BUMN yang bersangkutan (penilaian mandiri), yang pelaksanaannya dapat didiskusikan dengan atau meminta bantuan (asistensi) oleh penilai independen atau menggunakan jasa Instansi Pemerintah yang berkompeten di bidang GCG.

Berdasarkan ketentuan tersebut, maka pada tahun buku 2022 penilaian (*assessment*) penerapan *Good Corporate Governance*) di PT. Reasuransi Indonesia Utama (Persero) dilakukan oleh PT.Mitra Usaha Cipta Solusi (konsultan) selaku *asessor independent*.

Kriteria yang Digunakan

Parameter yang digunakan dalam asesmen tersebut berdasarkan Surat Keputusan Sekretaris Menteri BUMN No. 16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara. Parameter tersebut mencakup 6 (enam) aspek *governance* yaitu:

1. Komitmen terhadap Penerapan Tata Kelola Perusahaan yang Baik secara berkelanjutan;
2. Pemegang Saham dan RUPS/Pemilik Modal;

and Evaluation of the Implementation of Good Corporate Governance in SOEs. The indicators used in the GCG Assessment include:

1. Commitment to the implementation of good corporate governance on an ongoing basis;
2. Shareholders and GMS/Capital Owners;
3. Board of Commissioners/Supervisory Board;
4. Board of Directors;
5. Information disclosure and transparency; and
6. Other aspects.

Party Conducting the Assessment

In accordance with the provisions of Article 44 paragraph (1) letter b of the Regulation of the Minister of SOEs No. PER-09/MBU/2012 06 July 2012 on the Amendment to the Regulation of the Minister of SOEs No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in SOEs, it is stated that:

- Assessment is a program to identify the implementation of GCG in SOEs through measuring the implementation and application of GCG in SOEs which is carried out periodically every 2 (two) years;
- Evaluation (review), which is a program to describe the follow-up to the implementation and application of GCG in SOEs carried out in the following year after the assessment as referred to in letter a, which includes evaluation of the assessment results and follow-up on recommendations for improvement.

Meanwhile, paragraph (5) states: The implementation of the evaluation is in principle carried out by the SOE concerned (self-assessment), the implementation of which can be discussed with or request assistance (assistance) by an independent appraiser or use the services of a Government Agency competent in the field of GCG.

Based on these provisions, in the 2022 financial year the assessment (assessment) of the implementation of Good Corporate Governance) at PT Reasuransi Indonesia Utama (Persero) was carried out by PT Mitra Usaha Cipta Solusi (consultant) as an independent assessor.

Criteria Used

The parameters used in the assessment are based on Decree of the Secretary of the Minister of SOEs No. 16/S.MBU/2012 on Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises. The parameters include 6 (six) aspects of governance, namely:

1. Commitment to the sustainable implementation of Good Corporate Governance;
2. Shareholders and GMS/Capital Owners;

3. Dewan Komisaris/Dewan Pengawas;
4. Direksi;
5. Pengungkapan informasi dan transparansi;
6. Aspek lainnya.

Hasil Asesmen

Pada tahun 2023, hasil penilaian GCG untuk tahun buku 2022 mencapaikan skor 90,01, dengan kategori: "Sangat Baik".

3. Board of Commissioners/Supervisory Board;
4. Directors;
5. Information disclosure and transparency;
6. Other aspects.

Assessment Result

In 2023, the GCG assessment results for the 2022 financial year achieved a score of 90.01, with the category: "Very Good".

No.	Aspek Penilaian	Skor	Jumlah Rekomendasi Number of Recommendations	Assessment Aspect
1	Komitmen	6,67	3	Commitment
2	RUPS/Pemilik Modal	9,00	-	GMS/Owner of Capital
3	Dewan Komisaris/ Dewan Pengawas	32,29	1	Board of Commissioners/ Supervisory Board
4	Direksi	33,22	1	Board of Directors
5	Transparansi	8,58	-	Transparency
6	Lain-lain	1	1	Miscellaneous
	Total	**91,01**	**6**	**Total**

Adapun pencapaian hasil asesmen GCG Indonesia Re dalam 5 (lima) tahun terakhir sebagai berikut.

The achievements of Indonesia Re's GCG assessment results in the last 5 (five) years are as follows.

Tahun Buku GCG Assessment GCG Assessment Year	Skor GCG Assessment GCG Assessment Score	Kategori Category	Pelaksana Conducting the Assessment
2022	91,01	Sangat Baik | Very good	PT Mitra Niaga Cipta Solusi
2021 (Self Assessment)	90,93	Sangat Baik | Very good	PT Servitama Konsultan
2020	90,42	Sangat Baik | Very good	PT Servitama Konsultan
2019 (Self Assessment)	89,15	Sangat Baik | Very good	PT Servitama Konsultan
2018	88,49	Sangat Baik | Very good	PT MItra Usaha Cipta Solusi

PENILAIAN TATA KELOLA PERUSAHAAN BERDASARKAN KRITERIA OJK

Sebagai perusahaan yang bergerak di industri perasuransian, Perusahaan juga harus menaati ketentuan Peraturan Otoritas Jasa Keuangan No. 73/ POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian.

CORPORATE GOVERNANCE ASSESSMENT BASED ON OJK CRITERIA

As a company engaged in the insurance industry, the Company must also comply with the provisions of the Financial Services Authority (OJK) Regulation No. 73 / POJK.05 / 2016 concerning Good Corporate Governance for Insurance Companies.

Pelaksanaan Assessment Tahun 2022

Kriteria yang Digunakan

Pelaksanaan asesmen GCG OJK menggunakan kriteria yang terdapat pada Surat Edaran Otoritas Jasa Keuangan No. 17/SEOJK.05/2014 tentang Laporan Penerapan Tata Kelola Perusahaan yang Baik bagi Perusahaan Asuransi, Perusahaan

Assessment Implementation in 2022

Criteria Used

The implementation of OJK's GCG assessment uses the criteria contained in Circular Letter of the Financial Services Authority No. 17/SEOJK.05/2014 concerning Reports on the Implementation of Good Corporate Governance for Insurance

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Asuransi Syariah, Perusahaan Reasuransi dan Perusahaan Reasuransi Syariah, yang terdiri dari 6 (enam) aspek dan 97 (sembilan puluh tujuh) parameter, yaitu:

Companies, Sharia Insurance Companies, Reinsurance Companies and Sharia Reinsurance Companies, which consists of 6 (six) aspects and 97 (ninety-seven) parameters, namely:

No.	Aspek/Indikator	Parameter | Parameters
1	Etika Bisnis dan Pedoman Perilaku | Business Ethics and Code of Conduct	6
2	Organ Perusahaan | Company Organs	20
3	Pemegang Saham | Shareholders	22
4	Pemangku Kepentingan | Stakeholders	11
5	Praktik Usaha yang Sehat | Healthy Business Practices	35
6	Pernyataan Penerapan Pedoman Tata Kelola | Statement of Implementation of Governance Guidelines	3
	Total	**97**

Pihak yang Melakukan Assessment

Asesmen GCG OJK tahun buku 2022 dilakukan oleh pihak independen, yaitu PT Mitra Usaha Cipta Solusi

Party Conducting the Assessment

OJK's GCG assessment for the 2022 financial year was carried out by an independent party, namely PT Mitra Usaha Cipta Solusi.

Hasil Assessment Tata Kelola Perusahaan OJK

Berdasarkan hasil asesmen yang dilakukan untuk tahun buku 2022, Perusahaan meraih skor 4,84 (skala 5) dengan klasifikasi kualitas "Sangat Baik".

Adapun hasil penilaian Assessment GCG OJK 5 (lima) tahun terakhir adalah sebagai berikut:

OJK Corporate Governance Assessment Results

Based on the results of the assessment conducted for the 2022 financial year, the Company achieved a score of 4.84 (scale of 5) with a quality classification of " Very Good".

The results of the OJK GCG Assessment assessment for the last 5 (five) years are as follows:

No.	Aspek Pengujian/indikator/Parameter Testing Aspect/Indicator/Parameter	Tahun Penilaian Year of Assessment				
		2022	2021	2020	2019	2018
1	Etika Bisnis dan Pedoman Perilaku Business Ethics and Code of Conduct	5,00	5,00	5,00	5,00	5,00
2	Organ Perusahaan | Company Organs	4,71	4,62	4,47	4,47	4,47
3	Pemegang Saham | Shareholders	5,00	5,00	5,00	5,00	5,00
4	Pemangku Kepentingan | Stakeholders	4,93	5,00	5,00	5,00	5,00
5	Praktik Usaha yang Sehat | Healthy Business Practices	4,89	4,88	4,88	4,88	4,88
6	Pernyataan Penerapan Pedoman Tata Kelola Statement of Implementation of Governance Guidelines	4,50	4,50	4,50	4,50	4,50
Skor Keseluruhan | Overall Score		**4,84**	**4,82**	**4,81**	**4,81**	**4,81**
Klasifikasi Kualitas Penerapan Classification of GCG Implementation Quality		**Sangat Baik Very good**	**Sangat Baik Very good**	**Sangat Baik Very good**	**Sangat Baik Very good**	**Sangat Baik Very good**

Peningkatan Kualitas Penerapan Tata Kelola Perusahaan OJK

Perusahaan senantiasa berupa meningkatkan score penerapan GCG antara lain dengan cara:

- Penerapan praktik GCG telah ditetapkan sebagai salah satu indikator dalam KPI yang tercantum dalam kontrak manajemen.
- Komitmen Direksi dan Komisaris untuk menerapkan tata kelola perusahaan secara konsisten dan berkelanjutan sesuai peraturan Perundang-undangan dan melakukan tindak lanjut rekomendasi

Improving the Quality of OJK Corporate Governance Implementation

The Company continuously improves the score of GCG implementation, among others, by:

- The implementation of GCG practices has been set as one of the indicators in the KPIs listed in the management contract.
- Commitment of the Board of Directors and Commissioners to implement corporate governance consistently and sustainably in accordance with laws and regulations and to follow up on recommendations.

PENINGKATAN KUALITAS PENERAPAN TATA KELOLA PERUSAHAAN

Perusahaan berkomitmen untuk terus meningkatkan kualitas penerapan GCG. Salah satu upaya yang dilakukan Perusahaan untuk meningkatkan kualitas penerapan GCG adalah dengan melakukan tindak lanjut terhadap rekomendasi asesmen GCG.

Adapun tindak lanjut terhadap rekomendasi asesmen tahun 2021 hingga akhir tahun 2022 adalah sebagai berikut:

IMPROVING THE QUALITY OF CORPORATE GOVERNANCE IMPLEMENTATION

The Company is committed to continuously improving the quality of GCG implementation. One of the efforts made by the Company to improve the quality of GCG implementation is by following up on GCG assessment recommendations.

The follow-up to the assessment recommendations in 2021 until the end of 2022 is as fol-lows:

No.	Rekomendasi AOI GCG AOI GCG Recommendation	Tindak Lanjut Temuan Follow-up of Findings	Target Penyelesaian Completion Target		Bukti Tindak Lanjut/ Output Evidence of Follow-up/Output	Status Tindak Lanjut Follow-up Status
			Target Ouput	Target Waktu		
Aspek Komitmen **Commitment Aspect**						
1	Melakukan monitoring terhadap pejabat wajib lapor yang telah menyampaikan LHKPN kepada KPK	(Dokumen/surat dari terkait arahan kepada pejabat wajib lapor LHKPN untuk melaporkan LHKPN kepada KPK)	2022	2022	(Dokumen/surat dari terkait arahan kepada pejabat wajib lapor LHKPN untuk melaporkan LHKPN kepada KPK)	Sudah dilaksanakan monitoring kepada pejabat wajib lapor LHKPN di Indonesia Re.
	Monitoring mandatory reporting of officials who have submitted their LHKPN to KPK.	(Documents/letters from related directives to officials required to report LHKPN to the KPK)			(Documents/letters from related directives to officials required to report LHKPN to the KPK)	Monitoring has been carried out to officials at Indonesia Re who are required to submit LHKPN reports

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No.	Rekomendasi AOI GCG AOI GCG Recommendation	Tindak Lanjut Temuan Follow-up of Findings	Target Penyelesaian Completion Target		Bukti Tindak Lanjut/ Output Evidence of Follow-up/Output	Status Tindak Lanjut Follow-up Status
			Target Ouput	Target Waktu		
2	Secara berkala menyampaikan laporan perkembangan pemenuhan kewajiban penyampaian LHKPN kepada KPK	(Dokumen terkait Rekapitulasi pejabat wajib lapor LHKPN ke KPK)	2022	2022	(Dokumen terkait Rekapitulasi pejabat wajib lapor LHKPN ke KPK)	Sudah dilaksanakan pengiriman surat ke KPK terkait rekapitulasi pejabat wajib lapor LHKPN di Indonesia Re
	Periodically submit progress reports on the fulfillment of LHKPN submission obligations to the KPK.	(Documents related to Recapitulation of officials required to report LHKPN to KPK)			(Documents related to Recapitulation of officials required to report LHKPN to KPK)	A letter has been sent to the KPK regarding the recapitulation of officials in Indonesia Re who are required to report LHKPN
3	Meningkatkan pemahaman pegawai atas Pedoman Tata Kelola Perusahaan yang Baik	Sosialisasi ISO 37001:2016 kepada seluruh pegawai atau pegawai baru tanggal 13 Mei 2022, Sosialisasi Gratifikasi tanggal 12 Oktober 2022	ISO 3700:2016 dan Pedoman Gratifikasi	2022	Dokumen terkait peningkatan pemahaman pegawai atas Pedoman ISO 37001:2016 dan Pedoman Gratifikasi	Sesuai Rekomendasi
	Improving employee understanding of Good Corporate Governance Guidelines	Socialization of ISO 37001: 2016 to all employees or new employees on May 13, 2022, Socialization Gratuity on the 12th October 2022	ISO 3700:2016 and Gratification Guidelines		Documents related to increasing employee understanding of ISO 37001: 2016 Guidelines and Gratification Guidelines	As Recommended
Aspek RUPS/Pemilik Modal | GMS/Capital Owner Aspect						
	-					
Aspek Dewas/Dekom | Board of Supervisory/Commissioners Aspect						
1	Melakukan telaah dan membuat hasil telaah terhadap kebijakan pengendalian intern perusahaan dan pelaksnaannya.	Rapat Gabungan tanggal 26 Juli 2022 dengan Risalah Rapat Nomor RIS-14/DK-INDONESIARE/VII/2022	Laporan Hasil Usaha per 30 Juni 2022	2022	Risalah rapat Gabungan Nomor RIS-14/DK-INDONESIARE/VII/2022 tanggal 26 Juli 2022	Sesuai Rekomendasi
	Perform a review on internal control policy and its implementation in the Company	Joint Meeting on 26 July 2022 with Meeting Minutes No. RIS-14/DK-INDONESIARE/VII/2022	Business Result Report as at 30 June 2022		Meeting Minutes No. RIS-14/DK-INDONESIARE/VII/2022 of the Joint Meeting on 26 July 2022	As per recommendation
2	Melakukan telaah dan membuat hasil telaah terhadap kebijakan mutu dan pelayanan perusahaan dan pelaksanaannya.	Rapat Gabungan tanggal 18 Agustus 2022 dengan Risalah Rapat Nomor RIS-16/DK-INDONESIARE/VII/2022	Laporan Hasil Usaha Per 31 Juli 2022	2022	Risalah rapat Gabungan 2022	Sesuai Rekomendasi
	Perform a review on service quality policy and its implementation in the Company	Joint Meeting on 18 August 2022 with Minutes of Meeting No. RIS-16/DK-INDONESIARE/VII/2022	Business Result Report as at 31 July 2022		Meeting Minutes No. RIS-16/DK-INDONESIARE/VII/2022 of the Joint Meeting on 18 August 2022	As per recommendation

No.	Rekomendasi AOI GCG AOI GCG Recommendation	Tindak Lanjut Temuan Follow-up of Findings	Target Penyelesaian Completion Target		Bukti Tindak Lanjut/ Output Evidence of Follow-up/Output	Status Tindak Lanjut Follow-up Status
			Target Ouput	Target Waktu		
Aspek Direksi | Board of Directors Aspect						
1	Melakukan survey tingkat kepuasan perusahaan pemasok bekerjasama dengan pihak ketiga untuk memperoleh informasi mengenai proses pengadaan barang dan jasa yang dilakukan oleh perusahaan.	Sudah dilaksanakan survey kepuasan pelanggan oleh PT Markplus	Laporan Survey Kepuasan Pemasok PT Reasuransi Indonesia tahun 2021	2022	Dokumen/ laporan terkait survey tingkat kepuasan pemasok)	Sesuai Rekomendasi
	Conduct a survey, in collaboration with third parties, on the level of satisfaction of supplier companies to obtain information regarding the process of procuring goods and services carried out by the Company.	A supplier satisfaction survey was conducted by PT MarkPlus	Supplier Satisfaction Report of PT Reasuransi Indonesia Year 2021		Documents/reports related to supplier satisfaction survey	As per recommendation
2	Membuat database (list) karyawan yang memiliki skiil dan kompetensi berdasarkan hasil pemetaan karyawan melalui proses assessment Internal untuk mengambil alih pekerjaan-pekerjaan utama apabila karyawan-karyawan berhenti, pensiun, meninggal dengan tak terduga.	(dokumen terkait database (list) karyawan yang memiliki skiil dan kompetensi berdasarkan hasil pemetaan karyawan melalui proses assessment Internal untuk mengambil alih pekerjaan- pekerjaan utama apabila karyawan-karyawan berhenti, pensiun, meninggal dengan tak terduga)	2022	2022	(dokumen terkait database (list) karyawan yang memiliki skiil dan kompetensi berdasarkan hasil pemetaan karyawan melalui proses assessment Internal untuk mengambil alih pekerjaan-pekerjaan utama apabila karyawan-karyawan berhenti, pensiun, meninggal dengan tak terduga)	Database List Karyawan yang memiliki skill dan kompetensi telah diupdate berdasarkan posisi September 2022
	Create a database (list) of employees who have skills and competencies based on the results of employee mapping through an internal assessment process, to take over key jobs when employees unexpectedly resign, retire, or passed away.	Documents related to database (list) of employees who have skills and competencies based on the results of employee mapping through an internal assessment process, to take over key jobs when employees unexpectedly resign, retire, or passed away.			Documents related to database (list) of employees who have skills and competencies based on the results of employee mapping through an internal assessment process, to take over key jobs when employees unexpectedly resign, retire, or passed away.	The database (list) of employees who have the skills and competencies has been updated as of the September 2022 position

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No.	Rekomendasi AOI GCG AOI GCG Recommendation	Tindak Lanjut Temuan Follow-up of Findings	Target Penyelesaian Completion Target		Bukti Tindak Lanjut/ Output Evidence of Follow-up/Output	Status Tindak Lanjut Follow-up Status
			Target Ouput	Target Waktu		
3	Membuat Laporan terkait pelaksanaan tugas *Corporate Secretary* disampaikan secara berkala kepada Direktur Utama dan kepada Dewan Komisaris	Laporan terkait pelaksanaan tugas Sekretaris Perusahaan (Corporate Secretary) disampaikan secara berkala kepada Direktur Utama dan kepada Dewan Komisaris	Laporan Semester I Sekretaris Perusahaan	Laporan Semester II akan disampaikan di awal Januari 2023	Laporan Nomor 00388/PA.02/65/ IndonesiRe/07/2022 tanggal 8 Juli 2022	Semester II Januari 2023
	Compile reports related to the implementation of the duties of the Corporate Secretary to be submitted periodically to the President Director and to the Board of Commissioners	Reports related to the implementation of the duties of the Corporate Secretary are submitted periodically to the President Director and to the Board of Commissioners	First Semester Report of the Corporate Secretary	Second semester report to be submitted in early January 2023	Report Number 00388/PA.02/65/ IndonesiRe/07/2022 dated July 8, 2022	Second semester January 2023
Aspek Transparansi | Transparency Aspect						
	-					
Aspek Lain-lain | Other Aspects						
1	Membuat analisis kinerja dan perbandingan pada perusahaan industri sejenis	Laporan RKAP 2022	Analisis Posisi Perusahaan 2021 sebagai dasar Pembuatan RKAP 2022	2022	Laporan RKAP 2022	Sesuai Rekomendasi
	Perform a performance analysis and benchmark with companies in similar industry	2022 RKAP Report	Analysis of Company position in 2021 as a basis for preparing the 2022 RKAP		2022 RKAP Report	As per recommendation

KERANGKA PENERAPAN TATA KELOLA PERUSAHAAN

Tata Kelola Perusahaan merupakan struktur dan mekanisme yang mengatur pengelolaan perusahaan untuk meningkatkan keberhasilan usaha dan untuk mewujudkan nilai perusahaan dalam jangka panjang dengan tetap memperhatikan para pemangku kepentingan perusahaan dengan berlandaskan peraturan perundang-undangan dan nilai etika usaha.

Penerapan GCG di Indonesia Re mengacu pada peraturan perundang-undangan yang berlaku dan *best practices* yang berlaku di industri, khususnya industri keuangan. Tujuan dari penerapan GCG di Indonesia Re adalah untuk meraih penilaian

CORPORATE GOVERNANCE IMPLEMENTATION FRAMEWORK

Corporate Governance is a structure and mechanism that regulates the management of the company to increase business success and to realize long-term corporate value while taking into account the company's stakeholders based on laws and regulations and business ethics.

The implementation of GCG in Indonesia Re refers to the prevailing laws and regulations and best practices in the industry, especially the financial industry. The objective of GCG implementation in Indonesia Re is to achieve positive

positif dan kepercayaan dari seluruh pemangku kepentingan. Kepercayaan yang tinggi dapat dicapai apabila Perusahaan menunjukkan kinerja yang baik, seperti kinerja operasional dan kinerja keuangan yang kuat dan berkelanjutan.

Untuk dapat dipercaya, Perusahaan juga perlu menjaga nama baik melalui persaingan industri secara sehat. Pengawasan tidak hanya muncul dari regulator, namun juga dari masyarakat luas. Untuk itu, pengelolaan perusahaan harus sejalan dengan seluruh prinsip GCG dengan tujuan untuk menuju warga usaha yang baik.

Untuk mencapai tujuan tersebut, Indonesia Re telah menyusun kerangka penerapan GCG yang secara umum dapat dibagi menjadi 3 (tiga) bagian, yaitu:

1. Struktur Tata Kelola
   yaitu struktur tata kelola yang terdiri dari organ utama dan organ pendukung.
2. Proses Tata Kelola
   yaitu proses dan mekanisme kerja dari organ tata kelola.
3. Hasil Tata Kelola
   yaitu hasil dari penerapan tata kelola.

assessment and trust from all stake-holders. High trust can be achieved if the Company shows good performance, such as strong and sustainable operational and financial performance.

To be trusted, the Company also needs to maintain its good name through healthy industry competition. Supervision does not only arise from regulators, but also from the wider community. For this reason, the management of the company must be in line with all GCG principles with the aim of becoming a good corporate citizen.

To achieve this goal, Indonesia Re has developed a framework for GCG implementation which can generally be divided into 3 (three) parts, namely:

1. Governance Structure
   i.e. the governance structure consisting of main organs and supporting organs.
2. Governance Process
   i.e. the processes and working mechanisms of the governance organs.
3. Governance Outcome
   i.e. the result of implementing governance.

Struktur Tata Kelola Governance Structure	**Proses Tata Kelola** Governance Process	**Hasil Tata Kelola** Governance Outcome
• Organ Utama • Organ Penunjang • Main Organs • Supporting Organs	• Pemenuhan peraturan perundang-undangan. • Pemenuhan hak pemegang saham dan perlakuan yang sama kepada seluruh pemegang saham. • Pemenuhan hak para pemangku kepentingan. • Pelaksanaan tugas dan tanggung jawab Direksi dan Dewan Komisaris. • Transparansi kondisi keuangan dan non-keuangan Perusahaan. • Fulfillment of laws and regulations. • Fulfillment of shareholder rights and equal treatment to all shareholders. • Fulfillment of stakeholders' rights. • Implementation of duties and responsibilities of the Board of Directors and Board of Commissioners. • Transparency of the Company's financial and non-financial conditions.	• Mengoptimalkan nilai Perusahaan sehingga memiliki daya saing yang kuat. • Mendorong pengelolaan Perusahaan secara profesional, efisien, dan efektif dan meningkatkan kemandirian Organ Perusahaan. • Mendorong Organ Perusahaan dalam membuat keputusan dan menjalankan tindakan dilandasi nilai moral yang tinggi dan kepatuhan terhadap Peraturan Perundangundangan, serta kesadaran akan adanya tanggung jawab social Perusahaan terhadap pemangku kepentingan maupun kelestarian lingkungan hidup. • Meningkatkan kontribusi Perusahaan dalam perekonomian nasional. • Meningkatkan iklim yang kondusif bagi ketahanan system keuangan nasional. • Optimizing the value of the Company so that it has strong competitiveness. • Encouraging professional, efficient, and effective management of the Company and increasing the independence of the Company's Organs. • Encouraging Company Organs in making decisions and carrying out actions based on high moral values and compliance with laws and regulations, as well as awareness of the Company's social responsibility to stakeholders and environmental sustainability. • Increase the Company's contribution to the national economy. • Improving the climate conducive to the resilience of the national financial system.

Tata Kelola Perusahaan
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STRUKTUR TATA KELOLA

Sesuai Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas, struktur tata kelola di Indonesia Re terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi yang disebut sebagai Organ Utama. Selain itu, Perusahaan juga memiliki Organ Pendukung yang terdiri dari komite di bawah Dewan Komisaris dan organ di bawah Direksi, baik berupa Komite maupun organ struktural.

GOVERNANCE STRUCTURE

In accordance with Law No. 40 of 2007 on Limited Liability Companies, the governance structure in Indonesia Re consists of the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors, which are referred to as the Main Organs. In addition, the Company also has Supporting Organs consisting of committees under the Board of Commissioners and organs under the Board of Directors, both in the form of Committees and structural organs.

Organ Utama Main Organ	**Organ Pendukung**	Support Organs
Rapat Umum Pemegang Saham General Meeting of Shareholders		
Dewan Komisaris Board of Commissioners	• Sekretaris Dewan Komisaris • Komite Audit • Komite Pemantau Risiko Usaha • Komite Nominasi dan Remunerasi	• Secretary of the Board of Commissioners • Audit Committee • Business Risk Monitoring Committee • Nomination and Remuneration Committee
Direksi Directors	• Sekretaris Dewan Komisaris • Satuan Pengawasan Internal • Komite-Komite di Bawah Direksi	• Corporate Secretary • Internal Control Unit • Committees under the Board of Directors

PROSES TATA KELOLA

Masing-masing Organ Perusahaan harus selalu menghormati dan bertindak sesuai fungsinya dan peranan masing-masing, berhubungan atas dasar prinsip kesetaraan dan saling menghargai tugas dan tanggung jawab masing-masing. Pembentukan Struktur GCG memiliki peran penting dalam penerapan GCG.

Indonesia Re meyakini bahwa hubungan yang wajar antar Organ Perusahaan sangat berpengaruh positif terhadap keberhasilan pengelolaan Perusahaan dan implementasi GCG. Oleh karena itu, Perusahaan berkomitmen untuk secara tegas memisahkan fungsi dan tugas masing-masing Organ Perusahaan.

Indonesia Re juga telah menyusun sejumlah kebijakan yang mengatur fungsi, tugas dan tanggung jawab serta wewenang dari setiap Organ Perusahaan. Selain itu, Perusahaan juga telah menyusun kebijakan pendukung lainnya agar proses tata kelola di Perusahaan dapat berjalan dengan baik dan mencapai tujuan yang diharapkan. Adapun kebijakan-kebijakan yang terkait dengan penerapan GCG dimiliki Indnesia Re antara lain:

1. Pedoman Tata Kelola Perusahaan (GOCG).
2. Pedoman Etika dan Perilaku (COEC).
3. Pedoman Direksi (BOD Manual).
4. Pedoman Anti Kecurangan.
5. Pedoman Pengendalian Gratifikasi.
6. Pedoman Pengenalan Direksi.
7. Pedoman Prinsip Mengenal Nasabah (PMN).

GOVERNANCE PROCESS

Each organ of the Company must always respect and act in accordance with their respective functions and roles, dealing on the basis of the principle of equality and mutual respect for their respective duties and responsibilities. The establishment of GCG Structure has an important role in the implementation of GCG.

Indonesia Re believes that an equitable relationship between the Company's Organs has a positive influence on the success of the Company's management and the implementation of GCG. Therefore, the Company is committed to strictly separating the functions and duties of each Company Organ.

Indonesia Re has also developed a number of policies that regulate the functions, duties and responsibilities as well as the authority of each organ of the Company. In addition, the Company has also developed other supporting policies so that the governance process in the Company can run well and achieve the expected goals. The policies related to the implementation of GCG at Indonesia Re include:

1. Corporate Governance Guidelines (GOCG).
2. Code of Ethics and Conduct (COEC).
3. BOD Manual.
4. Anti-fraud Guidelines.
5. Gratification Control Guidelines.
6. Guidelines for the Onboarding of Directors.
7. Guideline on Know Your Customer Principle (PMN).

8. Pedoman Sistem Pelaporan Pelanggaran.
9. Piagam Dewan Komisaris dan Direksi.

HASIL TATA KELOLA

Dengan menerapkan prinsip tata kelola perusahaan secara efektif, Indonesia Re dapat terus mendapat kepercayaan dari seluruh pemangku kepentingan. Kinerja operasional dan keuangan Perusahaan juga menunjukan peningkatan yang baik.

Sejalan dengan komitmen yang dilaksanakan secara berkesinambungan itu, pada tahun 2022, Indonesia Re memperoleh penghargaan dalam ajang "Anugerah BUMN Ke-11 Tahun 2022 yang diselenggarakan oleh BUMN Track, didukung oleh PPM Manajemen. Dengan mengangkat tema "Transformasi Tata Kelola BUMN Membangun Keseimbangan Bisnis", dalam ajang ini Indonesia Re meraih penghargaan untuk kategori "*Survival Creation*". Indonesia Re dinilai telah menjadi mitra yang kredibel bagi perusahaan asuransi dalam menyediakan solusi reasuransi dengan kapabilitas inovasi terdepan.

8. Whistleblowing System Guidelines.
9. Board Charter.

GOVERNANCE RESULTS

By implementing corporate governance principles effectively, Indonesia Re can continue to gain the trust of all stakeholders. The Company's operational and financial performance also showed good improvement.

In line with the commitment that is carried out continuously, in 2022, Indonesia Re received an award in the event "Anugerah BUMN Ke-11 Tahun 2022" organized by BUMN Track and supported by PPM Manajemen. With the theme "SOE Governance Transformation to Build Business Balance", in this event Indonesia Re won an award for the "Survival Creation" category. Indonesia Re is considered to have become a credible partner for insurance companies in providing reinsurance solutions with leading innovation capabilities.

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Rapat Umum Pemegang Saham (RUPS)
General Meeting of Shareholders (GMS)

Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas (UUPT) menyebutkan Rapat Umum Pemegang Saham (RUPS) adalah organ perusahaan yang mempunyai wewenang yang tidak diberikan kepada Direksi atau Dewan Komisaris dalam batas yang ditentukan.

Jenis-jenis RUPS

Sesuai dengan Anggaran Dasar Perusahaan dan peraturan perundang-undangan yang berlaku, terdapat dua jenis RUPS, yaitu RUPS Tahunan dan RUPS Luar Biasa.

1. Penyelenggaraan RUPS Tahunan (RUPST) meliputi RUPS Persetujuan Laporan Tahunan dan RUPS Rencana Kerja & Anggaran Perusahaan.
2. Rapat Umum Pemegang Saham Luar Biasa (RUPSLB) yang waktu pelaksanaannya terjadi di luar waktu RUPST.

Tata Cara Penyelenggaraan

Dalam Akta Anggaran Dasar Perusahaan No. 02 tanggal 10 November 2008 telah diatur tata cara penyelenggaraan RUPS, yang mencakup:

1. Penyelenggaraan semua Rapat Umum Pemegang Saham (RUPS) dilakukan di tempat kedudukan Perusahaan atau di tempat Perusahaan melakukan kegiatan usahanya yang utama yang terletak di wilayah Negara Republik Indonesia.
2. Dilakukan pemanggilan terlebih dahulu kepada para pemegang saham dengan surat tercatat.
3. Direksi wajib melakukan pemanggilan Rapat Umum Pemegang Saham (RUPS) dalam jangka waktu paling lambat 15 (lima belas) hari terhitung sejak tanggal permintaan penyelenggaraan Rapat Umum Pemegang Saham (RUPS) diterima.
4. Pemanggilan Rapat Umum Pemegang Saham (RUPS) dilakukan dengan melalui surat tercatat dan/atau dengan iklan dalam surat kabar.
5. Dalam panggilan Rapat Umum Pemegang Saham (RUPS) dicantumkan tanggal, waktu, tempat, dan mata acara rapat disertai pemberitahuan bahwa bahan yang akan dibicarakan dalam Rapat Umum Pemegang Saham (RUPS) tersedia di kantor Perusahaan sejak tanggal dilakukan pemanggilan Rapat Umum Pemegang Saham (RUPS) sampai dengan tanggal Rapat Umum Pemegang Saham (RUPS) diadakan.
6. Dalam hal pemanggilan tidak sesuai dengan ketentuan, keputusan Rapat Umum Pemegang Saham (RUPS) tetap sah jika semua Pemegang Saham dengan hak suara yang sah hadir atau diwakili dalam Rapat Umum Pemegang Saham (RUPS) dan keputusan tersebut disetujui dengan suara bulat.

Law No. 40 of 2007 on Limited Liability Companies (UUPT) states that the General Meeting of Shareholders (GMS) is a corporate organ that has authority that is not granted to the Board of Directors or the Board of Commissioners within the specified limits.

Types of GMS

In accordance with the Company's Articles of Association and prevailing laws and regulations, there are two types of GMS, namely Annual GMS and Extraordinary GMS.

1. The Annual General Meeting of Shareholders (AGMS) includes the Annual Report Approval GMS and the Company Work Plan & Budget GMS.
2. The Extraordinary General Meeting of Shareholders (EGMS) whose implementation occurs outside the time of the AGMS.

Organizing Procedure

In the Company's Deed of Articles of Association No. 02 November 10, 2008 regulates the procedure for holding the GMS, which includes:

1. All General Meetings of Shareholders (GMS) shall be held at the domicile of the Company or at the place where the Company conducts its main business activities located in the territory of the Republic of Indonesia.
2. Prior notice is given to shareholders by registered letter.
3. The Board of Directors must make an invitation to the General Meeting of Share-holders (GMS) within a period of no later than 15 (fifteen) days as of the date on which the request for holding the General Meeting of Shareholders (GMS) is received.
4. The invitation to the General Meeting of Shareholders (GMS) is made by registered mail and/or by advertisement in a newspaper.
5. The invitation to the General Meeting of Shareholders (GMS) shall include the date, time, place, and agenda of the meeting along with a notification that the materials to be discussed at the General Meeting of Shareholders (GMS) are available at the Company's office from the date of the invitation to the General Meeting of Share-holders (GMS) until the date the General Meeting of Shareholders (GMS) is held.
6. In the event that the invitation is not in accordance with the provisions, the resolutions of the General Meeting of Shareholders (GMS) are still valid if all Shareholders with valid voting rights are present or represented at the General Meeting of Shareholders (GMS) and the resolutions are approved unanimously.

7. Apabila dalam Anggaran Dasar ini tidak ditentukan lain, maka Rapat Umum Pemegang Saham (RUPS) dipimpin oleh salah seorang Pemegang Saham yang dipilih oleh dan dari antara mereka yang hadir.
8. Dalam rapat, tiap saham memberikan hak kepada pemiliknya untuk mengeluarkan 1 (satu) suara.
9. Pemungutan suara mengenai diri orang dilakukan dengan surat tertutup dan mengenai hal lain secara lisan, kecuali apabila ketua rapat menentukan lain tanpa ada keberatan dari Pemegang Saham yang hadir dalam rapat.
10. Semua keputusan yang diambil berdasarkan musyawarah untuk mufakat.

PEMEGANG SAHAM

Pemegang Saham Indonesia Re adalah Pemerintah Republik Indonesia dengan 100% kepemilikan saham Perusahaan mengatur hak dan wewenang pemegang saham yang diurai sebagai berikut.

Hak-hak Pemegang Saham

1. Menghadiri dan memberikan suara dalam suatu Rapat Umum Pemegang Saham.
2. Menerima pembagian dari keuntungan Perusahaan yang diperuntukan bagi Pemegang Saham dalam bentuk dividen, dan sisa kekayaan hasil likuidasi, sebanding dengan jumlah saham/modal yang dimilikinya.
3. Memperoleh penjelasan lengkap mengenai segala informasi yang menyangkut perusahaan termasuk keuangan, teknik dan hal-hal lain yang dimuat dalam Laporan Tahunan dan Laporan Kinerja dalam Rapat Umum Pemegang Saham (RUPS).
4. Memperoleh informasi mengenai Perusahaan secara tepat waktu, terukur, dan teratur agar memungkinkan bagi Pemegang Saham untuk membuat keputusan dalam rangka pengembangan usaha berdasarkan informasi yang diterimanya.
5. Memperoleh penjelasan tentang penerapan tata kelola perusahaan yang baik.
6. Hak lainnya berdasarkan Anggaran Dasar dan peraturan perundang-undangan.

Wewenang Pemegang Saham

1. Mengangkat dan memberhentikan Direksi.
2. Mengangkat dan memberhentikan Komisaris.
3. Menilai kinerja Komisaris dan Direksi.
4. Menetapkan auditor eksternal berdasarkan usulan yang diterima dari Komisaris.
5. Mengesahkan perencanaan strategis (Rencana Perseroan) serta Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahunan.
6. Menetapkan remunerasi Direksi.

7. If not specified otherwise in these Articles of Association, the General Meeting of Shareholders (GMS) shall be chaired by one of the Shareholders elected by and from among those present.
8. In a meeting, each share entitles its owner to cast 1 (one) vote.
9. Voting on persons shall be conducted by sealed ballot and on other matters orally, unless the chairman of the meeting determines otherwise without any objection from the Shareholders present at the meeting.
10. All decisions made are based on deliberation for consensus.

SHAREHOLDERS

Indonesia Re Shareholder is the Government of the Republic of Indonesia with 100% ownership of the Company's shares. The Company regulates the rights and authorities of shareholders which are described as follows.

Shareholder Rights

1. Attend and vote in a General Meeting of Shareholders.
2. Receive a distribution of the Company's profits intended for Shareholders in the form of dividends, and the remaining assets of the liquidation proceeds, in proportion to the number of shares / capital they have.
3. Obtaining a complete explanation of all information concerning the company including financial, technical and other matters contained in the Annual Report and Performance Report at the General Meeting of Shareholders (GMS).
4. Obtaining information about the Company in a timely, measurable and regular manner to enable Shareholders to make decisions for business development based on the information they receive.
5. Obtained an explanation of the implementation of good corporate governance.
6. Other rights based on the Articles of Association and laws and regulations.

Shareholder Authority

1. Appoint and dismiss the Board of Directors.
2. Appoint and dismiss Commissioners.
3. Assessing the performance of Commissioners and Directors.
4. Determine the external auditor based on the proposal received from the Board of Commissioners.
5. To approve the strategic planning (Company Plan) and the Annual Work Plan and Budget (RKAP).
6. Determine the remuneration of the Board of Directors.

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7. Memberikan persetujuan tertulis atas perbuatan perbuatan Direksi yang bersifat strategis dan belum diatur dalam Akta Pendirian Perusahaan.

PENGUMUMAN DAN PEMANGGILAN RUPS

Indonesia Re mengatur pemanggilan Rapat Umum Pemegang Saham (RUPS) dalam jangka waktu paling lambat 15 (lima belas) hari terhitung sejak tanggal permintaan penyelenggaraan Rapat Umum Pemegang Saham (RUPS) diterima. Pemanggilan Rapat RUPS dilakukan dengan melalui surat tercatat dan/atau dengan iklan dalam surat kabar.

Dalam panggilan RUPS dicantumkan tanggal, waktu, tempat dan mata acara rapat disertai pemberitahuan bahwa bahan yang akan dibicarakan dalam RUPS tersedia di kantor Perusahaan sejak tanggal dilakukan pemanggilan RUPS sampai dengan tanggal RUPS diadakan.

PENGAMBILAN KEPUTUSAN

Perusahaan memiliki ketentuan atas pengambilan keputusan, yakni:

- Tiap saham memberikan hak kepada pemiliknya untuk mengeluarkan 1 (satu) suara di dalam rapat.
- Pemungutan suara mengenai diri orang dilakukan dengan surat tertutup dan mengenai hal lain secara lisan, kecuali apabila ketua rapat menentukan lain tanpa ada keberatan dari Pemegang Saham yang hadir dalam rapat.
- Semua keputusan yang diambil dalam rapat berdasarkan musyawarah untuk mufakat.

PELAKSANAAN RUPS TAHUN 2022

Pada tahun 2022, Indonesia Re melaksanakan 2 (dua) kali RUPS Tahunan. Pertama, pada hari Kamis, 27 Januari 2022 untuk mengesahkan RKAP Tahun 2022. Kedua, pada hari Selasa, 26 Juli 2022 untuk mengesahkan Laporan Tahunan Tahun Buku 2021. Seluruh keputusan telah direalisasikan pada tahun buku sebagai berikut:

I. RUPS Pengesahan RKAP Tahun 2022

Waktu: Kamis, 27 Januari 2022

1. Mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2022 termasuk Rencana Kerja Tahunan Dewan Komisaris tahun 2022 PT Reasuransi Indonesia Utama (Persero). RUPS mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2022, dengan pokok- pokok sebagai berikut:

7. Provide written approval for the actions of the Board of Directors that are strategic in nature and have not been regulated in the Company's Deed of Establishment.

ANNOUNCEMENT AND INVITATION OF RUPS

Indonesia Re regulates the invitation of the General Meeting of Shareholders (GMS) within a period of no later than 15 (fifteen) days as of the date on which the request for holding the General Meeting of Shareholders (GMS) is received. The invitation to the GMS Meeting is made by registered mail and/or by advertisement in a newspaper.

The invitation to the GMS shall include the date, time, place and agenda of the meeting along with a notification that the materials to be discussed in the GMS are available at the Company's office from the date of the invitation to the GMS until the date of the GMS.

DECISION MAKING

The Company has provisions for decision-making, namely:

- Each share entitles its owner to 1 (one) vote at the meeting.
- Voting on persons shall be conducted by sealed ballot and on other matters orally, unless the chairman of the meeting determines otherwise without any objection from the Shareholders present at the meeting.
- All decisions made in the meeting are based on deliberation for consensus.

IMPLEMENTATION OF THE 2022 ANNUAL GENERAL MEETING

In 2022, Indonesia Re held 2 (two) Annual GMS. First, on Thursday, January 27, 2022 to ratify the 2022 RKAP. Second, on Tuesday, July 26, 2022 to ratify the Annual Report for the Financial Year 2021.

I. GMS Ratification of RKAP Year 2022

Time: Thursday, January 27, 2022

1. Ratified the Company's Work Plan and Budget (RKAP) for 2022 including the Annual Work Plan of the Board of Commissioners for 2022 of PT Reasuransi Indonesia Utama (Persero). The GMS ratified the Company's Work Plan and Budget (RKAP) for 2022, with the following points:

A. Proyeksi Laporan Posisi Keuangan Konsolidasian

Laporan Posisi Keuangan Konsolidasian PT Reasuransi Indonesia Utama (Persero) per 31 Desember 2022 diproyeksikan ditutup dengan jumlah aset sebesar Rp11.775,19 miliar, liabilitas sebesar Rp9.199,19 miliar dan ekuitas sebesar Rp2,576,00 miliar, dengan rincian sebagai berikut:

Aset

• Aset Investasi	Rp6.137,14 miliar
• Aset Reasuransi	Rp2.083,79 miliar
• Aset Tetap	Rp453,52 miliar
• Aset Lainnya	Rp3.100,74 miliar
• **Total Aset**	**Rp11.775,19 miliar**

Liabilitas dan Ekuitas

• Liabilitas Kontrak Asuransi	Rp6.259,96 miliar
• Utang Klaim	Rp1.037,25 miliar
• Utang Retrosesi	Rp1.181,53 miliar
• Liabilitas Lainnya	Rp720,45 miliar
• **Total Liabilitas**	**Rp9.199,19 miliar**
• **Ekuitas**	**Rp2.576,00 milar**
• **Total Liabilitas dan Ekuitas**	**Rp11.775,19 milar**

B. Perhitungan Laba (Rugi) Konsolidasian

Laba Setelah Pajak Konsolidasian PT Reasuransi Indonesia Utama (Persero) tahun 2022 ditargetkan sebesar Rp80,08 miliar, dengan rincian perhitungan sebagai berikut:

Pendapatan

• Premi Reasuransi	Rp6.548,20 miliar
• Premi Retrosesi	Rp(2.222,05) miliar
• Penurunan (Kenaikan) Premi yang belum merupakan pendapatan	Rp(221,27) miliar
• **Total Pendapatan**	**Rp4.104,88 miliar**
• **Beban Underwriting**	
• Klaim Bruto	Rp(3.461,16) miliar
• Biaya Klaim Retrosesi	Rp1.107,62 miliar
• Beban Underwriting Lainnya	Rp(1.479,65) miliar
• **Total Beban Underwriting**	**Rp(3.833,19) miliar**
• **Hasil Underwriting Bersih**	**Rp271,69 miliar**
• Hasil Investasi	Rp330,16 miliar
• Ujroh dan Bagi Hasil Syariah	Rp19,27 miliar
• Biaya Usaha	Rp(433,06) miliar
• Jumlah Pendapatan (Beban) di luar usaha	Rp(115,12) miliar
• **Laba Sebelum Pajak**	**Rp72,94 miliar**
• Beban Pajak	Rp7,14 miliar
• **Laba Setelah Pajak**	**Rp80,08 miliar**

A. Projection of Consolidated Financial Statements

The Consolidated Financial Statement of PT Reasuransi Indonesia Utama (Persero) as of December 31, 2022 is projected to close with total assets of Rp11,775.19 billion, liabilities of Rp9,199.19 billion and equity of Rp2,576.00 billion, with the following details:

Assets

• Investment Assets	Rp6,137.14 billion
• Reinsurance Assets	Rp2,083.79 billion
• Fixed Assets	Rp453.52 billion
• Other Assets	Rp3,100.74 billion
• **Total Assets**	**Rp11,775.19 billion**

Liabilities and Equity

• Insurance Contract Liability	Rp6,259.96 billion
• Claims Payable	Rp1,037.25 billion
• Retrocession Payable	Rp1,181.53 billion
• Other Liabilities	Rp720.45 billion
• **Total Liabilities**	**Rp9,199.19 billion**
• **Equity**	**Rp2,576.00 billion**
• **Total Liabilities and Equity**	**Rp11,775.19 billion**

B. Consolidated Profit (Loss) Calculation

PT Reasuransi Indonesia Utama (Persero)'s Consolidated Profit After Tax in 2022 is targeted at Rp80.08 billion, with the following calculation details:

Revenue

• Reinsurance Premium	Rp6,548.20 billion
• Retrocession Premium	Rp(2,222.05) billion
• Decrease (Increase) in unearned premiums	Rp(221.27) billion
• **Total Revenue**	**Rp4,104.88 billion**
• **Underwriting Expenses**	
• Gross Claims	Rp(3,461.16) billion
• Retrocession Claims Fee	Rp1,107.62 billion
• Other Underwriting Expenses	Rp(1,479.65) billion
• **Total Underwriting Expenses**	**Rp(3,833.19) billion**
• **Net Underwriting Result**	**Rp271,69 billion**
• Investment Return	Rp330,16 billion
• Ujroh and Sharia Profit Sharing	Rp19,27 billion
• Business Costs	Rp(433,06) billion
• Total Income (Expense) outside of business	Rp(115,12) billion
• **Profit Before Tax**	**Rp72,94 billion**
• Tax Expense	Rp7,14 billion
• **Profit After Tax**	**Rp80,08 billion**

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C. Rencana Belanja Modal

Belanja modal PT Reasuransi Indonesia Utama (Persero) Tahun 2022 dianggarkan sebesar Rp20.879,90 juta, dengan rincian sebagai berikut:

- Gedung Kantor Rp5.600,00 juta
- Peralatan dan Perabot Kantor Rp1.805,00 juta
- Teknologi Informasi Rp13.474,90 juta
- Kendaraan Dinas Rp0,00 juta
- **Jumlah Belanja Modal Rp20.879,90 juta**

D. Target Penilaian Tingkat Kesehatan Perusahaan Tahun 2022:

1) Skor Tingkat Kesehatan : 65,00
2) Predikat Penilaian: Sehat (A)

2. Mengesahkan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) PT Reasuransi Indonesia Utama (Persero) tahun 2022 sesuai Risalah Rapat Pembahasan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan No. RIS-12/DSL.MBU.B/12/2021 tanggal 7 Desember 2021, dengan pokok-pokok sebagai berikut:

A. Program Usaha Mikro Kecil (PUMK) tahun 2022

Pemberian bantuan pendanaan untuk usaha mikro kecil melalui sinergi BUMN dianggarkan sebesar Rp5.000,00 juta dengan rincian sebagai berikut:

Dana Tersedia

- Saldo Awal Rp1.166,30 juta
- Pengembalian Pinjaman Rp3.702,34 juta
- Pendapatan Jasa Administrasi Rp120,46 juta
- Pendapatan Administrasi Bank Rp66,60 juta
- **Jumlah Dana Tersedia Rp5.055,70 juta**

Penyaluran

- Penyaluran Mandiri Rp0,00 Juta
- Penyaluran melalui Sinergi BUMN Rp5.000,00 juta
- **Jumlah Penyaluran Dana Rp5.000,00 juta**

Seluruh saldo dana yang tersedia dan dana pengembalian pinjaman oleh Mitra Binaan akan disalurkan secara kolaborasi melalui hubah kepada PT Bank Rakyat Indonesia (Persero) Tbk serta menerbitkan Surat Perjanjian pelaksanaan hibah sesuai ketentuan yang berlaku dan PT Reasuransi Indonesia Utama (Persero) akan berfokus pada upaya penagihan piutang PUMK.

B. Program Non PUMK Tahun 2022

Program TJSL non PUMK yang dijalankan unit Pelibatan dan Pengambangan Masyarakat/Community Involvement & Development (CID) bersumber dari anggaran yang diperhitungkan sebagai biaya tahun 2022 sebesar Rp3.500,00 juta.

C. Capital Expenditure Plan

Capital expenditure of PT Reasuransi Indonesia Utama (Persero) in 2022 is budgeted at Rp20,879.90 million, with details as follows:

- Office Building Rp5,600.00 million
- Office Equipment and Furniture Rp1,805.00 million
- Information Technology Rp13,474.90 million
- Service Vehicle Rp0,00 million
- **Total Capital Expenditure Rp20,879.90 million**

D. Target of Company Health Level Assessment in 2022:

1) Health Level Score: 65.00
2) Rating Predicate: Healthy (A)

2. Ratified the 2022 Work Plan and Budget for the Social and Environmental Responsibility Program (RKA-TJSL) of PT Reasuransi Indonesia Utama (Persero), in accordance with the Minutes of the Meeting on the Discussion of the Work Plan and Budget for the Social and Environmental Responsibility Program No. RIS-12/DSL.MBU.B/12/2021 dated 7 December 2021, with the following points:

A. Micro, Small and Medium Enterprises (MSME) Program 2022

The provision of funding assistance for micro and small enterprises through BUMN synergy is budgeted at Rp5,000.00 million with the following details:

Available Funds

Available Funds

- Beginning Balance Rp1,166.30 million
- Loan Repayment Rp3,702.34 million
- Administrative Services Revenue Rp120.46 million
- Bank Administration Income Rp66.60 million
- **Total Funds Available Rp5,055.70 million**

Distribution

- Self-distribution Rp0.00 million
- Distribution through SOE Synergy Rp5,000.00 million
- **Total Fund Disbursement Rp5,000.00 million**

The entire balance of available funds and loan repayment funds by the Fostered Partners will be channeled collaboratively through the hubah to PT Bank Rakyat Indonesia (Persero) Tbk and issue a grant implementation Agreement Letter in accordance with applicable regulations and PT Reasuransi Indonesia Utama (Persero) will focus on efforts to collect PUMK receivables.

B. Non PUMK Program in 2022

The non-PUMK CSR program run by the Community Involvement & Development (CID) unit is sourced from the budget accounted for as costs in 2022 amounting to Rp3,500.00 million.

3. Menetapkan Kontrak Manajemen (Key Performance Indicator) antara Direksi dan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) dengan Pemegang Saham PT Reasuransi Indonesia Utama (Persero) tahun 2022 yang mengacu pada Peraturan Menteri BUMN Nomor: PER-11/MBU/11/2020 tanggal 12 Nopember 2020 tentang Kontrak Manajemen dan Kontrak Manajemen Tahunan Direksi Badan Usaha Milik Negara sebagaimana terlampir yang merupakan bagian tidak terpisahkan dari Risalah ini.

Adapun KPI Direksi tahun 2022, dengan rincian sebagai berikut:

3. Establish the Management Contract (Key Performance Indicator) between the Board of Directors and the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) with the Shareholders of PT Reasuransi Indonesia Utama (Persero) in 2022 which refers to the Regulation of the Minister of SOEs Number: PER-11/MBU/11/2020 dated November 12, 2020 concerning Management Contracts and Annual Management Contracts of Directors of State-Owned Enterprises as attached which is an integral part of these Minutes.

The KPIs of the Board of Directors in 2022, with details as follows:

	Indikator Indicator	**Satuan** Unit	**RKAP 2022** 2022 RKAP	**Bobot** Weight
A.	**Nilai Ekonomi dan Sosial untuk Indonesia** **Economic and Social Value for Indonesia**			**38,0**
	Finansial | Financial			**9,0**
	1. *Return On Equity* (ROE) | Return On Equity (ROE)	%	8,07%	4,0
	2. BOPO | BOPO	%	92,31%	5,0
	Operasional | Operational			**25,0**
	3. Rasio Kecukupan Investasi | Investment Adequacy Ratio	%	178,41%	5,0
	4. Combined Ratio (a + b) | Combined Ratio (a + b)	%	92,34%	5,0
	5. RBC | RBC	%	244,04%	5,0
	6. Rating Credit | Credit Rating	Rating	AA	5,0
	7. Net Premiun to Gross Premium Ratio | Net Premium to Gross Premium Ratio	%	70,09%	5,0
	Sosial | Social			**4,0**
	8. Reinsurance Program for Farming Sector | Reinsurance Program for Farming Sector	%	50 miliar | million	4,0
B.	**Inovasi Model Bisnis | Business Model Innovation**			**18,0**
	1. Kajian dan Inisiasi peningkatan komposisi portofolio *Treaty* Non Proporsional Review and Initiation of an increase in the composition of the Non-proportional Treaty portfolio a. Penyelesaian Kajian Portofolio Treaty Non Proporsional Completion of Non-proportional Treaty Portfolio Review b. Peningkatan komposisi portofolio Treaty Non Proporsional Increased composition of Non-proportional Treaty portfolio	%	 100,00% 12%	5,0
	2. Perbaikan Portofolio di *Class of Business Marine* dan *Casualty* Portfolio Improvement in Marine and Casualty Class of Business	Jumlah | Amount Rp	100,00%	5,0
	3. Tahapan Awal Perusahaan Reasuransi Nasional Initial Stages of National Reinsurance Company	%	100,00%	4,0
	4. Penyelesaian OWK | OWK Settlement	%	100,00%	4,0
C.	**Kepemimpinan Teknologi | Technology Leadership**			**15,0**
	1. Artificial Intelligence for Undewriting Process Completion Artificial Intelligence for Undewriting Process Completion	%	100,00%	5,0
	2. IT Maturity Level | IT Maturity Level	Score	3,30%	5,0
	3. Integrasi IT | IT Integration	%	100,00%	5,0
D.	**Peningkatan Investasi | Increased Investment**			**13,0**
	1. Yield on Investment (YOI) | Yield on Investment (YOI)	%	5,96%	5,0
	2. Komposisi AUM yang sehat | Healthy AUM composition	%	Max 6%	5,0
	3. Pertumbuhan AUM | AUM Growth	%	23,54	3,0

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E.	**Pengembangan Talenta | Talent Development**			**16,0**
	1. Employee Competence Index | Employee Competence Index	Score	2,83	4,0
	2. Employee Engagement Index | Employee Engagement Index	Score	75/Engaged	4,0
	3. % Perempuan dalam nominated talent | % Women in nominated talent	%	20,00%	4,0
	4. % Milenial (< 40 tahun dalam top talent) | % Millennials (< 40 years old in top talent)	%	15.00%	4,0

4. Menetapkan Kontrak Manajemen (Key Performance Indicator) antara Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) dengan Pemegang Saham PT Reasuransi Indonesia Utama (Persero) tahun 2022 yang mengacu pada Peraturan Menteri BUMN Nomor: PER-01/MBU/2011 tanggal 1 Agustus 2011 jo No. PER-09/MBU/2012 tentang Penerapan Prinsip-Prinsip Tata Kelola Perusahaan yang Baik (Good Corporate Governance) sebagaimana terlampir yang merupakan bagian tidak terpisahkan dari Risalah ini.

Adapun KPI Dewan Komisaris tahun 2022, dengan rincian sebagai berikut:

4. Determining the Management Contract (Key Performance Indicator) between the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) and the Shareholders of PT Reasuransi Indonesia Utama (Persero) in 2022 which refers to the Regulation of the Minister of BUMN Number: PER-01 / MBU / 2011 dated August 1, 2011 jo No. PER-09 / MBU / 2012 concerning the Implementation of the Principles of Good Corporate Governance as attached which is an integral part of these Minutes.

The KPIs of the Board of Commissioners in 2022, with details as follows:

No.	Indikator Indicator	Periode Period	Satuan Unit	Bobot Weight	Rencana Plan
A.	**Aspek Perencanaan | Planning Aspects**				
	Menyusun RKA dan KPI Dewan Komisaris Develop RKA and KPI for the Board of Commissioners	Tahunan Annual	Dokumen Document	10	1
	Total Aspek Perencanaan | Total Planning Aspects			**10**	
B.	**Aspek Pengawasan dan Pengarahan | Supervision and Direction Aspects**				
	1. Memberikan tanggapan/ rekomendasi kepada Pemegang Saham terhadap: Provide responses/recommendations to Shareholders on:				
	a. RKAP | RKAP	Tahunan Annual	Surat Letter	6	1
	b. Laporan Tahunan | Annual Report	Tahunan Annual	Surat Letter	6	1
	c. Analisis Kinerja Tiwulanan | Quarterly Performance Analysis	Triwulan Quarterly	Surat Letter	6	3
	2. Memberikan persetujuan atau pendapat atas usulan Direksi yang merupakan wewenang Dewan Komisaris Give approval or opinion on the proposal of the Board of Directors which is the authority of the Board of Commissioners.	Tahunan Annual	Surat Letter	3	4
	3. Rapat Dewan Komisaris: Board of Commissioners Meeting:				
	a. Jumlah Rapat | Number of Meetings	Bulanan Monthly	Kali	4	12
	b. Rapat | Meeting Attendance	Bulanan Monthly	%	3	100
	c. Risalah Rapat | Completion of Meeting Minutes	Bulanan Monthly	Risalah Minutes	4	12

No.	Indikator Indicator	Periode Period	Satuan Unit	Bobot Weight	Rencana Plan
	4. Memberi nasihat kepada Direksi sesuai bidang tugas Dewan Komisaris Advise the Board of Directors in accordance with the duties of the Board of Commissioners.	Setahun One Year	Surat/ Risalah Letter/ Minutes	3	4
	5. Monitoring tindak lanjut temuan SPI dan Eksternal Audit serta Assessment GCG Monitoring the follow-up of SPI and External Audit findings and GCG Assessment	Triwulan Quarterly	Surat Letter	3	4
	6. Realisasi Rencana Kerja Komite Dewan Komisaris Realization of Board of Commissioners Committee Work Plan	Setahun One Year	%	2	100
	Total Aspek Pengawasan dan Pengarahan **Total Supervision and Direction Aspects**			**40**	
C.	**Aspek Pelaporan | Reporting Aspect**				
	1. Laporan Pelaksanaan Tugas Task Implementation Report	Tahunan Annually	Laporan Report	12	1
	2. Pendapat dan Saran Dewan Komisaris kepada Pemegang Saham Board of Commissioners' Opinion and Advice to Shareholders	Setahun One Year	Surat Letter	9	4
	3. Laporan Pelaksanaan KPI Dekom Board of Commissioners KPI Implementation Report	Triwulan Quarterly	Laporan Report	12	4
	Total Aspek Pelaporan **Total Reporting Aspect**			**33**	
D.	**Aspek Dinamis | Dynamic Aspects**				
	1. Hasil Self-Assessment GCG Dekom Results of the Board of Commissioners' Corporate Governance Self Assessment	Tahunan Annually	Skor Score	6	32
	2. Peningkatan Kompetensi melalui Seminar/Workshop/ Pelatihan dan lain-lain Competency Improvement through Seminars/Workshops/Training etc.	Setahun One Year	Kali Times	3	4
	3. Pengusulan Eksternal Auditor kepada Pemegang Saham External Auditor Proposal to Shareholders	Tahunan Annually	Surat Letter	4	1
	4. Tindak Lanjut Rekomendasi Hasil Assessment GCG Dekom Follow-up of Recommendations from the GCG Assessment of Board of Commissioners	Tahunan Annually	%	4	100
	Total Aspek Dinamis **Total Dynamic Aspects**			**17**	
	Total Seluruhnya **Grand Total**			**100**	

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ARAHAN RAPAT UMUM PEMEGANG SAHAM

Dalam melaksanakan Rencana Kerja dan Anggaran Perusahaan (RKAP) serta Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL) tahun 2022, Direksi dan Dewan Komisaris diminta untuk memperhatikan dan mempertimbangkan hal-hal sebagai berikut untuk dapat ditindaklanjuti sesuai ketentuan dan peraturan perundang-undangan yang berlaku, antara lain:

1. RKAP 2022 yang telah disahkan agar dirinci ke dalam target dan program kerja bulanan dan dijabarkan sebagai target dan program kerja kepada seluruh direktorat dan unit kerja perusahaan serta dilaporkan realisasinya secara berkala. Realisasi atas kinerja yang akan dicapai pada tahun 2022 merupakan tanggung jawab sepenuhnya Direksi dan Dewan Komisaris dengan mengedepankan prinsip kehati-hatian, keberlangsungan usaha perusahaan secara sehat serta sesuai ketentuan peraturan dan perundang-undangan yang berlaku.

2. Menjalankan kegiatan bisnis dan perolehan kontrak-kontrak bisnis reasuransi yang sehat dengan mengacu pada prinsip-prinsip GCG dan profesionalisme sesuai ketentuan peraturan perundang-undangan, mengevaluasi dan konsisten melakukan perbaikan kinerja hasil *underwriting* masing-masing *Class Of Business* (COB) serta melakukan pengendalian potensi risiko *underwriting* yang pelaksanaannya memperhatikan Peraturan Otoritas Jasa Keuangan serta ketentuan lain yang berlaku.

3. Mengoptimalkan kapasitas retensi sendiri, kapasitas retrosesi, akurasi estimasi beban klaim dan pembentukan cadangan yang cukup untuk menjaga tingkat profitabilitas dan solvabilitas perusahaan.

4. Direksi bersama-sama Dewan Komisaris melakukan evaluasi dan perbaikan terhadap:
   a. Kinerja bisnis perusahaan konsolidasian secara menyeluruh terhadap segmen-segmen bisnis perusahaan serta melakukan perbaikan solvabilitas perusahaan sesuai dengan rencana perbaikan kinerja perusahaan yang telah disusun sehingga dapat memenuhi ketentuan Otoritas Jasa Keuangan dan peraturan lainnya yang berlaku.
   b. Pencatatan dan pengelolaan data klaim dan premi yang dilakukan pada saat ini baik pada sektor treaty maupun fakultatif, segmen reasuransi umum maupun reasuransi jiwa serta melakukan identifikasi dan menyelesaikan penyebab timbulnya permasalahan peningkatan beban klaim yang berdampak pada optimalisasi serta perbaikan pengelolaan masing-masing portofolio COB.

DIRECTION FROM THE GENERAL MEETING OF SHAREHOLDERS

In implementing the Company's Work Plan and Budget (RKAP) and the Work Plan and Budget for the Social and Environmental Responsibility Program (RKA TJSL) for 2022, the Board of Directors and Board of Commissioners are asked to pay attention to and consider the following matters to be followed up in accordance with applicable laws and regulations, among others:

1 The ratified 2022 RKAP should be detailed into monthly targets and work programs and elaborated as targets and work programs to all directorates and work units of the Company and reported on a regular basis. The realization of the performance to be achieved in 2022 is the full responsibility of the Board of Directors and the Board of Commissioners by prioritizing the principle of prudence, the sustainability of the Company's business in a healthy manner and in accordance with the provisions of applicable laws and regulations.

2. Carrying out business activities and obtaining healthy reinsurance business contracts by referring to the principles of GCG and professionalism in accordance with statutory provisions, evaluating and consistently improving the performance of the *underwriting* results of each *Class of Business* (COB) and controlling potential *underwriting* risks whose implementation takes into account the Financial Services Authority Regulations and other applicable provisions.

3. Optimize own retention capacity, retrocessing capacity, accuracy of claims expense estimation and establishment of sufficient reserves to maintain the Company's level of profitability and solvency.

4. The Board of Directors together with the Board of Commissioners evaluates and improves:
   a. Overall consolidated business performance of the Company's business segments as well as improving the Company's solvency in accordance with the Company's performance improvement plan that has been prepared so as to meet the requirements of the Financial Services Authority and other applicable regulations.
   b. Recording and managing claims and premium data carried out at this time both in the *treaty* and facultative sectors, general reinsurance and life reinsurance segments as well as identifying and resolving the causes of the problem of increasing claim expenses that have an impact on optimizing and improving the management of each COB portfolio.

5. Meningkatkan kehatian-hatian dalam pengelolaan bisnis pada masing-masing ceding yang secara signifikan berkontribusi terhadap peningkatan beban klaim serta pembentukan pencadangan premi maupun cadangan klaim baik pada sektor *treaty* maupun falkutatif, segmen reasuransi umum maupun reasuransi jiwa.

6. Setiap keputusan penempatan investasi dan penarikan investasi agar dilakukan secara hati-hati sesuai profil *liabilities*-nya, didasarkan pada pertimbangan bisnis yang matang, menjaga kesesuaian alokasi penempatannya pada aset-aset keuangan yang sehat, meminimalisir penempatan pada aset-aset keuangan yang berisiko tinggi, dan menjaga kinerja pemberian imbal hasil investasi yang optimal untuk mendukung kinerja bisnis perusahaan secara konsolidasi dengan tetap mengacu pada ketentuan dan peraturan perundang-undangan termasuk Peraturan Otoritas Jasa Keuangan.

7. Meningkatkan kehati-hatian dalam pengelolaan program kerja dan beban usaha perusahaan. Setiap pengeluaran beban usaha perusahaan harus berdampak signifikan terhadap peningkatan produktivitas perusahaan secara terukur dengan mengedepankan pelaksanaan prinsip-prinsip efisiensi dan kehati-hatian serta dilakukan pengawasan secara optimal oleh Dewan Komisaris.

8. Belanja Modal perusahaan agar dilaksanakan sesuai skala prioritas dan urgensi didukung kajian kelayakan yang mencukupi, ketepatan waktu serta mampu mendukung peningkatan kinerja, produktivitas, mendorong pertumbuhan perusahaan dan tidak menimbulkan konsekuensi beban jangka panjang yang dapat menurunkan kinerja perusahaan.

9. Rencana Aksi Korporasi pada RKAP PT Reasuransi Indonesia Utama (Persero) tahun 2022 agar diusulkan secara tersendiri setelah dilengkapi dengan rekomendasi Dewan Komisaris, Pakta Integritas dan kajian kelayakan meliputi kajian finansial, bisnis, hukum dan manajemen risiko.

10. Dalam penyelesaian Obligasi Wajib Konversi (OWK) agar selalu memperhatikan rencana dan target waktu yang telah disusun, tidak memberatkan kinerja perusahaan serta dilakukan dengan mengedepankan prinsip kehati-hatian, sesuai ketentuan peraturan perundang-undangan dan memperhatikan prinsip-prinsip tata kelola perusahaan yang baik (GCG).

5. Increase prudence in business management in each *ceding* that significantly contributes to the increase in claim expenses and the formation of premium reserves and claim reserves in both the *treaty* and facultative sectors, general reinsurance, and life reinsurance segments.

6. Every investment placement and investment withdrawal decision should be made carefully according to the *liability* profile, based on mature business considerations, maintaining the suitability of the allocation of its placement in healthy financial assets, minimizing placement in high-risk financial assets, and maintaining optimal investment return performance to support the Company's business performance on a consolidated basis while still referring to the provisions and laws and regulations including the Financial Services Authority Regulations.

7. Increase prudence in managing the Company's work programs and business expenses. Every expenditure of the company's business expenses must have a significant impact on measurable improvements in the Company's productivity by prioritizing the implementation of the principles of efficiency and prudence and optimally supervised by the Board of Commissioners.

8. Capital expenditures of the Company should be carried out following the priority scale and urgency supported by sufficient feasibility studies and timeliness and should be able to support the improvement of performance and productivity, encourage company growth, and do not cause long-term expenses that can reduce company performance.

9. The Corporate Action Plan in the 2022 RKAP of PT Reasuransi Indonesia Utama (Persero) should be proposed separately after being equipped with the recommendations of the Board of Commissioners, Integrity Pact and feasibility studies including financial, business, legal and risk management studies.

10. In completing the Mandatory Convertible Bonds (OWK), always pay attention to the plans and time targets that have been prepared, do not burden the company's performance and are carried out by prioritizing the prudential principle, in accordance with statutory provisions and paying attention to the principles of good corporate governance (GCG).

Tata Kelola Perusahaan
Good Corporate Governance

11. Melakukan mitigasi secara maksimal dan mengambil langkah-langkah strategis yang diperlukan untuk meminimalisir terjadinya potensi risiko hukum yang dapat mempengaruhi kinerja perusahaan dan menjaga seluruh tindakan Direksi dan Dewan Komisaris telah memenuhi ketentuan dan peraturan perundang-undangan yang berlaku.

12. Memastikan target RKAP 2022 anak perusahaan PT Reasuransi Indonesia Utama (Persero) (PT Asuransi Asei Indonesia dan PT Reasuransi Syariah Indonesia) dapat tercapai antara lain dengan melakukan optimalisasi dan perbaikan kinerja, pengelolaan praktik bisnis yang sehat sesuai ketentuan peraturan perundang-undangan yang berlaku, menjaga tingkat profitabilitas dan kesehatan keuangan perusahaan agar mampu mendukung pertumbuhan kinerja bisnis PT Reasuransi Indonesia Utama (Persero) secara konsolidasi. Apabila diperlukan Direksi dapat melaksanakan restrukturisasi usaha kepada anak perusahaan yang kurang memberikan kontribusi atau melakukan transformasi bisnis untuk mencari peluang pasar yang baru.

13. Memperkuat proses bisnis internal melalui optimalisasi *Management Information System* (MIS), penyiapan kompetensi sumber daya manusia, pemenuhan kebutuhan tenaga aktuaria untuk mendukung peningkatan kinerja perusahaan serta membangun kebijakan dan sistem anti *fraud* dilingkungan perusahaan.

14. Mengimplementasikan program *talent development* yang terintegrasi dengan program pembinaan peningkatan kompetensi pegawai perusahaan dan career *path development* dalam rangka menyiapkan *engine of growth* perusahaan di masa mendatang.

15. Menindaklanjuti dan menyelesaikan secara tuntas temuan, catatan dan saran/ rekomendasi auditor internal dan auditor eksternal yang belum selesai ditindak lanjuti serta mengupayakan agar temuan serupa tidak terulang. Progres tindak lanjut atas temuan tersebut agar dibahas bersama Dewan Komisaris dan disampaikan kepada Pemegang Saham.

II. RUPS Pengesahan Laporan Tahunan Tahun Buku 2021

Waktu: Selasa, 26 Juli 2022

1. Menyetujui Laporan Tahunan Tahun Buku 2021 termasuk Laporan Tugas Pengawasan Dewan Komisaris serta

11. Conduct maximum mitigation and take the necessary strategic steps to minimize the occurrence of potential legal risks that can affect the company's performance and maintain all actions of the Board of Directors and Board of Commissioners in compliance with applicable laws and regulations.

12. Ensuring that the 2022 RKAP targets of PT Reasuransi Indonesia Utama (Persero) subsidiaries (PT Asuransi Asei Indonesia and PT Reasuransi Syariah Indonesia) can be achieved, among others, by optimizing and improving performance, managing sound business practices in accordance with applicable laws and regulations, maintaining the level of profitability and financial health of the Company in order to support the growth of PT Reasuransi Indonesia Utama (Persero)'s business performance on a consolidated basis. If necessary, the Board of Directors can restructure the subsidiaries' businesses that contribute less or carry out business transformation to find new market opportunities.

13. Strengthening internal business processes through optimizing the *Management Information System* (MIS), preparing human resource competencies, meeting the needs of actuarial personnel to support improved company performance and building *anti-fraud* policies and systems within the Company.

14. Implement a *talent development* program that is integrated with the company's employee competency improvement coaching program and *career path development* in order to prepare the company's *engine of growth* in the future.

15. Follow up and complete the findings, notes, and suggestions/recommendations of internal and external auditors that still need to be completed and strive to ensure that similar findings are not repeated. The progress of follow-up on the findings should be discussed with the Board of Commissioners and submitted to the Shareholders.

II. GMS Ratification of Annual Report for Financial Year 2021

Time: Tuesday, July 26, 2022

1. Approved the Annual Report for the Financial Year 2021 including the Board of Commissioners' Supervisory Report

mengesahkan Laporan Keuangan Perseroan untuk Tahun Buku 2021 yang telah diaudit oleh Kantor Akuntan Publik (KAP) Amir Abadi Jusuf, Aryanto, Mawar dan Rekan sesuai dengan laporannya No. 00462/2.1030/AU.1/08/1298-2/1/IV/2022 tanggal 26 April 2022 dengan pendapat "wajar dalam semua hal yang material", serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (*volledig acquit at de charge*) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan yang telah dijalankan dalam tahun buku yang berakhir pada tanggal 31 Desember 2021 sepanjang tindakan tersebut bukan merupakan tindakan pidana dan/atau melanggar ketentuan peraturan perundang-undangan dan prosedur hukum yang berlaku tercermin dalam buku-buku laporan Perseroan dan tidak menimbulkan kerugian bagi Perseroan.

Adapun pokok-pokok Laporan Keuangan tahun buku 2021, sebagai berikut:

A. Laporan Posisi Keuangan Konsolidasian

Aset

• Aset Investasi	Rp6.007,70 miliar
• Piutang Reasuransi / Premi - Netto	Rp1.075,60 miliar
• Piutang Retrosesi / Reasuransi - Netto	Rp905,66 miliar
• Aset Reasuransi / Retrosesi	Rp2.095,53 miliar
• Aset Tetap	Rp461,74 miliar
• Aset Lainnya	Rp578,79 miliar
• **Total Aset**	**Rp11.125,02 miliar**

Liabilitas dan Ekuitas

• Utang Klaim	Rp878,86 miliar
• Utang Retrosesi / Reasuransi	Rp1.011,34 miliar
• Liabilitas Kontrak Asuransi	Rp5.693,90 miliar
• Liabilitas Lainnya	Rp787,54 miliar
• **Total Liabilitas**	**Rp8.371,64 miliar**
• **Total Ekuitas**	**Rp2.753,38 miliar**
• **Total Liabilitas dan Ekuitas**	**Rp11.125,02 miliar**

B. Perhitungan Laba (Rugi) Konsolidasian

Pendapatan Underwriting

• Premi Reasuransi / Bruto	Rp6.353,20 miliar
• Premi Retrosesi / Reasuransi Keluar	Rp(2.424,91) miliar
• Kenaikan Premi yang belum merupakan Pendapatan	Rp33,00 miliar
• **Total Pendapatan Underwriting**	**Rp3.961,29 miliar**

and ratified the Company's Financial Statements for the Financial Year 2021 audited by the Public Accounting Firm (KAP) Amir Abadi Jusuf, Aryanto, Mawar and Partners in accordance with its report No. 00462/2.1030/AU.1/08/1298-2/1/IV/2022 dated April 26, 2022 with the opinion of "fair in all material respects", as well as granting full release and discharge (volledig acquit at de charge) to the Board of Directors and Board of Commissioners of the Company for the management and supervisory actions that have been carried out in the financial year ended December 31, 2021 as long as such actions do not constitute criminal acts and/or violate the provisions of laws and regulations and applicable legal procedures reflected in the Company's report books and do not cause losses to the Company.

The main points of the Financial Report for the 2021 fiscal year are as follows:

A. Consolidated Statement of Financial Position

Assets

• Investment Assets	Rp6,007.70 billion
• Reinsurance Receivables/ Premiums - Net	Rp1,075.60 billion
• Retrocessing/Reinsurance Receivables - Net	Rp905.66 billion
• Reinsurance/Retrocession Assets	Rp2,095.53 billion
• Fixed Assets	Rp461.74 billion
• Other Assets	Rp578.79 billion
• **Total Assets**	**Rp11,125.02 billion**

Liabilities and Equity

• Claims Payable	Rp878.86 billion
• Retrocessing/Reinsurance Payable	Rp1,011.34 billion
• Insurance Contract Liability	Rp5,693.90 billion
• Other Liabilities	Rp787.54 billion
• **Total Liabilities**	**Rp8,371.64 billion**
• **Total Equity**	**Rp2.753,38 billion**
• **Total Liabilities and Equity**	**Rp11.125,02 billion**

B. Consolidated Profit (Loss) Calculation

Underwriting Income

• Reinsurance Premium/Gross	Rp6,353,20 billion
• Outgoing Retransmission/ Reinsurance Premiums	Rp(2,424.91) billion
• Increase in premiums not yet earned	Rp33.00 billion
• **Total Underwriting Income**	**Rp3,961.29 billion**

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• Beban Klaim Netto	Rp(3.305,71) miliar
• Beban Komisi Netto	Rp(983,66) miliar
• Beban Underwriting Lainnya	Rp(14,93) miliar
• **Total Beban Underwriting**	**Rp(4.304,30) miliar**
• **Hasil Underwriting Bersih**	**Rp(343,01) miliar**
• Hasil Investasi	Rp318,84 miliar
• Biaya Usaha	Rp(351,37) miliar
• Pendapatan (beban) Lain-Lain	Rp(192,94) miliar
• **Laba Sebelum Pajak**	**Rp(568,48) miliar**
• Beban Pajak	Rp50,62 miliar
• **Laba (Rugi) Setelah Pajak**	**Rp(517,86) miliar**

C. Laporan Arus Kas

• Arus Kas Bersih dari Aktivitas Operasi	Rp118,55 miliar
• Arus Kas Bersih dari Aktivitas Investasi	Rp1,90 miliar
• Arus Kas Bersih dari Aktivitas Pendanaan	Rp(82,13) miliar
• Kenaikan (Penurunan) Kas Bersih	Rp38,33 miliar
• **Kas dan Setara Kas Awal Tahun**	**Rp109,07 miliar**
• **Kas dan Setara Kas Akhir Tahun**	**Rp147,40 miliar**

D. Skor Kinerja Perusahaan
- Tingkat Kesehatan: Kurang Sehat (BBB); skor 51
- Skor KPI 78,80

2. Menyetujui Laporan Tahunan Program Tanggung Jawab Sosial dan Lingkungan tahun buku 2021 dan mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) yang telah diaudit oleh Kantor Akuntan Publik (KAP) Amir Abadi Jusuf, Aryanto, Mawar dan Rekan sesuai laporannya No.00464/2.1030/AU.2/12/1298-2/1/IV/2021 tanggal 26 April 2022 dengan pendapat "wajar dalam semua hal yang material", serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (*volledig acquit at de charge*) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan Program Tanggung Jawab Sosial dan Lingkungan dan Program Pendanaan Usaha Mikro dan Usaha Kecil tahun buku 2021 sepanjang tindakan tersebut bukan merupakan tindakan pidana dan/atau melanggar ketentuan peraturan perundang-undangan dan prosedur hukum yang berlaku tercermin dalam buku-buku laporan Perseroan dan tidak menimbulkan kerugian bagi Perseroan.

• Net Claims Expense	Rp(3.305.71) billion
• Net Commission Expense	Rp(983.66) billion
• Other Underwriting Expenses	Rp(14.93) billion
• **Total Underwriting Expenses**	**Rp(4.304.30) billion**
• **Net Underwriting Result**	**Rp(343.01) billion**
• Investment Return	Rp318.84 billion
• Business Costs	Rp(351.37) billion
• Other Income (expense)	Rp(192.94) billion
• **Profit (Loss) Before Tax**	**Rp(568.48) billion**
• Tax Expense	Rp50.62 billion
• **Profit (Loss) After Tax**	**Rp(517.86) billion**

C. Cash Flow Statement

• Net Cash Flow from Operating Activities	Rp118.55 billion
• Net Cash Flow from Investing Activities	Rp1.90 billion
• Net Cash Flow from Financing Activities	Rp(82.13) billion
• Increase (Decrease) in Net Cash	Rp38.33 billion
• **Cash and Cash Equivalents at Beginning of Year**	**Rp109.07 billion**
• **Year-end Cash and Cash Equivalents**	**Rp147.40 billion**

D. Company Performance Score
- Health Level: Unhealthy (BBB); score 51
- KPI Score 78.80

2. Approved the Annual Report of the Social and Environmental Responsibility Program for the fiscal year 2021 and ratified the Financial Statements of the Micro and Small Business Funding Program (PUMK) which had been audited by the Public Accounting Firm (KAP) Amir Abadi Jusuf, Aryanto, Mawar and Partners in accordance with its report No.00464/2.1030/AU.2/12/1298-2/1/IV/2021 dated April 26, 2022 with the opinion of "fair in all material respects", as well as granting full release and discharge (volledig acquit at de charge) to the Board of Directors and Board of Commissioners of the Company for the management and supervision of the Social and Environmental Responsibility Program and the Micro and Small Business Funding Program for the 2021 financial year as long as such actions do not constitute criminal acts and/or violate the provisions of laws and regulations and applicable legal procedures reflected in the Company's report books and do not cause losses to the Company.

Adapun pokok-pokok Laporan Tahunan Program Pendanaan Usaha Mikro dan Usaha Kecil tahun buku 2021 sebagai berikut:

A. Laporan Posisi Keuangan

- Kas dan Setara Kas Rp4.794,52 juta
- Aset Lancar Lainnya Rp6.667,52 juta
- Aset Tidak Lancar Rp-
- Aset Tetap Rp-
- **Total Aset Rp11.462,03 juta**
- Liabilitas Jangka Pendek Rp23,68 juta
- Aset Neto Rp11.438,36 juta
- **Total Liabilitas dan Aset Netto Rp11.462,03 juta**

B. Laporan Penghasilan Komprehensif

- Pendapatan Jasa Administrasi Pinjaman Rp516,57 juta
- Pendapatan Bunga dan Jasa Giro Rp51,03 juta
- Pendapatan Lain-Lain Rp-
- **Jumlah Pendapatan Rp567,60 juta**
- Beban Pembinaan Rp-
- Beban Penyisihan Piutang Rp279,42 juta
- Beban Administrasi dan Umum Rp3,14 juta
- **Jumlah Beban Rp282,56 juta**
- **Total Penghasilan Komprehensif Rp285,05 juta**

C. Laporan Perubahan Aset Netto

- **Aset Netto Awal Tahun Rp11.153,31 juta**
- Surplus (Defisit) Rp285,05 juta
- **Aset Netto Akhir Tahun Rp11.438,36 juta**

D. Tingkat Efektivitas Penyaluran: 36,11 (skor 0)

E. Tingkat Kolektabilitas pinjaman: 44,90 (skor 2)

3. Penetapan tantiem/insentif atas kinerja tahun buku 2021 dan Gaji/Honorarium berikut fasilitas dan tunjangan lainnya tahun buku 2022 untuk Direksi dan Dewan Komisaris akan ditetapkan tersendiri.

The main points of the Annual Report of the Micro and Small Business Funding Program for the 2021 fiscal year are as follows:

A. Financial Statement Position

- Cash and Cash Equivalents Rp4,794.52 million
- Other Current Assets Rp6,667.52 million
- Non-current Assets Rp-
- Fixed Assets Rp-
- **Total Assets Rp11.462.03 million**
- Short-term Liabilities Rp23.68 million
- Net Assets Rp11,438.36 million
- **Total Liabilities and Net Assets Rp11,462.03 million**

B. Comprehensive Income Statement

- Loan Administration Service Income Rp516,57 million
- Interest Income and Current Account Services Rp51,03 million
- Other Income Rp-
- **Total Revenue Rp567,60 million**
- Coaching Load Rp-
- Allowance for Receivables Rp279,42 million
- Administration and General Expenses Rp3,14 million
- **Total Load Rp282,56 million**
- **Total Comprehensive Income Rp285,05 million**

C. Statement of Changes in Net Assets

- **Net Assets at the Beginning of the Year Rp11.153,31 million**
- Surplus (Defisit) Rp285,05 million
- **Year End Net Assets Rp11.438,36 million**

D. Distribution Effectiveness Level: 36.11 (score 0)

E. Loan collectability rate: 44.90 (score 2)

3. Determination of tantiem/incentive for the performance of the financial year 2021 and Salary/Honorarium along with facilities and other benefits for the financial year 2022 for the Board of Directors and Board of Commissioners will be determined separately.

Tata Kelola Perusahaan
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4. Persetujuan penunjukan Kantor Akuntan Publik (KAP) untuk melakukan audit umum atas Laporan Keuangan Perseroan dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan serta Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha kecil (PUMK) periode tahun buku 2022 ditetapkan secara tersendiri oleh RUPS berdasarkan usulan Dewan Komisaris.

ARAHAN RAPAT UMUM PEMEGANG SAHAM

Memperhatikan pencapaian kinerja PT RIU tahun buku 2021, RUPS memberikan arahan untuk menjadi perhatian serta ditindaklanjuti oleh Direksi dan Dewan Komisaris sesuai tugas dan kewenangan masing-masing atas hal-hal sebagai berikut:

1.. Melakukan upaya-upaya dalam rangka peningkatan kinerja dan perbaikan kesehatan keuangan perusahaan secara konsolidasian agar tetap dapat memenuhi ketentuan Otoritas Jasa Keuangan.

2. Menyelesaikan permasalahan yang menyebabkan kerugian perusahaan secara konsolidasian selama tahun buku 2021 dan memastikan tidak timbulnya kerugian di masa yang akan datang. Terhadap kegiatan bisnis yang masih menghasilkan kinerja *undereriting* negatif/menimbulkan kerugian agar di evaluasi secara berkala dan dilakukan perbaikan untuk memastikan setiap hal yang diperjanjikan dalam bisnis reasuransi dengan perjanjian *treaty* dengan masing-masing ceding serta perjanjian fakultatif pada masing-masing *class of business* di PT RIU maupun kegiatan bisnis anak perusahaan (PT Asuransi Asei Indonesia dan PT Reasuransi Indonesia Syariah) senantiasa menghasilkan kinerja *underwriting* yang baik dan mendukung perbaikan kesehatan keuangan Perusahaan secara konsolidasian.

3. Pengelolaan kinerja bisnis Perusahaan harus senantiasa melakukan penerapan *prudent underwriting* didukung dengan pembentukan cadangan yang cukup serta manajemen klaim yang baik dalam setiap pengelolaan kinerja masing-masing *Class of Business* dengan masing-masing ceding baik pada segmen reasuransi umum maupun reasuransi jiwa sehingga berkontribusi terhadap perbaikan kesehatan kesehatan keuangan Perusahaan secara konsolidasian.

4. Mengupayakan percepatan kolektibilitas piutang reasuransi dan piutang retrosesi serta melakukan langkah-langkah untuk mencegah timbulnya potensi risiko pencatatan *impairment* yang dapat menurunkan kinerja dan kesehatan Perusahaan.

4. Approval of the appointment of a Public Accountant Firm (KAP) to conduct a general audit of the Company's Financial Statements and the Social and Environmental Responsibility Program Implementation Report as well as the Financial Statements of the Micro and Small Business Funding Program (PUMK) for the 2022 fiscal year period is determined separately by the GMS based on the proposal of the Board of Commissioners.

DIRECTION OF THE GENERAL MEETING OF SHAREHOLDERS

Taking into account the achievement of PT RIU's performance for the 2021 fiscal year, the GMS gave directions to be considered and followed up by the Board of Directors and the Board of Commissioners in accordance with their respective duties and authorities on the following matters:

1. Make efforts in order to improve performance and improve the financial health of the Company on a consolidated basis in order to continue to comply with the provisions of the Financial Services Authority.

2. Resolve problems that caused the Company's losses on a consolidated basis during the 2021 financial year and ensure that no losses will arise in the future. For business activities that still produce negative *underwriting* performance / incur losses, so that periodic evaluations and improvements are made to ensure that everything agreed in the reinsurance business with *treaty* agreements with each *ceding and* facultative agreements in each *class of business* at PT RIU and the business activities of subsidiaries (PT Asuransi Asei Indonesia and PT Reasuransi Indonesia Syariah) always produce good *underwriting* performance and support the improvement of the Company's financial health on a consolidated basis.

3. The management of the Company's business performance must always implement *prudent underwriting* supported by the establishment of adequate reserves and good claims management in every performance management of each *Class of Business,* with each ceding both in the general reinsurance and life reinsurance segments so as to contribute to the improvement of the Company's financial health on a consolidated basis.

4. Strive to accelerate the collectibility of reinsurance receivables and retrocession receivables and take steps to prevent the emergence of potential *impairment* recording risks that can reduce the Company's performance and health.

5. Pengelolaan penempatan investasi Perusahaan secara konsolidasian agar dilakukan secara hati-hati dan sesuai dengan profil liabilitasnya, menjaga kesesuaian alokasi penempatannya pada aset-aset keuangan yang sehat, untuk memperoleh imbal hasil kinerja investasi yang optimal dan mendukung peningkatan kinerja dan kesehatan keuangan Perusahaan.

6. Setiap pengeluaran beban usaha Perusahaan agar senantiasa memberikan dampak signifikan terhadap peningkatan produktivitas, profitabilitas dan peningkatan kesehatan keuangan Perusahaan secara konsolidasian.

7. Melakukan penyelesaian atas permasalahan hukum yang dihadapi oleh perusahaan dengan memperhatikan ketentuan dan peraturan perundang-undangan yang berlaku sehingga tidak berdampak pada penurunan kinerja perusahaan maupun timbulnya risiko lainnya yang tidak dapat diselesaikan dengan baik.

8. Dewan Komisaris diminta untuk dapat menyampaikan hasil evaluasi dan proses pengadaan yang dilakukan terhadap KAP yang akan melaksanakan audit Laporan Keuangan Perseroan dan Laporan Keuangan Program Tanggung Jawab Sosial dan Lingkungan Perseroan tahun buku 2022 dalam waktu yang tidak terlalu lama.

9. Penyelesaian audit Laporan Keuangan Perusahaan secara konsolidasian tahun buku 2022 yang dilakukan oleh KAP ditargetkan dapat disampaikan kepada RUPS selambat-lambatnya Februari 2023 atau sesuai ketentuan dan peraturan perundang-undangan.

10. Menindaklanjuti dan menyelesaikan secara tuntas temuan, catatan dan saran/ rekomendasi auditor internal, auditor eksternal dan regulator (Otoritas Jasa Keuangan) yang belum selesai ditindaklanjuti serta mengupayakan agar temuan serupa tidak terulang.

11. Dalam rangka mendorong perekonomian nasional khususnya pemberdayaan UMKM, Direksi diminta agar secara aktif mengoptimalkan pelibatan UMKM dalam transaksi pengadaan barang dan jasa BUMN termasuk anak perusahaan atau yang terafiliasi, terutama melalui platform PaDi UMKM sebagaimana surat Menteri BUMN No. S-1134/MBU/12/2020 tanggal 10 Desember 2020.

5. The management of the Company's investment placement on a consolidated basis to be carried out prudently and in accordance with its liability profile, maintaining the suitability of the allocation of its placement in healthy financial assets, to obtain optimal investment performance returns and support the improvement of the Company's performance and financial health.

6. Every expenditure of the Company's operating expenses should always have a significant impact on increasing productivity, profitability and improving the Company's financial health on a consolidated basis.

7. Resolving legal issues faced by the company by taking into account the prevailing laws and regulations so as not to have an impact on the decline in Company's performance, or posing other risks that cannot be resolved properly.

8. The Board of Commissioners is requested to be able to submit the results of the evaluation and procurement process carried out for the KAP that will carry out the audit of the Company's Financial Statements and the Financial Statements of the Company's Social and Environmental Responsibility Program for the fiscal year 2022 within a short period of time.

2.7.9. The completion of the audit of the Company's Financial Statements on a consolidated basis for the fiscal year 2022 conducted by KAP is targeted to be submitted to the GMS no later than February 2023 or in accordance with the provisions and laws and regulations.

10. Follow up and complete the findings, notes, and suggestions/recommendations of internal auditors, external auditors, and regulators (Financial Services Authority) that still need to be completed seek to prevent similar findings from recurring.

11. To encourage the national economy, especially the empowerment of MSMEs, the Board of Directors is asked to actively optimize the involvement of MSMEs in procurement transactions of goods and services of SOEs, including subsidiaries or affiliated ones, especially through the PaDi UMKM platform as stated in the letter of the Minister of SOEs No. S-1134/MBU/12/2020 dated December 10, 2020.

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12. Memperhatikan dan melaksanakan rekomendasi Dewan Komisaris sebagamana dalam suratnya No. S-22/DK-INDONESIARE/VI/2022 tanggal 10 Juni 2022 perihal Tanggapan Dewan Komisaris atas Laporan Manajemen Tahunan dan Laporan Keuangan Konsolidasian (auditeed) PT Reasuransi Indonesia Utama (Persero) tahun 2021.

13. Seluruh kegiatan perusahaan secara konsolidasi agar memperhatikan prinsip-prinsip tata kelola yang baik dan sesuai dengan peraturan perundang-undangan.

Keterlibatan Pihak Independen Dalam Penghitungan Suara

Kepemilikan Indonesia Re adalah 100% oleh negara, sehingga tidak ada mekanisme perhitungan suara dalam RUPS.

PELAKSANAAN RUPS TAHUN TAHUN SEBELUMNYA

Pada tahun 2021 Indonesia Re mengadakan RUPS sebanyak satu kali yang diselenggarakan pada tanggal 28 Januari 2021 mempergunakan fasilitas Video Konferensi melalui Zoom pada pukul 20.00 hingga 21.15 WIB. Rapat dihadiri oleh Dewan Komisaris, Direksi dan Plt. Asisten Deputi Bidang Asuransi dan Jasa Lainnya sebagai perwakilan dari Pemegang Saham. Adapun agenda dan hasil pembahasan RUPS sebagai berikut:

12. Noting and implementing the recommendations of the Board of Commissioners as stated in its letter No. S-22/DK-INDONESIARE/VI/2022 dated June 10, 2022, regarding the Board of Commissioners' Response to the Annual Management Report and Consolidated Financial Statements (*audited*) of PT Reasuransi Indonesia Utama (Persero) for 2021.

13. All of the Company's activities on a consolidated basis should pay attention to the principles of good governance and comply with laws and regulations.

Independent Party Involvement in Vote Counting

The ownership of Indonesia Re is 100% by the state, so there is no vote counting mechanism in the GMS.

IMPLEMENTATION OF THE PREVIOUS YEAR'S ANNUAL GENERAL MEETING

In 2021 Indonesia Re held one GMS which was held on January 28, 2021 using the Video Conference facility via Zoom at 20.00 to 21.15 WIB. The meeting was attended by the Board of Commissioners, Board of Directors and the Acting Assistant Deputy for Insurance and Other Services as representatives of Shareholders. The agenda and results of the GMS discussion are as follows:

No.	Agenda Agenda	Keputusan Decision	Realisasi Realization
1.	Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2021 termasuk Rencana Kerja dan Anggaran Dewan Komisaris Tahun 2021 PT Reasuransi Indonesia Utama (Persero)	RUPS mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) PT Reasuransi Indonesia Utama (Persero) tahun 2021 dengan pokok-pokok sebagai berikut: a. Proyeksi Laporan Posisi Keuangan Konsolidasian Laporan Posisi Keuangan Konsolidasian PT Reasuransi Indonesia Utama (Persero) per 31 Desember 2021 diproyeksikan ditutup dengan jumlah aset sebesar Rp11.589.137 juta, liabilitas sebesar Rp6.840.104 juta, dan ekuitas sebesar Rp4.649.033 juta, dengan rincian sebagai berikut:	Manajemen telah menjadikan RKAP yang diamanatkan oleh RUPS sebagai acuan kinerja.
	Ratification of the Company's Work Plan and Budget (RKAP) for 2021 including the Work Plan and Budget of the Board of Commissioners for 2021 PT Reasuransi Indonesia Utama (Persero)	The GMS ratified the Work Plan and Budget (RKAP) of PT Reasuransi Indonesia Utama (Persero) for 2021 with the following points: a. Projected Consolidated Statement of Financial Position The Consolidated Statement of Financial Position of PT Reasuransi Indonesia Utama (Persero) as of December 31, 2021 is projected to close with total assets of IDR 11,589,137 million, liabilities of IDR 6,840,104 million, and equity of IDR 4,649,033 million, with the following details:	Management has made the RKAP mandated by the GMS as a performance reference.

Aset | Assets

Investasi | Investment	Rp7.210.757 juta | million
Aset Lancar | Current Assets	Rp3.512.657 juta | million
Aset Tetap | Fixed Assets	Rp496.332 juta | million
Aset Lain-Lain | Other Assets	Rp269.391 juta | million
Total Aset | Total Assets	Rp11.489.137 juta | million

Liabilitas dan Ekuitas | Liabilities and Equity

Liabilitas Reasuransi | Reinsurance Liabilities	Rp333.046 juta | million
Liabilitas Retrosesi | Retrocessing Liability	Rp672.790 juta | million
Liabilitas PPh | Income Tax Liability	Rp6.173 juta | million
Liabilitas Lancar Lainnya | Other Current Liabilities	Rp102.945 juta | million
Cadangan Teknis | Technical Reserves	Rp5.206.422 juta | million
Liabilitas Jangka Panjang | Long-term Liabilities	Rp518.728 juta | million
Total Liabilitas | Total Liabilities	Rp6.840.104 juta | million
Modal dan Cadangan | Capital and Reserves	Rp4.649.013 juta | million
Ekuitas Minoritas | Minority Equity	Rp20 juta | million
Total Ekuitas | Total Equity	Rp4.649.033 juta | million
Total Liabilitas dan Ekuitas | Total Liabilities and Equity	Rp11.489.137 juta | million

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No.	Agenda Agenda	Keputusan Decision	Realisasi Realization

b. Perhitungan Laba (Rugi) Konsolidasian
Laba Setelah Pajak Konsolidasian PT Reasuransi Indonesia Utama (Persero) Tahun 2021 ditargetkan sebesar Rp322.785 juta. dengan rincian perhitungan sebagai berikut:

Consolidated Profit (Loss) Calculation
The Consolidated Profit After Tax of PT Reasuransi Indonesia Utama (Persero) in 2021 is targeted at Rp322,785 million. with the following calculation details:

Pendapatan | Revenue

Pendapatan Underwriting | Underwriting Income	Rp4.148.508 juta | million
Ujroh dan Bagi Hasil Syariah | Ujroh and Sharia Profit Sharing	Rp48.225 juta | million
Hasil Investasi | Investment Return	Rp381.662 juta | million
Total Pendapatan | Total Revenue	Rp4.578.395 juta | million

Beban | Load

Beban Underwriting | Underwriting Expenses	Rp3.643.701 juta | million
Biaya Usaha | Business Costs	Rp463.020 juta | million
Beban Lain-Lain | Other Expenses	Rp56.169 juta | million
Beban Kupon Obligasi Wajib Konversi (OWK) | Mandatory Convertible Bonds (OCB) Coupon Expense	Rp63.000 juta | million
Zakat | Zakat	Rp940 juta | million
Total Beban | Total Expenses	Rp4.226.830 juta| million
Laba Sebelum Pajak | Profit Before Tax	Rp351.565 juta | million
Pajak Penghasilan Kini | Current Income Tax	Rp-17.785 juta | million
Pajak Penghasilan Tangguhan | Deferred Income Tax	Rp-10.995 juta | million
Laba Setelah Pajak | Profit After Tax	Rp322.785 juta | million

c. Rencana Belanja Modal
Belanja modal PT Reasuransi Indonesia Utama (Persero) tahun 2021 dianggarkan sebesar Rp27.638 juta dengan rincian sebagai berikut:

Capital Expenditure Plan
Capital expenditure of PT Reasuransi Indonesia Utama (Persero) in 2021 is budgeted at IDR27,638 million with the following details:

Gedung Kantor | Office Building	Rp5.996 juta | million
Teknologi Informasi | Information Technology	Rp18.400 juta | million
Peralatan & Perabot Kantor | Office Equipment & Furniture	Rp3.272 juta | million
Kendaraan Dinas | Service Vehicle	Rp0 juta | million
Jumlah Belanja Modal | Total Capital Expenditure	Rp27.638 juta | million

No.	Agenda Agenda	Keputusan Decision	Realisasi Realization
		d. Sumber Daya Manusia Human Resources Pegawai Tetap | Permanent Employees: 403 orang | people Pegawai Kontrak | Contract Employee: 48 orang | people Jumlah | Total: 451 orang | people	
2.	Pengesahan Rencana Kerja dan Anggaran Program Kemitraan dan Bina Lingkungan (RKA PKBL) Tahun 2021 PT Reasuransi Indonesia Utama (Persero);	RUPS mengesahkan Rencana Kerja dan Anggaran Program Kemitraan dan Bina Lingkungan (RKA PKBL) PT Reasuransi Indonesia Utama (Persero) tahun 2021 sesuai Risalah Rapat Pembahasan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial Lingkungan No. RIS-03/DSI. MBU.B/0I/2021 tanggal 22 Desember 2020 dengan pokok-pokok sebagai berikut: a. Pendanaan Usaha Mikro Kecil tahun 2021 Pemberian bantuan pendanan untuk usaha mikro kecil dengan total mitra binaan baru sebanyak 60 mitra binaan untuk tahun 2021 dianggarkan sebesar Rp5.400 juta dengan rincian sebagai berikut:	Pelaksanaan PKBL tahun 2021 dijalankan dengan mengacu keputusan RUPS.
	Ratification of the Work Plan and Budget for the Partnership and Community Development Program (RKA PKBL) for 2021 PT Reasuransi Indonesia Utama (Persero);	The GMS ratified the Work Plan and Budget for the Partnership and Community Development Program (RKA PKBL) of PT Reasuransi Indonesia Utama (Persero) for 2021 in accordance with the Minutes of the Meeting on the Discussion of Work Plans and Environmental Social Responsibility Program Budget No. RIS-03/DSI. MBU.B/0I/2021 dated 22 December 2020 with the following points: a. Micro and Small Business Funding in 2021 The provision of funding assistance for micro and small businesses with a total of 60 new fostered partners for 2021 is budgeted at IDR 5,400 million with the following details:	The implementation of PKBL in 2021 is carried out with reference to the GMS decision.

Dana Tersedia | Available Funds

Saldo Awal | Beginning Balance	Rp704 Juta | million
Pengembalian Pinjaman | Loan Repayment	Rp4.441 Juta | million
Pendapatan Jasa Administrasi | Administrative Services Revenue	Rp217 Juta | million
Pendapatan Administrasi Bank | Bank Administration Income	Rp37 Juta | million
Dana Tersedia | Available Funds	Rp5.400 Juta | million

Penyaluran | Distribution

Penyaluran Mandiri | Self-distribution	Rp3.400 Juta | million
Penyaluran melalui Sinergi BUMN | Distribution through SOE Synergy	Rp3.000 Juta | million
Jumiah Penyaluran Dana | Total Fund Disbursement	Rp5.400 Juta | million

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No.	Agenda Agenda	Keputusan Decision	Realisasi Realization
		b. Pendanaan Program Tanggung Jawab Sosial Lingkungan Tahun 2021 Pendanaan program tanggung jawab social lingkungan yang bersumber dari anggaran sebesar Rp3.500 juta dengan rincian sebagai berikut: Environmental Social Responsibility Program Funding in 2021 Funding for environmental social responsibility programs sourced from a budget of Rp3,500 million with details as follows: **Program SDGs/TPB | SDGs/TPB Program** No Poverty — Rp350 Juta | million Good Health and Well Being — Rp500 Juta | million Quality Education — Rp1.050 Juta | million Decent Work and Economic Growth — Rp300 Juta | million Sustainable Cities and Communities — Rp850 Juta | million Responsible Consumption and Production — Rp350 Juta | million Dana Pembinaan | Coaching Fund — Rp100 Juta | million Total Penggunaan Dana | Total Use of Funds — Rp3.500 Juta | million	
3	Penetapan Kontrak Manajemen (Key Performance Indicators) antara Direksi dan Dewan Komisaris dengan Pemegang Saham PT Reasuransi Indonesia Utama (Persero) Tahun 2021	Menyetujui dan mengesahkan Kontrak Manajemen (Key Performance Indicators) antara Direksi dan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) dengan Pemegang Saham PT Reasuransi Indonesia Utama (Persero) Tahun 2021 yang mengacu pada Peraturan Menteri BUMN No. PER-11/MBU/l 1/2020 tanggal 12 November 2020 tentang Kontrak Manjemen dan Kontrak Manajemen Tahunan Direksi Badan Usaha Milik Negara sebagaimana terlampir yang merupakan bagian tidak terpisahkan dari Risalah ini.	Perusahaan telah menjadikan keputusan RUPS tentang KPI sebagai acuan penilaian kinerja.
	Determination of Management Contract (Key Performance Indicators) between the Board of Directors and the Board of Commissioners with Shareholders of PT Reasuransi Indonesia Utama (Persero) in 2021	Approved and ratified the Management Contract (Key Performance Indicators) between the Board of Directors and the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero). with Shareholders of PT Reasuransi Indonesia Utama (Persero) in 2021 which refers to the Regulation of the Minister of SOEs No. PER-11/MBU/1/2020 dated November 12, 2020 concerning Management Contracts and Annual Management Contracts of Directors of State-Owned Enterprises as attached which is an integral part of these Minutes.	The company has made the GMS decision on KPI as a reference for performance assessment.

No.	Agenda Agenda	Keputusan Decision	Realisasi Realization
4	Penetapan Kontrak Manajemen (Key Performance Indicators) (KPI) antara Dewan Komisaris dengan Pemegang Saham PT Reasuransi Indonesia Utama (Persero) Tahun 2021	Menyetujui dan mengesahkan Kontrak Manajemen (Key Performance Indicators) antara Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) dengan Pemegang Saham PT Reasuransi Indonesia Utama (Persero) Tahun 2021 yang mengacu pada Peraturan Menteri BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 jo No. PER-06/MBU/2012 tentang Penerapan PrinsipPrinsip Tata Kelola Perusahaan yang Baik sebagaimana terlampir yang merupakan bagian tidak terpisahkan dari Risalah ini.	Perusahaan telah menjadikan keputusan RUPS tentang KPI sebagai acuan penilaian kinerja.
	Establishment of Management Contract (Key Performance Indicators) (KPIs) between the Board of Commissioners with Shareholders of PT Reasuransi Indonesia Utama (Persero) in 2021	Approved and ratified the Management Contract (Key Performance Indicators) between the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) and the Shareholders of PT Reasuransi Indonesia Utama (Persero) in 2021 which refers to the Regulation of the Minister of SOEs No. PER-01/MBU/2011 dated August 1, 2011 jo No. PER-06/MBU/2012 concerning the Implementation of Good Corporate Governance Principles as attached which is an integral part of these Minutes.	The company has made the GMS decision on KPI as a reference for performance assessment.

Tata Kelola Perusahaan
Good Corporate Governance

Dewan Komisaris
Board of Commissioners

Pengangkatan dan pemberhentian anggota Dewan Komisaris dilakukan oleh Rapat Umum Pemegang Saham (RUPS). Dewan Komisaris bertanggung jawab kepada RUPS dan dalam melaksanakan tugasnya dibantu oleh dibantu oleh Komite Audit dan Komite Pemantau Risiko Usaha. Pertanggungjawaban Dewan Komisaris kepada RUPS merupakan perwujudan akuntabilitas pengawasan atas pengelolaan perusahaan dalam mengimplementasikan prinsip-prinsip GCG.

Dasar Hukum
Pembentukan dan penunjukan Dewan Komisaris Indonesia Re mengacu pada beberapa dasar hukum, di antaranya:

1. Undang-Undang No.19 Tahun 2003 tentang Badan Usaha Milik Negara;
2. Undang-Undang No.40 Tahun 2007 tentang Perseroan Terbatas;
3. Peraturan Pemerintah No.45 Tahun 2005 tentang Pendirian, Pengurusan, Pengawasan, dan Pembubaran Badan Usaha Milik Negara;
4. Kepmen BUMN No. KEP-117/M-MBU/2002 juncto Peraturan Menteri BUMN No. PER-01/MBU/2011 tanggal 1Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara juncto No. PER-09/MBU/2012, tanggal 6 Juli 2012, Perubahan atas Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara;
5. Peraturan Menteri Badan Usaha Milik Negara Peraturan Menteri Negara BUMN No. PER-10/MBU/10/2020 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas BUMN;
6. Anggaran Dasar Perusahaan.

Petunjuk Tata Laksana
Perusahaan memiliki Petunjuk Tata Laksana Dewan Komisaris yang digunakan sebagai acuan dalam menjalani tugas dan tanggung jawabnya. Saat ini, Dewan Komisaris menggunakan Piagam Dewan Komisaris Indonesia Re yang disahkan pada 17 Juni 2015.

Piagam Dewan Komisaris tersebut mengatur antara lain:
1. Dasar Hukum;
2. Kedudukan dan Organisasi;
3. Tugas, Wewenang, dan Kewajiban;
4. Rapat Dewan Komisaris;
5. Pembagian Tugas dan Pendelegasian Wewenang;

The appointment and dismissal of members of the Board of Commissioners is carried out by the General Meeting of Shareholders (GMS). The Board of Commissioners is responsible to the GMS and in carrying out its duties is assisted by the Audit Committee and the Business Risk Monitoring Committee. The accountability of the Board of Commissioners to the GMS is a manifestation of supervisory accountability for the management of the company in implementing GCG principles.

Legal Basis
The establishment and appointment of the Board of Commissioners of Indonesia Re refers to several legal bases, among others:
1. Law No.19 Year 2003 on State-Owned Enterprises;
2. Law No.40 Year 2007 on Limited Liability Companies;
3. Government Regulation No.45 of 2005 on the Establishment, Management, Supervision, and dissolution of State-Owned Enterprises;
4. Decree of the Minister of SOEs No. KEP-117/M-MBU/2002 juncto Regulation of the Minister of SOEs No. PER-01/MBU/2011 dated August 1, 2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises juncto No. PER-09/MBU/2012, dated July 6, 2012, Amendment to Regulation of the Minister of SOEs No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises;
5. Regulation of the Minister of State-Owned Enterprises No. PER-10/MBU/10/2020 on Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Commissioners and Supervisory Board of SOEs;
6. Company Articles of Association.

Administration Guidelines
The Company has a Board of Commissioners Charter that is used as a reference in carrying out its duties and responsibilities. Currently, the Board of Commissioners uses the Indonesia Re Board of Commissioners Charter which was approved on June 17, 2015.

The Board of Commissioners Charter stipulates, among others:
1. Legal Basis;
2. Position and Organization;
3. Duties, Authorities, and Obligations;
4. Board of Commissioners Meeting;
5. Division of Duties and Delegation of Authority;

6. Organ Pendukung;
7. Remunerasi;
8. Pendidikan Berkelanjutan;
9. Pelaporan;
10. Anggaran;
11. Kode Etik;
12. Pertanggungjawaban;
13. Hubungan Dewan Komisaris dan Direksi;
14. Evaluasi Kinerja Dewan Komisaris.

Prosedur Pengangkatan dan Pemberhentian

Indonesia Re mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-10/MBU/10/2020 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas BUMN terkait dengan prosedur pengangkatan dan Pemberhentian Dewan Komisaris. Aturan tersebut mencakup:

1. Prosedur Pengangkatan Dewan Komisaris dimulai dari pencarian calon Dewan Komisaris dengan menjaring kemudian dilakukan penilaian.

   Apabila memenuhi persyaratan yang telah ditentukan dalam ketentuan kemudian diusulkan untuk diangkat menjadi Dewan Komisaris. Dalam hal pengangkatan akan ditetapkan dalam RUPS. Anggota Dewan Komisaris yang terpilih itu mulai menjabat secara efektif terhitung sejak tanggal penyerahan keputusan atau tanggal yang ditetapkan dalam keputusan Menteri/RUPS/seluruh pemegang saham secara sirkuler.
2. Prosedur Pemberhentian Dewan Komisaris dapat dilakukan sewaktu-waktu disertai dengan alasan yang telah ditetapkan oleh peraturan.

   Sama dengan pengangkatan, pemberhentian Dewan Komisaris juga diawali dengan evaluasi dan kemudian disampaikan kepada Menteri BUMN. Ketetapan pemberhentian dapat dilakukan dengan Keputusan Menteri selaku RUPS, keputusan RUPS, dan keputusan seluruh pemegang saham secara sirkuler.

KUALIFIKASI DEWAN KOMISARIS

Perusahaan mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-10/MBU/10/2020 tentang Persyaratan an Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas BUMN untuk menyusun kualifikasi Dewan Komisaris. Kualifikasi tersebut terbagi dalam persyaratan formal, persyaratan materiil, dan persyaratan lain-lain.

6. Support Organs;
7. Remuneration;
8. Continuing Education;
9. Reporting;
10. Budget;
11. Code of Ethics;
12. Accountability;
13. Relationship between the Board of Commissioners and the Board of Directors;
14. Board of Commissioners Performance Evaluation.

Appointment and Dismissal Procedures

Indonesia Re refers to the Regulation of the Minister of State-Owned Enterprises No. PER-10/MBU/10/2020 on the Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Commissioners and Supervisory Board of SOEs regarding the appointment and dismissal procedures of the Board of Commissioners. The regulation includes:

1. Appointment Procedure The appointment of the Board of Commissioners begins with the search for candidates for the Board of Commissioners by screening and then conducting an assessment.

   If they meet the requirements specified in the provisions, they are then proposed to be appointed to the Board of Commissioners. In the event that the appointment will be determined in the GMS. The elected member of the Board of Commissioners shall take office effectively as of the date of submission of the resolution or the date stipulated in the Ministerial resolution/RUPS/circular shareholders' resolution.
2. Dismissal Procedure Dismissal of the Board of Commissioners may be carried out at any time accompanied by reasons that have been determined by the regulations.

Similar to appointment, dismissal of the Board of Commissioners also begins with an evaluation and is then submitted to the Minister of SOEs. The dismissal decision can be made by a Ministerial Decree as the GMS, a GMS decision, and a circular decision of all shareholders.

BOARD OF COMMISSIONERS QUALIFICATIONS

The Company refers to the Regulation of the Minister of State-Owned Enterprises No. PER-10/MBU/10/2020 on Requirements and Procedures for Appointment and Dismissal of Members of the Board of Commissioners and Supervisory Board of SOEs to develop the qualifications of the Board of Commissioners. The qualifications are divided into formal requirements, material requirements, and other requirements.

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Persyaratan Formal
1. Orang perseorangan.
2. Cakap melakukan perbuatan hukum.
3. Tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pencalonan.
4. Tidak pernah menjadi anggota Direksi atau anggota Dewan Komisaris/Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu Perusahaan/Perum dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pencalonan.
5. Tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara dan/atau yang berkaitan dengan sektor keuangan dalam waktu 5 (lima) tahun sebelum pencalonan.

Persyaratan Materiil
1. Integritas.
2. Dedikasi.
3. Memahami masalah-masalah manajemen Perusahaan yang berkaitan dengan salah satu fungsi manajemen.
4. Memiliki pengetahuan yang memadai di bidang usaha Persero/Perum di mana yang bersangkutan dicalonkan.
5. Dapat menyediakan waktu yang cukup untuk melaksanakan tugasnya.

Persyaratan Lain
1. Bukan pengurus Partai Politik dan/atau calon anggota legislatif dan/atau anggota legislatif. Calon anggota legislatif atau anggota legislatif terdiri dari calon/anggota DPR, DPD, DPRD Tingkat I, dan DPRD Tingkat II.
2. Bukan calon Kepala/Wakil Kepala Daerah dan/atau Kepala/Wakil Kepala Daerah.
3. Tidak menjabat sebagai anggota Dewan Komisaris/Dewan Pengawas pada BUMN yang bersangkutan selama 2 (dua) periode berturut-turut.
4. Sehat jasmani dan rohani (tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Dewan Komisaris/Dewan Pengawas), yang dibuktikan dengan surat keterangan sehat dari dokter.
5. Bagi bakal calon dari kementerian teknis atau instansi Pemerintah lain, harus berdasarkan surat usulan dari instansi yang bersangkutan.
6. Bagi bakal calon anggota Dewan Komisaris/Dewan Pengawas yang berasal dari penyelenggara negara harus melaporkan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) selama 2 (dua) tahun terakhir yang dibuktikan dengan Bukti Lapor LHKPN kepada institusi yang berwenang.

Formal Requirements
1. Natural person.
2. Capable of performing legal acts.
3. Never declared bankrupt within 5 (five) years prior to nomination.
4. Never been a member of the Board of Directors or a member of the Board of Commissioners/Supervisory Board who was found guilty of causing a Company/Perum to be declared bankrupt within 5 (five) years prior to nomination.
5. Never been convicted of a criminal offense that is detrimental to state finances and/or related to the financial sector within 5 (five) years prior to nomination.

Material Requirements
1. Integrity.
2. Dedication.
3. Understand Company management issues related to one of the management functions.
4. Have sufficient knowledge in the field of business of the Persero/Perum where the person concerned is nominated.
5. Can provide sufficient time to carry out their duties.

Other Requirements
1. Not a political party administrator and/or legislative candidate and/or legislative member. Legislative candidates or legislative members consist of candidates/members of the DPR, DPD, DPRD Level I, and DPRD Level II.
2. Not a candidate for Head/Deputy Head of the Region and/or Head/Deputy Head of the Region.
3. Not serving as a member of the Board of Commissioners/Supervisory Board at the BUMN concerned for 2 (two) consecutive periods.
4. Physically and mentally healthy (not suffering from an illness that may hinder the performance of duties as a member of the Board of Commissioners/Supervisory Board), as evidenced by a medical certificate from a doctor.
5. For candidates from technical ministries or other Government institutions, candidates should be based on a proposal letter from the institution concerned.
6. For candidates for members of the Board of Commissioners/Supervisory Board who are from state officials should report the State Official's Wealth Report (LHKPN) for the last 2 (two) years as evidenced by Proof of LHKPN Report to the authorized institution.

MASA JABATAN

Anggaran Dasar Perusahaan mengatur masa jabatan Dewan Komisaris. Tiap anggota Dewan Komisaris dapat menjabat selama 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan.

TENURE

The Company's Articles of Association regulate the term of office of the Board of Commissioners. Each member of the BOC may serve for 5 (five) years and may be reappointed for 1 (one) term of office.

KOMPOSISI

Dewan Komisaris merupakan majelis dan setiap anggota Dewan Komisaris tidak dapat bertindak sendiri-sendiri, melainkan berdasarkan keputusan Dewan Komisaris. Oleh karena itu, komposisi Dewan Komisaris Indonesia Re memperhatikan ketentuan dari aturan yang ada, yakni Peraturan OJK No. 33/POJK.04/2014 mengenai jumlah anggota Dewan Komisaris Perusahaan. Pada tahun 2022, jumlah anggota Dewan Komisaris Indonesia Re sebanyak 5 (lima) orang. Secara jumlah, Perusahaan telah memenuhi aturan yang berlaku.

Indonesia Re juga memperhatikan keberagaman anggota Dewan Komisaris yang ditujukan dengan salah satu anggota Dewan Komisaris merupakan perempuan. Hal tersebut selaras dengan prinsip GCG.

Berikut komposisi Dewan Komisaris Indonesia Re sepanjang tahun 2022:

COMPOSITION

The Board of Commissioners is a panel and each member of the Board of Commissioners cannot act individually, but based on the decision of the Board of Commissioners. Therefore, the composition of the Board of Commissioners of Indonesia Re takes into account the provisions of the existing regulations, namely OJK Regulation No. 33/POJK.04/2014 regarding the number of members of the Company's Board of Commissioners. In 2022, the number of members of the Board of Commissioners of Indonesia Re is 5 (five) people. In terms of number, the Company has fulfilled the applicable rules.

Indonesia Re also pays attention to the diversity of the members of the Board of Commissioners which is addressed by one member of the Board of Commissioners being a woman. This is in line with GCG principles.

The following is the composition of the Board of Commissioners of Indonesia Re through-out 2022:

Nama Name	**Jabatan** Position	**Dasar Pengangkatan** Basis of Appointment		**Masa Jabatan** Term of Office
		RUPS AGM	**Persetujuan OJK** OJK Approval	
Julian Noor	Komisaris Utama/Komisaris Independen President Commissioner/ Independent Commissioner	Keputusan Menteri BUMN No. SK-246/MBU/07/2021 sejak tanggal 22 Juli 2021 Decree of the Minister of SOEs No. SK-246/MBU/07/2021 since July 22, 2021	Keputusan OJK No. KEP-55/KDK.05/2021 OJK Decree No. KEP-55/KDK.05/2021	2021-2026
Dadang Iskandar	Komisaris Commissioner	Keputusan Menteri BUMN No. SK-240/ MBU/10/2019 tanggal 17 Oktober 2019 Decree of the Minister of SOEs No. SK-240/ MBU/10/2019 dated October 17, 2019	Keputusan OJK No. KEP-6/KDK.05/2021 OJK Decree No. KEP-6/KDK.05/2021	2019-2024
Dwi Pudjiastuti Handayani	Komisaris Commissioner	Keputusan Menteri BUMN No. SK-240/ MBU/10/2019 tanggal 17 Oktober 2019 Decree of the Minister of SOEs No. SK-240/MBU/10/2019 dated October 17, 2019	Keputusan OJK No. KEP-16/KDK.05/2021 OJK Decree No. KEP-16/KDK.05/2021	2019-2024
Muhammad Tonas*)	Komisaris Independen Independent Commissioner	Keputusan Menteri BUMN No. 5/MBU/03/2021 tanggal 22 Maret 2021 Decree of the Minister of SOEs No. 5/MBU/03/2021 dated March 22, 2021	-	2021-2026

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Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment		Masa Jabatan Term of Office
		RUPS AGM	Persetujuan OJK OJK Approval	
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	Keputusan Menteri Negara BUMN No. SK-79/ MBU/03/2022 tanggal 16 Maret 2022 Decree of the Minister of State-Owned Enterprises No. SK-79/ MBU/03/2022 dated March 16, 2022	Keputusan OJK No. KEP-50/KDK.05/2022 OJK Decree No. KEP-50/KDK.05/2022	2022- 2027
Arya Gumilar**)	Komisaris Independen Independent Commissioner	Surat Keputusan Menteri BUMN Nomor. SK-215/ MBU/09/2022 tanggal 16 Maret 2022 Decree of the Minister of SOEs Number. SK-215/MBU/09/2022 dated March 16, 2022	Dalam proses In the process	2022- 2027

*) Tidak menjabat lagi sejak 16 Maret 2022 | No longer in office since March 16, 2022
**) Lulus *fit & proper test* tanggal 9 Maret 2023 | Passed the fit & proper test on March 9, 2023

PROGRAM PENGENALAN BAGI KOMISARIS BARU

Indonesia Re memiliki program pengenalan mengenai Perusahaan kepada Dewan Komisaris yang baru ditunjuk. Program pengenalan atau orientasi tersebut diuraikan dalam Piagam Dewan Komisaris, mencakup:

1. Anggota Dewan Komisaris baru yang diangkat untuk pertama kalinya wajib diberikan program pengenalan mengenai Indonesia Re. Tanggung jawab untuk mengadakan program pengenalan tersebut berada pada Sekretaris Perusahaan atau siapa pun yang menjalankan fungsi sebagai Sekretaris Perusahaan.
2. Program pengenalan meliputi:
   - Gambaran mengenai Perseroan berkaitan dengan visi dan misi, nilai-nilai dan budaya Perseroan, tujuan dan strategi Perseroan, kinerja keuangan dan operasi, rencana usaha jangka pendek dan jangka panjang, aplikasi teknologi informasi, manajemen risiko, kondisi persaingan usaha, dan masalah-masalah strategis lainnya.
   - Penjelasan mengenai tugas dan tanggung jawab Dewan Komisaris dan Direksi
   - Penjelasan tanggung jawab sosial Perusahaan.
   - Sistem pengendalian internal.

Pelaksanaan *Good Corporate Governance* di lingkungan Perusahaan.

Program pengenalan dapat berupa presentasi, pertemuan, kunjungan ke unit kerja dan pengkajian dokumen atau program lainnya yang dianggap sesuai dengan Perusahaan di mana program tersebut dilaksanakan.

INDUCTION PROGRAM FOR NEW COMMISSIONERS

Indonesia Re has an induction program about the Company for newly appointed Board of Commissioners. The induction or orientation program is outlined in the Board of Commissioners Charter, including:

1. New members of the Board of Commissioners who are appointed for the first time shall be given an introductory program on Indonesia Re. The responsibility for conducting such familiarization program lies with the Corporate Secretary or who-ever performs the function of Corporate Secretary.
2. The induction program includes:
   - An overview of the Company's vision and mission, values and culture, objectives and strategies, financial and operating performance, short-term and long-term business plans, information technology applications, risk management, competitive conditions, and other strategic issues.
   - Explanation of duties and responsibilities of the Board of Commissioners and Board of Directors
   - Explanation of the Company's social responsibility.
   - Internal control system.

Implementation of Good Corporate Governance within the Company.

The induction program can be in the form of presentations, meetings, visits to work units and document reviews or other programs deemed appropriate to the Company where the program is implemented.

Pada tahun 2022, telah dilakukan program induksi bagi Komisaris Utama merangkap Komisaris Independen dan Komisaris Independen Perusahaan.

TUGAS DAN TANGGUNG JAWAB DEWAN KOMISARIS

Dewan Komisaris memiliki tugas utama yaitu melakukan pengawasan terhadap kebijakan pengurusan, jalannya pengurusan pada umumnya baik mengenai Perusahaan maupun usaha Perusahaan yang dilakukan oleh Direksi dan memberikan nasihat kepada Direksi. Berdasarkan peraturan perundangan yang berlaku dan Anggaran Dasar Perusahaan, tugas Dewan Komisaris Indonesia Re mencakup:

1. Mengkaji dan memberikan pendapat mengenai Rencana Jangka Panjang Perusahaan (RJPP) dan Rencana Kerja dan Anggaran Perusahaan (RKAP) yang disiapkan Direksi sebelum ditandatangani bersama.
2. Melakukan tugas yang secara khusus diberikan menurut Anggaran Dasar, peraturan perundangan yang berlaku dan/atau berdasarkan keputusan RUPS.
3. Melakukan tindakan untuk kepentingan perusahaan dan bertanggung jawab kepada RUPS.

Di samping itu, Dewan Komisaris juga bertugas dan bertanggung jawab terhadap hal-hal lain, di antaranya:

1. Mengawasi pelaksanaan RKAP serta menyampaikan hasil penilaian serta pendapatnya kepada RUPS.
2. Memberikan pendapat dan saran yang sesuai dengan tugas pengawasan Dewan Komisaris kepada RUPS mengenai setiap persoalan lainnya yang dianggap penting bagi pengelolaan Perusahaan.
3. Memantau efektivitas pelaksanaan tata kelola teknologi informasi Perusahaan secara berkala.
4. Memastikan bahwa auditor eksternal, auditor internal, dan komite audit serta komite lainnya memiliki akses terhadap catatan akuntansi, data penunjang, dan informasi mengenai Perusahaan, sepanjang diperlukan untuk melaksanakan tugasnya.
5. Memantau efektivitas pelaksanaan fungsi pengawasan internal Perusahaan secara berkala.
6. Memberikan tanggapan atas laporan berkala Direksi pada setiap waktu yang diperlukan mengenai perkembangan Perusahaan dan melaporkan hasil pelaksanaan tugasnya kepada pemegang saham sesuai dengan ketentuan dalam Anggaran Dasar Perusahaan.
7. Memantau efektivitas penerapan tata kelola perusahaan yang baik (GCG) dan pelaksanaan tanggung jawab social perusahaan (CSR) yang diterapkan Perusahaan dan melakukan penyesuaian jika diperlukan.

In 2022, an induction program was conducted for the President Commissioner and Independent Commissioner of the Company.

DUTIES AND RESPONSIBILITIES OF THE BOARD OF COMMISSIONERS

The Board of Commissioners has the main task of supervising the management policy, the course of management in general both regarding the Company and the Company's business conducted by the Board of Directors and providing advice to the Board of Directors. Based on the prevailing laws and regulations and the Company's Articles of Association, the duties of the Board of Commissioners of Indonesia Re include:

1. Review and provide opinions on the Company's Long Term Plan (RJPP) and the Company's Work Plan and Budget (RKAP) prepared by the Board of Directors be-fore they are signed together.
2. Perform duties specifically assigned according to the Articles of Association, applicable laws and regulations and/or based on GMS resolutions.
3. Performing actions for the benefit of the company and responsible to the GMS.

In addition, the Board of Commissioners is also responsible for other matters, including:

1. Supervise the implementation of the RKAP and submit the results of the assessment and opinion to the GMS.
2. Provide opinions and suggestions in accordance with the supervisory duties of the Board of Commissioners to the GMS regarding any other issues deemed important for the management of the Company.
3. Monitor the effectiveness of the Company's information technology governance implementation on a regular basis.
4. Ensure that external auditors, internal auditors, and the audit committee and other committees have access to accounting records, supporting data, and information about the Company, to the extent necessary to carry out their duties.
5. Monitor the effectiveness of the implementation of the Company's internal control function on a regular basis.
6. To respond to the periodic reports of the Board of Directors at any time necessary on the development of the Company and to report the results of its duties to the shareholders in accordance with the provisions of the Company's Articles of Association.
7. Monitor the effectiveness of the implementation of good corporate governance (GCG) and the implementation of corporate social responsibility (CSR) implemented by the Company and make adjustments if necessary.

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8. Menentukan sistem nominasi, evaluasi kinerja, remunerasi yang transparan bagi Direksi untuk selanjutnya diajukan untuk memperoleh persetujuan RUPS.
9. Melaksanakan tugas lainnya dalam rangka pengawasan dan pemberian nasihat, sepanjang tidak bertentangan dengan peraturan perundang-undangan, Anggaran Dasar, dan/atau keputusan RUPS.

HAK DAN WEWENANG DEWAN KOMISARIS

Perusahaan mengatur hak dan wewenang Dewan Komisaris yang mencakup:

1. Melihat buku-buku, surat-surat, dan dokumen-dokumen lainnya serta memeriksa kas untuk keperluan verifikasi dan lain-lain surat berharga dan memeriksa kekayaan Perusahaan.
2. Memasuki pekarangan, gedung, dan kantor yang dipergunakan oleh Perusahaan.
3. Meminta penjelasan dari Direksi dan/atau pejabat lainnya mengenai segala persoalan yang menyangkut pengelolaan Perusahaan.
4. Mengetahui segala kebijakan dan tindakan yang telah dan akan dijalankan oleh Direksi.
5. Meminta Direksi dan/atau pejabat lainnya di bawah Direksi dengan sepengetahuan Direksi untuk menghadiri rapat Dewan Komisaris.
6. Memberhentikan sementara Direksi sesuai dengan ketentuan yang berlaku.
7. Menggunakan tenaga ahli untuk hal tertentu dan dalam jangka waktu tertentu atas beban Perusahaan.
8. Melakukan tindakan pengurusan Perusahaan dalam keadaan tertentu untuk jangka waktu tertentu sesuai dengan ketentuan yang berlaku.
9. Menghadiri rapat Direksi dan memberikan pandangan terhadap hal-hal yang dibicarakan.
10. Memberikan persetujuan kepada Direksi dalam melakukan perbuatan hukum tertentu.
11. Melaksanakan proses penunjukan calon auditor eksternal sesuai dengan ketentuan pengadaan barang dan jasa Indonesia Re, dan apabila diperlukan dapat meminta bantuan Direksi dalam proses penunjukannya, serta menyampaikan kepada RUPS/Menteri mengenai alasan pencalonannya dan besarnya honorarium/imbal jasa yang diusulkan untuk auditor eksternal tersebut.
12. Melaksanakan proses penunjukan penilai independen sesuai dengan ketentuan pengadaan barang dan jasa di Indonesia Re, dan apabila diperlukan dapat meminta bantuan Direksi dalam proses penunjukannya.

8. Determine the nomination system, performance evaluation, transparent remuneration for the Board of Directors to be submitted for GMS approval.
9. Carry out other duties in the context of supervision and providing advice, as long as it does not conflict with laws and regulations, Articles of Association, and/or GMS resolutions.

RIGHTS AND AUTHORITIES OF THE BOARD OF COMMISSIONERS

The Company regulates the rights and authorities of the Board of Commissioners which include:

1. Seeing books, letters, and other documents as well as checking cash for verification purposes and other securities and checking the Company's assets.
2. Entering the grounds, buildings, and offices used by the Company.
3. Request explanations from the Board of Directors and/or other officials regarding all issues concerning the management of the Company.
4. Knowing all policies and actions that have been and will be carried out by the Board of Directors.
5. Request the Board of Directors and/or other officials under the Board of Directors with the knowledge of the Board of Directors to attend Board of Commissioners meetings.
6. Temporarily suspend the Board of Directors in accordance with applicable regulations.
7. Using experts for certain matters and within a certain period of time at the expense of the Company.
8. Performing management actions of the Company in certain circumstances for a certain period of time in accordance with applicable regulations.
9. Attend Board of Directors meetings and provide views on matters discussed.
10. Give approval to the Board of Directors in carrying out certain legal actions.
11. Carry out the appointment process of prospective external auditors in accordance with the provisions of Indonesia Re procurement of goods and services, and if necessary may request the assistance of the Board of Directors in the appointment process, and submit to the GMS / Minister the reasons for the nomination and the amount of honorarium / fee proposed for the external auditor.
12. Carry out the process of appointing an independent appraiser in accordance with the provisions on the procurement of goods and services in Indonesia Re, and if necessary may request the assistance of the Board of Directors in the appointment process.

13. Berdasarkan Anggaran Dasar Perusahaan dan Keputusan RUPS, Dewan Komisaris dapat melakukan tindakan pengurusan Perusahaan dalam keadaan tertentu untuk jangka waktu tertentu.
14. Berhak meminta bantuan tenaga ahli dalam melaksanakan tugasnya untuk jangka waktu terbatas atas beban Perusahaan.
15. Melalui rapat Dewan Komisaris setiap waktu dapat memberhentikan untuk sementara waktu seorang atau lebih anggota Direksi dari jabatannya, apabila anggota Direksi tersebut bertindak bertentangan dengan Anggaran Dasar Perusahaan dan peraturan perundangan yang berlaku atau melalaikan kewajibannya atau terdapat alasan yang mendesak bagi Perusahaan, dan selanjutnya pemberhentian sementara dimaksud harus diberitahukan kepada yang bersangkutan dengan disertai alasan dari tindakan tersebut.
16. Memberikan persetujuan atas pengangkatan dan pemberhentian Kepala Internal Audit oleh Direktur Utama berdasarkan mekanisme internal Perusahaan.
17. Membentuk komite penunjang Dewan Komisaris untuk membantu Dewan Komisaris dalam melaksanakan tugas pengawasan secara efektif dan mengangkat anggota komite penunjang Dewan Komisaris untuk waktu tertentu atas beban Perusahaan.
18. Melaksanakan kewenangan pengawasan lainnya sepanjang tidak bertentangan dengan peraturan perundang-undangan, Anggaran Dasar dan/atau keputusan RUPS.

KEWAJIBAN DEWAN KOMISARIS

Dewan Komisaris memiliki kewajiban yang telah diatur dalam Piagam Dewan Komisaris Indonesia Re, yaitu:

1. Memberikan nasihat kepada Direksi dalam melaksanakan kepengurusan Perusahaan.
2. Meneliti dan menelaah serta menandatangani Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan yang disiapkan Direksi.
3. Memberikan pendapat dan saran kepada RUPS mengenai Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan mengenai alasan Dewan Komisaris menandatanganinya.
4. Mengikuti perkembangan kegiatan Perusahaan, memberikan pendapat dan saran kepada RUPS mengenai setiap masalah yang dianggap penting bagi kepengurusan Perusahaan.
5. Melaporkan dengan segera kepada RUPS apabila terjadi gejala menurunnya kinerja Perusahaan.
6. Meneliti dan menelaah laporan tahunan yang disiapkan Direksi dan menandatangani laporan tahunan.

13. Based on the Company's Articles of Association and GMS Resolution, the Board of Commissioners may perform management actions of the Company in certain circumstances for a certain period of time.
14. Entitled to request the assistance of experts in carrying out their duties for a limited period of time at the Company's expense.
15. The Board of Commissioners may at any time, through a meeting of the Board of Commissioners, temporarily suspend one or more members of the Board of Directors from office, if such member of the Board of Directors acts contrary to the Company's Articles of Association and prevailing laws and regulations or neglects his/her obligations or there are urgent reasons for the Company, and then the temporary suspension must be notified to the person concerned along with the reasons for such action.
16. To approve the appointment and dismissal of the Head of Internal Audit by the President Director based on the Company's internal mechanism.
17. Establish a supporting committee of the Board of Commissioners to assist the Board of Commissioners in carrying out its supervisory duties effectively and appoint members of the supporting committee of the Board of Commissioners for a certain time at the expense of the Company.
18. Carry out other supervisory authority as long as it does not conflict with laws and regulations, Articles of Association and/or GMS resolutions.

OBLIGATIONS OF THE BOARD OF COMMISSIONERS

The Board of Commissioners has obligations that have been regulated in the Indonesia Re Board of Commissioners Charter, namely:

1. Provide advice to the Board of Directors in carrying out the management of the Company.
2. Examining and reviewing and signing the Company's Long-Term Plan and the Company's Work Plan and Budget prepared by the Board of Directors.
3. Provide opinions and suggestions to the GMS regarding the Company's Long-Term Plan and the Company's Work Plan and Budget regarding the reasons for the Board of Commissioners to sign them.
4. Following the development of the Company's activities, providing opinions and suggestions to the GMS regarding any issues deemed important for the management of the Company.
5. Report immediately to the GMS if there are symptoms of a decline in the Company's performance.
6. Examine and review the annual report prepared by the Board of Directors and sign the annual report.

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7. Apabila diminta dapat memberikan penjelasan, pendapat dan saran kepada RUPS mengenai laporan tahunan.
8. Menyusun program kerja tahunan dan dimasukkan dalam RKAP.
9. Mengusulkan Akuntan Publik kepada RUPS.
10. Membuat risalah rapat Dewan Komisaris dan menyimpan salinannya.
11. Memberikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku yang baru lampau kepada RUPS.
12. Melaksanakan kewajiban lainnya dalam rangka tugas pengawasan dan pemberian nasihat, sepanjang tidak bertentangan dengan peraturan perundang-undangan, Anggaran Dasar dan/atau keputusan RUPS.

PELAKSANAAN TUGAS TAHUN 2022

Dalam pelaksanaan kegiatan pengawasan Perusahaan, Dewan Komisaris memiliki tugas dan tanggung jawab sebagai berikut:

1. Menelaah, menganalisa, dan memberikan persetujuan terhadap berbagai usulan Direksi yang bersifat strategis dalam rangka meningkatkan kinerja Perusahaan.
2. Menyusun, menetapkan, dan menyampaikan secara tertulis kepada Pemegang Saham RKAT Dewan Komisaris setiap tahun sebagai bagian dari RKAP untuk mendapatkan pengesahan.
3. Mengevaluasi dan memberikan arahan secara berkala terhadap hal-hal penting mengenai perubahan lingkungan bisnis yang diperkirakan akan berdampak besar pada usaha dan kinerja Perusahaan secara tepat waktu dan relevan.
4. Mengawasi dan mengevaluasi efektivitas pelaksanaan audit eksternal dan audit internal serta melakukan telaah atas pengaduan berkaitan dengan Perusahaan yang diterima oleh Dewan Komisaris.
5. Mengawasi, mengevaluasi, dan memberikan arahan secara berkala terhadap kebijakan pengelolaan Perusahaan yang dilakukan oleh Direksi, meliputi:
   - Kebijakan dan pelaksanaan sistem pengendalian intern Perusahaan, antara lain mengenai penguatan rancangan dan pelaksanaan sistem pengendalian intern, efektivitas pengendalian intern pada tingkat entitas dan efektivitas pengendalian intern pada tingkat operasional/aktivitas.
   - Kebijakan dan pelaksanaan manajemen risiko Perusahaan terutama terkait hasil analisis risiko atas rancangan RKAP dan strategi penanganannya.
   - Kebijakan dan pelaksanaan sistem teknologi informasi Perusahaan.

7. If requested, it can provide explanations, opinions and suggestions to the GMS regarding the annual report.
8. Develop an annual work program and include it in the RKAP.
9. Propose a Public Accountant to the GMS.
10. Prepare minutes of the Board of Commissioners meetings and keep copies.
11. Provide a report on the supervisory duties that have been carried out during the past financial year to the GMS.
12. Carry out other obligations in the context of supervisory and advisory duties, as long as they do not conflict with laws and regulations, the Articles of Association and/or resolutions of the GMS.

TASK EXECUTION IN 2022

In the implementation of the Company's supervisory activities, the Board of Commissioners has the following duties and responsibilities:

1. To review, analyze, and approve various strategic proposals of the Board of Directors in order to improve the Company's performance.
2. Prepare, determine, and submit in writing to the Shareholders the RKAT of the Board of Commissioners every year as part of the RKAP for ratification.
3. Periodically evaluate and provide direction on important matters regarding changes in the business environment that are expected to have a major impact on the Company's business and performance in a timely and relevant manner.
4. Supervise and evaluate the effectiveness of the implementation of external audit and internal audit and review complaints related to the Company received by the Board of Commissioners.
5. Supervise, evaluate, and provide regular direction on the Company's management policies carried out by the Board of Directors, including:
   - Policies and implementation of the Company's internal control system, including strengthening the design and implementation of the internal control system, the effectiveness of internal control at the entity level and the effectiveness of internal control at the operational/activity level.
   - The Company's risk management policy and implementation, especially related to the results of risk analysis on the draft RKAP and its handling strategy.
   - Policy and implementation of the Company's information technology system.

- Kebijakan dan pelaksanaan pengembangan karier, khususnya pelaksanaan sistem manajemen karier serta pelaksanaan sistem promosi, mutasi demosi dan suksesi manajemen pada jabatan dalam struktur organisasi Perusahaan.
- Kebijakan akuntansi dan penyusunan laporan keuangan sesuai dengan standar akuntansi yang berlaku di Indonesia.
- Kebijakan dan pelaksanaan sistem pengadaan barang dan jasa Perusahaan.

6. Mengawasi dan memantau kepatuhan Direksi dalam menjalankan regulasi yang mengatur bisnis Perusahaan, anggaran dasar Perusahaan serta kepatuhan Perusahaan terhadap seluruh perjanjian dan komitmen yang dibuat oleh Perusahaan dengan pihak ketiga.
7. Mengawasi dan memantau kepatuhan Perusahaan dalam menjalankan Perusahaan sesuai RJPP dan RKAP.
8. Mengawasi, memantau, dan memastikan efektivitas penerapan pedoman GCG dan pedoman lain terkait dengan penerapan GCG, memantau tindak lanjut peningkatan area hasil asesmen/reviu GCG yang menjadi kewenangan Direksi dan memantau pengungkapan laporan GCG dalam laporan tahunan Perusahaan.
9. Menyelesaikan tindak lanjut rekomendasi asesmen maupun penilaian mandiri yang merupakan peningkatan area Dewan Komisaris.
10. Menyelenggarakan dan menghadiri rapat internal Dewan Komisaris dan Rapat Dewan Komisaris yang mengundang kehadiran Direksi (rapat gabungan) dengan efektif.
11. Melakukan pengukuran dan penilaian kinerja Dewan Komisaris setiap tahun.

- Policies and implementation of career development, in particular the implementation of a career management system as well as the implementation of a promotion system, demotion mutation and management succession in positions within the Company's organizational structure.
- Accounting policies and preparation of financial statements in accordance with the accounting standards applicable in Indonesia.
- Policy and implementation of the Company's goods and services procurement system.

6. Supervise and monitor the compliance of the Board of Directors in implementing the regulations governing the Company's business, the Company's articles of association and the Company's compliance with all agreements and commitments made by the Company with third parties.
7. Supervise and monitor the Company's compliance in running the Company in accordance with RJPP and RKAP.
8. Supervise, monitor and ensure the effectiveness of the implementation of GCG guidelines and other guidelines related to the implementation of GCG, monitor the follow-up on the improvement of GCG assessment/review result areas which are authorized by the Board of Directors and monitor the disclosure of GCG reports in the Company's annual report.
9. Completed the follow-up of assessment recommendations and self-assessment which is an area of improvement for the Board of Commissioners.
10. Organize and attend internal Board of Commissioners meetings and Board of Commissioners meetings that invite the presence of the Board of Directors (joint meetings) effectively.
11. Measure and assess the performance of the Board of Commissioners annually.

INDEPENDENSI DEWAN KOMISARIS

INDEPENDENCE OF THE BOARD OF COMMISSIONERS

Asepk Independensi Independence	**Julian Noor**	**Dadang Iskandar**	**Dwi Pudjiastuti Handayani**	**Reza Yamora Siregar**	**Arya Gumilar*)**
Tidak memiliki hubungan kepengurusan di Perusahaan, anak perusahaan, maupun perusahaan afiliasi Has no management relationship in the Company, subsidiaries, or affiliated companies.	√	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan No shareholding relationship in the Company	√	√	√	√	√

Tata Kelola Perusahaan
Good Corporate Governance

Asepk Independensi Independence	**Julian Noor**	**Dadang Iskandar**	**Dwi Pudjiastuti Handayani**	**Reza Yamora Siregar**	**Arya Gumilar*)**
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris, Direksi No family relationship with shareholders, Board of Commissioners, Directors	√	√	√	√	√
Tidak memiliki hubungan keuangan dengan pemegang saham, Dewan Komisaris, Direksi Has no financial relationship with shareholders, Board of Commissioners, Directors	√	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Not serving as an administrator of political parties, officials and the government	√	√	√	√	√

*) Lulus *fit & proper test* tanggal 9 Maret 2023 | Passed the fit & proper test on March 9, 2023

KONTRAK MANAJEMEN

Penandatanganan Kontrak Manajemen setiap tahunnya dilakukan dalam suatu Rencana Kerja dan Anggaran Perusahaan, atas kesanggupan Dewan Komisaris dalam mengupayakan pencapaian target-target pencapaian kerja dan Anggaran sesuai dengan indikator di dalam *Key Performance Indicator* (KPI). Pada tahun 2022, Penandatanganan Kontrak Manajemen dilakukan pada tanggal 27 Januari 2022.

MANAGEMENT CONTRACT

The Management Contract is signed annually in a Company Work Plan and Budget, for the Board of Commissioners' ability to strive for the achievement of work and budget tar-gets in accordance with the indicators in the Key Performance Indicator (KPI). In 2022, the Management Contract was signed on January 27, 2022.

RANGKAP JABATAN

Ketentuan rangkap jabatan bagi Dewan Komisaris diatur oleh Indonesia Re dengan mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-10/MBU/10/2020 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara.

CONCURRENT POSITIONS

The provision of concurrent positions for the Board of Commissioners is regulated by Indonesia Re with reference to the Regulation of the Minister of State-Owned Enterprises No. PER-10/MBU/10/2020 on Requirements and Procedures for Appointment and Dismissal of Members of the Board of Commissioners and Supervisory Board of State-Owned Enterprises.

Nama Name	**Jabatan di Indonesia Re** Position in Indonesia Re	**Rangkap Jabatan** Dual Position		
		Jabatan Lain Other Position	**Nama Perusahaan** Company Name	**Bidang Usaha** Line of Business
Julian Noor	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Komisaris Independen Independent Commissioner	PT Asuransi Jiwa Astra	Asuransi Jiwa Life Insurance
Dadang Iskandar	Komisaris Commissioner	Inspektur Jenderal Inspector General	Kementerian Sosial Ministry of Social Affairs	Kementerian Ministry

Nama Name	**Jabatan di Indonesia Re** Position in Indonesia Re	**Rangkap Jabatan** Dual Position		
		Jabatan Lain Other Position	**Nama Perusahaan** Company Name	**Bidang Usaha** Line of Business
Dwi Pudjiastuti Handayani	Komisaris Commissioner	Direktur Direktorat Bidang Pohukhankam dan BA BUN Directorate of Pohukhankam and BA BUN Directorate	Kementerian Keuangan Ministry of Finance	Kementerian Ministry
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	Kepala dari IFG-Progress (Divisi Research/Think-Tank di Indonesia Financial Group) Head of IFG-Progress (Research/Think-Tank Division in Indonesia Financial Group)	IFG	Asuransi Insurance
		Staf Khusus Special Staff	Kementerian Koordinator Bidang Perekonomian Coordinating Ministry Economy	Kementerian Ministry
Arya Gumilar*)	Komisaris Independen Independent Commissioner	-	-	-

*) Lulus *fit & proper test* tanggal 9 Maret 2023 | Passed the fit & proper test on March 9, 2023

PENERAPAN ETIKA DAN/ATAU KEPATUTAN DALAM RANGKA PENGURUSAN DAN PENGAWASAN PERUSAHAAN

Dewan Komisaris dan Direksi Indonesia Re telah senantiasa aktif dalam penerapan etika dan/atau kepatutan, efisiensi dan perwujudan prinsip-prinsip tata kelola perusahaan yang baik (GCG) yang diwujudkan dalam tata nilai yang baik dalam rangka pengurusan dan pengawasan perusahaan sesuai dengan SE-9/MBU/12/2019. Hal ini telah dilaksanakan dalam berbagai aspek khususnya jamuan perusahaan dan dalam penyaluran bakat minat dan/atau hobi Dewan Komisaris dan Direksi. Untuk perjalanan dinas, bagi Dewan Komisaris dan organ Dewan Komisaris, Direksi dan karyawan Indonesia Re diatur dalam SK No. 00016/60/HK.01.01.00/IndonesiaRe/01.2018.

APPLICATION OF ETHICS AND/OR PROPRIETY IN THE FRAMEWORK OF MANAGEMENT AND SUPERVISION OF THE COMPANY

The Board of Commissioners and Directors of Indonesia Re have always been active in the application of ethics and/or propriety, efficiency and the realization of the principles of good corporate governance (GCG) embodied in good values in the context of managing and supervising the company in accordance with SE-9 / MBU / 12/2019. This has been implemented in various aspects, especially company meals and in the distribution of talents, interests and/or hobbies of the Board of Commissioners and Directors. For official travel, for the Board of Commissioners and organs of the Board of Commissioners, Directors and employees of Indonesia Re is regulated in Decree No. 00016/60/HK.01.01.00/IndonesiaRe/01.2018.

PENGUNGKAPAN KEPEMILIKAN SAHAM

Indonesia Re adalah BUMN yang seluruh sahamnya dimiliki oleh Pemerintah. Dengan begitu seluruh anggota Dewan Komisaris tidak memiliki saham Perusahaan, baik secara langsung maupun tidak langsung. Dewan Komisaris tidak memiliki kepemilikan saham baik di anak perusahaan maupun afiliasi.

SHAREHOLDING DISCLOSURE

Indonesia Re is a state-owned enterprise whose shares are wholly owned by the Government. Therefore, all members of the Board of Commissioners do not own shares in the Company, either directly or indirectly. The Board of Commissioners has no share ownership in either subsidiaries or affiliates.

Tata Kelola Perusahaan
Good Corporate Governance

Nama Name	Jabatan Position	Kepemilikan Saham Shareholding	
		Indonesia Re	Perusahaan Lain Other Companies
Julian Noor	Komisaris Utama/Komisaris Independen President Commissioner/Independent Commissioner	Nihil | Nil	Nihil | Nil
Dadang Iskandar	Komisaris | Commissioner	Nihil | Nil	Nihil | Nil
Dwi Pudjiastuti Handayani	Komisaris | Commissioner	Nihil | Nil	Nihil | Nil
Reza Yamora Siregar	Komisaris Independen | Independent Commissioner	Nihil | Nil	Nihil | Nil
Arya Gumilar*)	Komisaris Independen | Independent Commissioner	Nihil | Nil	Nihil | Nil

*) Lulus *fit & proper test* tanggal 9 Maret 2023 | Passed the fit & proper test on March 9, 2023

PENGEMBANGAN KOMPETENSI

Dewan Komisaris mengikuti berbagai jenis kegiatan yang ditujukan untuk peningkatan kompetensi. Pada tahun 2022, pendidikan dan pelatihan yang diikuti adalah sebagai berikut:

COMPETENCY DEVELOPMENT

The Board of Commissioners participates in various types of activities aimed at improving competence. In 2022, the education and training attended were as follows:

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Julian Noor	Leading From The Chair: Wisdom & Skills for Board	ISEA	11 Februari 2022 February 11, 2022 Zoom Meeting
	AAMAI Internasional Webinar Managing Environmental, Social and Governance Risks In Insurance Business	AAMAI	22 Maret 2022 March 22, 2022 Zoom Meeting
	In recognition of attendance and completion as PARTICIPANT at 8th AAUI International Insurance Seminar with theme Capturing sustainability & Competitiveness : Respone to Global Change	AAUI	29 Maret 2022 March 29, 2022 Zoom Meeting
	Asia Insurtech Conference	Asia Insurance Review	27-28 April 2022 April 27-28, 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	30-31 Mei 2022 May 30-31, 2022 Zoom Meeting
	"Nonbank Financial Institution (NBFI) Assesor Summit 2022"	OJK	11 Oktober 2022 October 11, 2022 Jakarta
	Indonesia Rendezvous "Toward Sustainable Future and Inclusive Growth"	AAUI	12-15 Oktober 2022 October 12-15, 2022 Bali
	"Supporting A Strong, Inclusive and Subtainable Recovery"	AAUI	16-18 Oktober 2022 October 16-18, 2022 Bali
	Sebagai Pembicara seminar "Potensi Resesi Ekonomi Global dan Dampaknya Pada Risiko Usaha Perasuransian di Indonesia" As a seminar speaker on the Potential of Global Economic Recession and its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting

Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
Reza Yamora Siregar	CRGP LEVEL IV ISO 31000 & COSO	RAP	12 - 13 April 2022(Untuk Pelatihan) dan 14 April 2022 (Tanggal Ujian) Zoom Meeting April 12 - 13, 2022 (For Training) and April 14, 2022 (Exam Date) Zoom Meeting
	Managing Retational Risk In Time Of Crisis	RAP	25-26 Agustus 2022 August 25-26, 2022 Zoom Meeting
	Sebagai Pembicara seminar "Potensi Resesi Ekonomi Global dan Dampaknya Pada Risiko Usaha Perasuransian di Indonesia" As a seminar speaker on the Potential of Global Economic Recession and its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting
Arya Gumilar	Potensi Resesi Ekonomi Global dan Dampaknya pada risiko usaha Perasuransian di Indonesia Potential Global Economic Recession and Its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting
	Trainning Ahli Tata Kelola Risiko Terintegrasi Integrated Risk Governance Expert Trainning	RAP	28 - 29 Desember 2022 December 28-29, 2022 Zoom Meeting
Dwi Pudjiastuti Handayani	Tata Kelola Korporat di Indonesia serta perkembangannya selama 10 tahun terakhir Corporate Governance in Indonesia and its development over the last 10 years	Indonesia Instiitute For Corporate Directorship	25 November 2022 November 25, 2022 Zoom Meeting
	Internal Audit, Fraud Detection and Investigation	GRC MANAJEMEN	18 November 2022 November 18, 2022 Via Zoom Meeting
	Potensi Resesi Ekonomi Global dan Dampaknya pada risiko usaha Perasuransian di Indonesia Potential Global Economic Recession and Its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting
	Konferensi Nasional Profesional Manajemen Risiko VIII "ESG Investing And Risk Mitigation" National Conference of Risk Management Professionals VIII "ESG Investing and Risk Mitigation"	LSPMR	1-2 Desember 2022 December 1-2, 2022 Zoom Meeting
Dadang Iskandar	Managing Retational Risk In Time Of Crisis	RAP	25-26 Agustus 2022 August 25-26, 2022 Zoom Meeting
	Risk Assesment Technique ISO 31010	GRC Manajemen	25 - 26 April 2022 April 25-26, 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	31 Mei 2022 May 31, 2022 Zoom Meeting
	Tata Kelola Korporat di Indonesia serta perkembangannya selama 10 tahun terakhir Corporate Governance in Indonesia and its development over the last 10 years	Indonesia Instiitute For Corporate Directorship	09 Agustus 2022 August 09, 2022 Zoom Meeting
	Internal Audit, Fraud Detection and Investigation	GRC MANAJEMEN	18 November 2022 November 18, 2022 Via Zoom Meeting
	Potensi Resesi Ekonomi Global dan Dampaknya pada risiko usaha Perasuransian di Indonesia Potential Global Economic Recession and Its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting

Tata Kelola Perusahaan
Good Corporate Governance

PENILAIAN KINERJA KOMITE DI BAWAH DEWAN KOMISARIS DAN DASAR PENILAIANNYA

Untuk dapat melaksanakan tugas dan tanggung jawab Komite secara efektif, disusun garis besar program kerja Komite Tahun 2022 beserta realisasinya, sebagai berikut:

Hingga akhir tahun buku 2022, Dewan Komisaris memiliki 4 (empat) komite di bawahnya: Komite Audit, Komite Nominasi dan Remunerasi, Komite Pemantau Risiko, dan Komite Tata Kelola Terintegrasi.

Setiap tahun, Dewan Komisaris memberikan penilaian terhadap kinerja komite-komite tersebut. Kriteria dalam penilaian kinerja Komite dapat dilihat dari tercapainya penyusunan Laporan Bulanan yang berisi analisa atas kinerja Perusahaan, Laporan Triwulanan dan Laporan Tahunan yang disusun oleh Komite atas Laporan Kinerja Komite termasuk rekomendasi yang dilaporkan kepada Dewan Komisaris.

Dengan berbagai pertimbangan tersebut, Dewan Komisaris menilai bahwa komite di bawah Dewan Komisaris telah melaksanakan tugas dan tanggung jawabnya secara optimal di sepanjang tahun 2022.

Selama tahun 2022 masing-masing Komite Dewan Komisaris telah menyelenggarakan rapat komite untuk mengevaluasi capaian program kerja, yaitu:

- Komite Audit telah menyelenggarakan rapat sebanyak 14 (empat belas) kali dengan rata-rata kehadiran anggota Komite Audit sebesar 94,64%.
- Komite Pemantau Risiko Usaha telah menyelenggarakan rapat sebanyak 12 (dua belas) kali dengan rata-rata kehadiran anggota Komite Pemantau Risiko Usaha sebesar 94,44%.
- Komite Remunerasi dan Nominasi telah menyelenggarakan rapat sebanyak 1 (satu) kali dengan rata-rata kehadiran anggota Komite Remunerasi dan Nominasi sebesar 100,00%.
- Komite Tata Kelola Terintegrasi telah menyelenggarakan rapat sebanyak 2 (dua) kali dengan rata-rata kehadiran anggota Komite Remunerasi dan Nominasi sebesar 83,33%.

Untuk dapat melaksanakan tugas dan tanggung jawab Komite secara efektif, disusun garis besar program kerja Komite Tahun 2022 beserta realisasinya, sebagai berikut:

PERFORMANCE ASSESSMENT OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS AND ITS ASSESSMENT BASIS

In order to effectively carry out the duties and responsibilities of the Committee, an out-line of the Committee's work program for 2022 was prepared along with its realization, as follows:

Until the end of the 2022 financial year, the Board of Commissioners has 4 (four) commit-tees under it: Audit Committee, Nomination and Remuneration Committee, Risk Monitoring Committee, and Integrated Governance Committee.

Each year, the Board of Commissioners assesses the performance of these committees. The criteria in assessing the Committee's performance can be seen from the achievement of the preparation of Monthly Reports containing analysis of the Company's performance, Quarterly Reports and Annual Reports prepared by the Committee on Committee Performance Reports including recommendations reported to the Board of Commissioners.

With these considerations, the Board of Commissioners considers that the committees under the Board of Commissioners have carried out their duties and responsibilities optimally throughout 2022.

During 2022, each Committee of the Board of Commissioners held a committee meeting to evaluate the achievements of the work program, namely:

- The Audit Committee has held 14 (fourteen) meetings with an average attendance of 94.64%.
- The Business Risk Monitoring Committee has held 12 (twelve) meetings with an average attendance of 94.44%.
- The Remuneration and Nomination Committee held 1 (one) meeting with an aver-age attendance of 100.00%.
- The Integrated Governance Committee held 2 (two) meetings with an average attendance of 83.33% of Remuneration and Nomination Committee members.

In order to effectively carry out the duties and responsibilities of the Committee, an out-line of the Committee's work program for 2022 was prepared along with its realization, as follows:

No.	Komite Committee	Program Kerja Work Program	Realisasi | Realization: Kegiatan Activities	Realisasi | Realization: Jumlah Total
I.	Komite Audit Audit Committee	1. Mendukung pengawasan Dewan Komisaris atas kinerja Perusahaan Supporting the Board of Commissioners' supervision of the Company's performance	a. Menganalisa dan memberikan rekomendasi mengenai rancangan RKA Perusahaan. Analyze and provide recommendations on the Company's draft RKA.	1
			b. Menganalisa dan memberikan rekomendasi mengenai Laporan Manajemen Analyze and provide recommendations on the Management Report	12
			c. Menganalisa dan memberikan rekomendasi mengenai Laporan Keuangan Perusahaan Analyze and provide recommendations regarding the Company's Financial Statements	1
		2. Monitoring dan evaluasi kegiatan Kantor Akuntan Publik agar berjalan secara profesional. Monitoring and evaluating the activities of the Public Accounting Firm so that it runs professionally.	a. Menganalisa dan memberikan rekomendasi tentang penunjukan Kantor Akuntan Publik sebagai usulan Dewan Komisaris dalam RUPS Tahunan. Analyze and provide recommendations on the appointment of the Public Accounting Firm as proposed by the Board of Commissioners in the Annual GMS.	1
			b. Memantau dan mengevaluasi kinerja Kantor Akuntan Publik dalam pelaksanaan audit Laporan Tahunan. Monitor and evaluate the performance of the Public Accounting Firm in conducting the audit of the Annual Report.	1
			c. Memantau tindak lanjut atas temuan Kantor Akuntan Publik. Monitor follow-up on the findings of the Public Accounting Firm.	1
			d. Memastikan independensi dan obyektifitas akuntan public Ensuring the independence and objectivity of public accountants	1
		3. Mendukung Dewan Komisaris dalam upaya peningkatan kinerja Internal Auditor. Support the Board of Commissioners in efforts to improve the performance of the Internal Auditor.	a. Melakukan review atas laporan hasil audit Internal Auditor. Review the Internal Auditor's audit report.	12
			b. Melaksanakan pemantauan kinerja Internal Auditor. Carry out monitoring of Internal Auditor performance.	4
			c. Melaksanakan pemantauan tindak lanjut temuan Internal Auditor. Carry out follow-up monitoring of Internal Auditor findings.	4
			d. Meminta Direksi untuk menindaklanjuti hasil temuan pemeriksaan auditor internal. Requesting the Board of Directors to follow up on the findings of the internal auditor's audit.	-
			e. Memberikan tanggapan atas rencana Audit dan masalah yang ditemukan serta merekomendasikan pemeriksaan khusus apabila terdapat dugaan penyimpangan/ kecurangan atas hukum dan peraturan yang berlaku Provide responses to the Audit plan and problems found and recommend special examinations if there are allegations of irregularities / fraud against applicable laws and regulations.	1
		4. Membantu Dewan Komisaris dalam pengawasan atas penerapan prinsip- prinsip Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*/ GCG) Assist the Board of Commissioners in supervising the implementation of Good Corporate Governance (GCG) principles	a. Memantau penerapan prinsip Tata Kelola Perusahaan Yang Baik dengan melakukan telaah atas laporan penerapan GCG. Monitor the implementation of Good Corporate Governance principles by reviewing the GCG implementation report.	12
			b. Memastikan bahwa laporan-laporan yang disampaikan kepada OJK serta instansi lain yang berkepentingan telah dilaksanakan dengan benar, tepat waktu dan memastikan Perusahaan telah mematuhi ketentuan dan peraturan perundangan yang berlaku Ensure that reports submitted to the OJK and other interested institutions have been carried out correctly, on time and ensure that the Company has complied with applicable laws and regulations.	12
			c. Mengambil langkah yang diperlukan untuk memenuhi area of improvement yang menjadi kewenangan Dewan Komisaris. Take the necessary steps to fulfill the areas of improvement under the authority of the Board of Commissioners.	-
			d. Memantau penyelesaian rekomendasi hasil assesment/self assesment penerapan Tata Kelola Perusahaan Yang Baik oleh Direksi Monitor the completion of recommendations from the assessment/ self-assessment of the implementation of Good Corporate Governance by the Board of Directors.	1

Tata Kelola Perusahaan
Good Corporate Governance

No.	Komite Committee	Program Kerja Work Program	Realisasi | Realization: Kegiatan Activities	Realisasi | Realization: Jumlah Total
		5. Menyusun Laporan Berkala Kegiatan Komite Audit. Prepare Periodic Reports on Audit Committee Activities.	a. Menyusun laporan kegiatan triwulanan. Compile quarterly activity reports. b. Menyusun dan menyampaikan program kerja tahun 2023. Develop and submit a work program for 2023. c. Menyusun laporan kegiatan tahun 2022. Compile an activity report for 2022. d. Melakukan evaluasi atas Piagam Komite Audit (Audit Committee Charter). Evaluate the Audit Committee Charter.	4 1 1 1
		6. Peningkatan kompetensi anggota Komite Audit Increased competency of Audit Committee members	a. Mengikuti workshop/seminar. Attend workshops/seminars. b. Melakukan benchmark. Conduct benchmarks.	4
		7. Melakukan penugasan khusus yang diberikan oleh Dewan Komisaris Perform special assignments given by the Board of Commissioners.		-
II	Komite Pemantau Risiko Usaha Business Risk Monitoring Committee	1. Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan manajemen risiko Assist the Board of Commissioners in supervising the implementation of risk management.	a. Menilai efektivitas penerapan manajemen risiko, termasuk menilai toleransi risiko yang dapat diambil oleh Perusahaan. Assessing the effectiveness of risk management implementation, including assessing the risk tolerance that can be taken by the Company. b. Memberikan masukan mengenai hal-hal yang perlu mendapat perhatian kepada Dewan Komisaris dalam rangka pemberian nasihat kepada Direksi terkait pengelolaan investasi dan risiko. Provide input on matters that need attention to the Board of Commissioners in the context of providing advice to the Board of Directors regarding investment and risk management. c. Menganalisa dan memberikan rekomendasi atas laporan hasil evaluasi Divisi Manajemen Risiko dan Quality Assurance Analyze and provide recommendations on the evaluation report of the Risk Management and Quality Assurance Division.	4 1 12
		2. Mendukung upaya peningkatan kinerja Divisi Manajemen Risiko dan *Quality Assurance* Support efforts to improve the performance of the Risk Management and Quality Assurance Division.	a. Membahas dengan Divisi Manajemen Risiko dan Quality Assurance yang meliputi: • Risiko bisnis yang merupakan risiko-risiko yang diterima perusahaan melalui kegiatan usaha reasuransinya atau risiko yang terkait dengan risiko underwriting. • Risiko investasi, berkaitan dengan pengelolaan dana perusahaan. • Risiko operasional, risiko hadir pada setiap aspek sebuah perusahaan dan tidak berasal dari kegiatan bisnis, namun berpotensi untuk mengancam kelangsungan hidup perusahaan. a. Discussed with Risk Management and Quality Assurance Division which includes: • Business risks that are risks accepted by the company through its reinsurance business activities or risks associated with underwriting risks. • Investment risk, relating to the management of company funds. • Operational risk, a risk present in every aspect of a company and does not originate from business activities, but has the potential to threaten the survival of the company. b. Melakukan pemantauan terhadap tindak lanjut atas hasil review Divisi Manajemen Risiko dan Quality Assurance. Monitoring the follow-up of the Risk Management and Quality Assurance Division's review results.	4 4

No.	Komite Committee	Program Kerja Work Program	Realisasi | Realization	
			Kegiatan Activities	**Jumlah** Total
			c. Memantau penerapan prinsip tata kelola Perusahaan yang baik (Good Corporate Governance/GCG). Monitor the implementation of good corporate governance (GCG) principles.	1
			d. Melakukan evaluasi kegiatan KAP dan memantau tindak lanjut temuan KAP Evaluate KAP activities and monitor follow-up of KAP findings.	1
			e. Melakukan evaluasi atas Piagam Komite Pemantau Risiko Evaluating the Risk Monitoring Committee Charter	1
		3. Menyusun Laporan Berkala Kegiatan Komite Pemantau Risiko Usaha Preparing Periodic Reports on the Activities of the Business Risk Monitoring Committee	a. Menyusun laporan kegiatan triwulanan. Compile quarterly activity reports.	4
			b. Menyusun dan menyampaikan program kerja tahun 2022 Develop and submit a work program for 2022	1
			c. Menyusun laporan kegiatan tahun 2021 Compile an activity report for 2021	1
		4. Peningkatan kompetensi Komite Pemantau Risko Usaha Increased competency of the Business Risk Monitoring Committee	a. Mengikuti workshop/seminar. Attend workshops/seminars. b. Melakukan *benchmark* Benchmarking	2
		5. Melaksanakan penugasan khusus yang diberikan Dewan Komisaris Carry out special assignments given by the Board of Commissioners		
III.	Komite Remunerasi dan Nominasi Remuneration and Nomination Committee	1. Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan kebijakan remunerasi dan nominasi yang ditetapkan Direksi Assist the Board of Commissioners in supervising the implementation of the remuneration and nomination policies set by the Board of Directors.	a. Mengevaluasi efektivitas pelaksanaan Remunerasi dan Nominasi melalui penilaian atas kecukupan pengendalian intern serta pelaksanaan fungsi kepatuhan secara terintegrasi. Evaluate the effectiveness of the implementation of Remuneration and Nomination through an assessment of the adequacy of internal control and the implementation of an integrated compliance function.	2
			b. Memberikan rekomendasi kepada Dewan Komisaris untuk penyempurnaan kebijakan Remunerasi dan Nominasi. Provide recommendations to the Board of Commissioners for the improvement of the Remuneration and Nomination policy.	1
			c. Memantau penerapan kebijakan Remunerasi dan Nominasi dan tindak lanjut hasil evaluasi penerapan kebijakan Remunerasi dan Nominasi Monitor the implementation of the Remuneration and Nomination policy and follow-up on the evaluation results of the implementation of the Remuneration and Nomination policy.	2
			d. Melakukan evaluasi atas Piagam Komite Remunerasi dan Nominasi Evaluating the Remuneration and Nomination Committee Charter	1

Tata Kelola Perusahaan
Good Corporate Governance

No.	Komite Committee	Program Kerja Work Program	Realisasi | Realization: Kegiatan Activities	Realisasi | Realization: Jumlah Total
		2. Menyusun Laporan Berkala Kegiatan Komite Remunerasi dan Nominasi Preparing Periodic Reports on the Activities of the Remuneration and Nomination Committee	a. Menyusun laporan kegiatan triwulanan. Compile quarterly activity reports. b. Menyusun dan menyampaikan program kerja tahun 2023. Develop and submit a work program for 2023. c. Menyusun laporan kegiatan tahun 2022. Compile an activity report for 2022.	4 1 1
		3. Peningkatan kompetensi Komite Remunerasi dan Nominasi Improved competency of the Remuneration and Nomination Committee	a. Mengikuti workshop/seminar. Attend workshops/seminars. b. Melakukan benchmark Benchmarking	2
		4. Menjalankan penugasan khusus yang diberikan Dewan Komisaris Carry out special assignments given by the Board of Commissioners		
IV.	Komite Tata Kelola Terintegrasi	1. Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan tata kelola terintegrasi Assist the Board of Commissioners in supervising the implementation of integrated governance.	a. Mengevaluasi efektivitas pelaksanaan Tata Kelola Terintegrasi melalui penilaian atas kecukupan pengendalian intern serta pelaksanaan fungsi kepatuhan secara terintegrasi. Evaluate the effectiveness of the implementation of Integrated Governance through an assessment of the adequacy of internal control and the implementation of an integrated compliance function. b. Memberikan rekomendasi kepada Dewan Komisaris untuk penyempurnaan Pedoman Tata Kelola Terintegrasi. Provide recommendations to the Board of Commissioners to improve the Integrated Corporate Governance Guidelines. c. Memantau penerapan pedoman tata kelola terintegrasi dan tindak lanjut hasil evaluasi penerapan tata kelola terintegrasi. Monitor the implementation of integrated governance guidelines and follow-up on evaluation results of integrated governance implementation. d. Melakukan evaluasi atas Piagam Komite Tata Kelola Terintegrasi. Evaluated the Integrated Governance Committee Charter.	2 1 2 1
		2. Menyusun Laporan Berkala Kegiatan Komite Tata Kelola Terintegrasi Preparing Periodic Report of Integrated Governance Committee Activities	a. Menyusun laporan kegiatan triwulanan. Compile quarterly activity reports. b. Menyusun dan menyampaikan program kerja tahun 2023. Develop and submit a work program for 2023. c. Menyusun laporan kegiatan tahun 2022. Compile an activity report for 2022.	4 1 1

No.	Komitee Committee	Program Kerja Work Program	Realisasi | Realization	
			Kegiatan Activities	**Jumlah** Total
		3. Peningkatan kompetensi Komite Tata Kelola Terintegrasi Competency improvement of Integrated Governance Committee	a. Mengikuti workshop/seminar. Attend workshops/seminars. b. Melakukan *benchmark* Benchmarking	2
		4. Menjalankan penugasan khusus yang diberikan Dewan Komisaris Carrying out special assignments given by the Board of Commissioners		

Tata Kelola Perusahaan
Good Corporate Governance

Komisaris Independen
Independent Commissioner

Keberadaan Dewan Komisaris Independen menjadi sangat penting dan diperlukan untuk lebih memberdayakan fungsi pengawasan. Selain itu, Dewan Komisaris Independen juga ditujukan untuk mendorong diterapkannya Prinsip Tata Kelola Perusahaan yang Baik di dalam Perusahaan melalui optimalisasi Dewan Komisaris agar dapat melakukan tugas pengawasan dan pemberian nasihat kepada Direksi secara efektif dan lebih memberikan nilai tambah bagi Perusahaan.

TUGAS DAN TANGGUNG JAWAB KOMISARIS INDEPENDEN

Tugas dan tanggung jawab Komisaris Independen mencakup:

1. Menjamin transparansi dan keterbukaan laporan keuangan Perusahaan.
2. Memastikan perlakuan yang adil terhadap pemangku kepentingan.
3. Memastikan diungkapkannya transaksi yang mengandung benturan kepentingan secara wajar dan adil.
4. Memastikan kepatuhan perusahaan pada peraturan perundang-undangan yang berlaku.
5. Menjamin akuntabilitas organ-organ Perusahaan.

JUMLAH KOMISARIS INDEPENDEN PADA TAHUN BUKU

Perusahaan memiliki 3 (tiga) Komisaris Independen dari jumlah anggota Dewan Komisaris Indonesia Re yang berjumlah 5 (lima) orang. Dengan begitu, jumlah Komisaris Independen Perusahaan saat ini sebesar 60% dari total Dewan Komisaris.

Kriteria Penentuan Komisaris Independen Kriteria Dewan Komisaris Independen yang diatur oleh Perusahaan mengacu pada ketentuan Anggaran Dasar Indonesia Re dan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas. Berdasarkan ketentuan tersebut, Dewan Komisaris dalam melaksanakan tugas dan wewenangnya berorientasi kepada kepentingan Perusahaan (monoloyalitas). Dengan kata lain, semua anggota Dewan Komisaris harus independen (mandiri) dalam melaksanakan tugasnya, bebas, dan membebaskan diri dari segala bentuk intervensi yang akan merugikan Perusahaan.

Selain itu, Perusahaan juga mengacu pada Permen BUMN No. Per-01/MBU/2011. Dalam pasal 13 ayat 4 peraturan tersebut, Komisaris Independen wajib memenuhi persyaratan sebagai berikut:

The existence of an Independent Board of Commissioners is very important and necessary to further empower the supervisory function. In addition, the Independent Board of Commissioners is also intended to encourage the implementation of Good Corporate Governance Principles in the Company through the optimization of the Board of Commissioners in order to carry out supervisory and advisory duties to the Board of Directors effectively and provide more added value to the Company.

DUTIES AND RESPONSIBILITIES OF INDEPENDENT COMMISSIONERS

The duties and responsibilities of the Independent Commissioner include:

1. Ensure transparency and openness of the Company's financial statements.
2. Ensure fair treatment of stakeholders.
3. Ensure fair and equitable disclosure of conflict of interest transactions.
4. Ensure the company's compliance with applicable laws and regulations.
5. Ensure accountability of the Company's organs.

NUMBER OF INDEPENDENT COMMISSIONERS IN THE FINANCIAL YEAR

The Company has 3 (three) Independent Commissioners out of the total 5 (five) members of the Board of Commissioners of Indonesia Re. Thus, the number of Independent Commissioners of the Company currently amounts to 60% of the total Board of Commissioners.

Criteria for Determining Independent Commissioners The criteria for the Board of Independent Commissioners set by the Company refer to the provisions of the Articles of Association of Indonesia Re and Law No. 40 of 2007 concerning Limited Liability Companies. Based on these provisions, the Board of Commissioners in carrying out its duties and authorities is oriented towards the interests of the Company (monoloyalty). In other words, all members of the Board of Commissioners must be independent (self-reliant) in carrying out their duties, free, and exempt themselves from all forms of intervention that will harm the Company.

In addition, the Company also refers to the Minister of SOEs Regulation No. Per-01/MBU/2011. In article 13 paragraph 4 of the regulation, Independent Commissioners must fulfill the following requirements:

1. Tidak mempunyai hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris, anggota Dewan Pengawas Syariah atau pemegang saham perusahaan asuransi dalam perusahaan asuransi yang sama.
2. Tidak bekerja di Perusahaan atau afiliasinya dalam kurun waktu dua (2) tahun terakhir.
3. Tidak mempunyai keterkaitan finansial, baik langsung maupun tidak langsung dengan Perusahaan atau badan usaha yang menyediakan jasa dan produk kepada Perusahaan dan afiliasinya.
4. Bebas dari kepentingan dan aktivitas bisnis atau hubungan lain yang dapat menghalangi atau mengganggu kemampuan anggota Dewan Komisaris yang berasal dari kalangan luar Perusahaan untuk bertindak atau berpikir secara bebas di lingkup Perusahaan.
5. Memahami peraturan perundang-undangan di bidang perasuransian.
6. Berdomisili di Indonesia.

1. Has no affiliation with members of the Board of Directors, members of the Board of Commissioners, members of the Sharia Supervisory Board or shareholders of insurance companies in the same insurance company.
2. Not working in the Company or its affiliates within the last two (2) years.
3. Has no financial relationship, either directly or indirectly with the Company or business entities that provide services and products to the Company and its affiliates.
4. Free from interests and business activities or other relationships that may hinder or interfere with the ability of members of the Board of Commissioners from outside the Company to act or think freely within the Company.
5. Understand the laws and regulations in the field of insurance.
6. Domiciled in Indonesia.

PERNYATAAN INDEPENDENSI MASING-MASING KOMISARIS INDEPENDEN

Komisaris Independen Indonesia Re bertindak secara independen dalam melakukan pengawasan. Independensi tersebut ditunjukkan melalui indikator seperti disampaikan pada tabel di bawah ini:

STATEMENT OF INDEPENDENCE OF EACH INDEPENDENT COMMISSIONER

Indonesia Re's Independent Commissioners act independently in conducting supervision. This independence is shown through indicators as presented in the table below:

Aspek independensi Independence	**Julian Noor**	**Reza Yamora Siregar**	**Arya Gumilar*)**
Tidak memiliki hubungan kepengurusan di Perusahaan, anak perusahaan, maupun perusahaan afiliasi Has no management relationship in the Company, subsidiaries, or affiliated companies.	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan No shareholding relationship in the Company	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris, Direksi No family relationship with shareholders, Board of Commissioners, Directors	√	√	√
Tidak memiliki hubungan keuangan dengan pemegang saham, Dewan Komisaris, Direksi Has no financial relationship with shareholders, Board of Commissioners, Directors	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Not serving as an administrator of political parties, officials and the government	√	√	√

*) Lulus *fit & proper test* tanggal 9 Maret 2023 | Passed the fit & proper test on March 9, 2023

Tata Kelola Perusahaan
Good Corporate Governance

Direksi
Board of Directors

Direksi merupakan organ Perusahaan yang bertanggung jawab dan memiliki wewenang penuh atas kepengurusan Perusahaan serta mewakili Perusahaan, baik di dalam maupun di luar pengadilan. Direksi dengan itikad baik dan penuh tanggung jawab bertindak memimpin dan mengelola Perusahaan sesuai dengan kepentingan dan tujuan Perusahaan.

The Board of Directors is an organ of the Company that is responsible and has full authority over the management of the Company and represents the Company, both inside and outside the court. The Board of Directors in good faith and with full responsibility acts to lead and manage the Company in accordance with the interests and objectives of the Company.

DASAR HUKUM

Pembentukan dan penunjukan Direksi Indonesia Re mengacu pada dasar hukum, antara lain:

1. Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara;
2. Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas;
3. Peraturan Pemerintah No. 45 Tahun 2005 tentang Pendirian, Pengurusan, Pengawasan dan Pembubaran Badan Usaha Milik Negara;
4. Keputusan Menteri BUMN No.KEP-117/M-MBU/2002 juncto Peraturan Menteri BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara juncto PER-09/MBU/2012, tanggal 6 Juli 2012, Perubahan Atas Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang baik pada Badan Usaha Milik Negara;
5. Peraturan Menteri Badan Usaha Milik Negara No.PER-7/MBU/09/2022 atas perubahan PER-11/MBU/07/2021 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi BUMN;
6. Anggaran Dasar Perusahaan;

LEGAL BASIS

The establishment and appointment of Indonesia Re's Board of Directors refers to the le-gal basis, among others:

1. Law No. 19 Year 2003 on State-Owned Enterprises;
2. Law No. 40 Year 2007 on Limited Liability Companies;
3. Government Regulation No. 45 Year 2005 on the Establishment, Management, Supervision and Dissolution of State-Owned Enterprises;
4. Decree of the Minister of SOEs No.KEP-117/M-MBU/2002 juncto Regulation of the Minister of SOEs No. PER-01/MBU/2011 dated August 1, 2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises juncto PER-09/MBU/2012, dated July 6, 2012, Amendment to Regulation of the Minister of SOEs No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises;
5. Regulation of the Minister of State-Owned Enterprises No.PER-7/MBU/09/2022 atas perubahan PER-11/MBU/07/2021 on Requirements and Procedures for the Appointment and Dismissal of Directors of SOEs;
6. Company Articles of Association;

PETUNJUK TATA LAKSANA

Direksi Indonesia Re mempunyai pedoman dalam menjalankan tugas beserta tata tertibnya yang diatur dalam buku *Board of Directors* yang disusun berdasarkan Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tentang penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara.

Aturan tersebut digunakan anggota Direksi untuk menjalankan amanah dari Pemegang Saham dalam mengelola Perusahaan. Direksi dapat menetapkan struktur organisasi dengan komposisi yang tepat dalam usaha pengelolaan dan pencapaian tujuan Perusahaan menjadi lebih terstruktur dan sistematis.

WORK GUIDELINES

The Board of Directors of Indonesia Re has a guideline in carrying out its duties along with its rules of conduct which are regulated in the Board of Directors document prepared based on the Regulation of the Minister of State-Owned Enterprises No. PER-01/MBU/2011 on the implementation of Good Corporate Governance in State-Owned Enterprises.

The rules are used by members of the Board of Directors to carry out the mandate of the Shareholders in managing the Company. The Board of Directors can establish an organizational structure with the right composition in an effort to manage and achieve the Company's goals to be more structured and systematic.

KUALIFIKASI DIREKSI

Kriteria Pengangkatan Direksi Perusahaan mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-03/MBU/02/2015 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi BUMN untuk menyusun kualifikasi Direksi. Kualifikasi tersebut terbagi dalam persyaratan formal, persyaratan materiil, dan persyaratan lain-lain.

1. Persyaratan Formal
   Orang perseorangan yang cakap melakukan perbuatan hukum, kecuali dalam waktu 5 (lima) tahun sebelum pengangkatan pernah:
   a. Dinyatakan pailit.
   b. Menjadi Anggota Direksi atau anggota Dewan Komisaris yang dinyatakan bersalah menyebabkan suatu Perusahaan dan/atau Perusahaan dinyatakan pailit.
   c. Dihukum karena melakukan tindak pidana yang merugikan keuangan negara, perusahaan, dan/atau yang berkaitan dengan sektor keuangan.
2. Persyaratan Materiil
   a. Keahlian
   b. Integritas
   c. Kepemimpinan
   d. Pengalaman
   e. Jujur
   f. Perilaku yang baik
   g. Dedikasi yang tinggi untuk memajukan dan mengembangkan perusahaan
3. Persyaratan Lain
   a. Bukan pengurus Partai Politik dan/atau calon anggota legislatif dan/atau anggota legislatif. Calon anggota legislatif atau anggota legislatif terdiri dari calon/anggota DPR, DPD, DPRD Tingkat I, dan DPRD Tingkat II.
   b. Bukan calon Kepala/Wakil Kepala Daerah dan/atau Kepala/Wakil Kepala Daerah.
   c. Tidak menjabat sebagai anggota Dewan Komisaris/Dewan Pengawas pada BUMN yang bersangkutan selama 2 (dua) periode berturut-turut.
   d. Memiliki dedikasi dan menyediakan waktu sepenuhnya untuk melakukan tugasnya.
   e. Sehat jasmani dan rohani (tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai Direksi BUMN), yang dibuktikan dengan surat keterangan sehat dari dokter.

QUALIFICATIONS OF DIRECTORS

The Company's Board of Directors Appointment Criteria refers to the Regulation of the Minister of State-Owned Enterprises No. PER-03/MBU/02/2015 on Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Directors of SOEs to develop the qualifications of the Board of Directors. The qualifications are divided into formal requirements, material requirements, and other requirements.

1. Formal Requirements
   Individuals who are capable of performing legal acts, except within 5 (five) years before the appointment:
   a. Declared bankrupt.
   b. Being a member of the Board of Directors or a member of the Board of Commissioners who is found guilty of causing a company and/or company to be declared bankrupt.
   c. Convicted of a criminal offense that harms state finances, companies, and/or those related to the financial sector.
2. Material Requirements
   a. Expertise
   b. Integrity
   c. Leadership
   d. Experience
   e. Honest
   f. Good behavior
   g. High dedication to advancing and developing the company
3. Other Requirements
   a. Not a political party administrator and/or legislative candidate and/or legislative member. Legislative candidates or legislative members consist of candidates/members of the DPR, DPD, DPRD Level I, and DPRD Level II.
   b. Not a candidate for Head/Deputy Head of the Region and/or Head/Deputy Head of the Region.
   c. Not serving as a member of the Board of Commissioners / Supervisory Board at the BUMN concerned for 2 (two) consecutive periods.
   d. Have dedication and devote full time to their duties.
   e. Physically and mentally healthy (not currently suffering from an illness that can hinder the implementation of duties as Directors of BUMN), as evidenced by a medical certificate from a doctor.

Tata Kelola Perusahaan
Good Corporate Governance

Selain itu, Direksi Perusahaan juga wajib memiliki kompetensi dan kapabilitas yang memadai di bidang tugas dan tanggung jawabnya sebagai berikut:

1. Memiliki pengalaman manajemen korporasi dan mempunyai catatan prestasi yang baik dalam pengambilan keputusan bisnis yang penting.
2. Memahami prinsip kerja, fungsi, dan perkembangan pengetahuan dan teknologi yang terkait dengan bidang usaha Perseroan.
3. Memiliki wawasan dan pengetahuan yang memadai terhadap bidang usaha Perseroan sehingga mampu memprediksi prospek perkembangan usaha Perseroan.
4. Mampu membuat pertimbangan dan mengambil keputusan yang cerdas dan bijaksana.
5. Memiliki hubungan dan jejaring kerjasama profesional dan sosial yang luas.
6. Memahami karakteristik usaha asuransi dan penjaminan yang menjadi bidang usaha Indonesia Re.

Kemudian, Direksi Indonesia Re juga diharuskan berkomitmen tinggi pada Perusahaan yang ditunjukkan dengan:

1. Kesanggupan untuk mencurahkan waktu dan usaha dengan penuh untuk menjalankan tugas-tugas dan kewajiban yang telah ditentukan.
2. Kesediaan untuk membatalkan komitmen-komitmen pada pihak lain, baik untuk menghindarkan terjadinya konflik kepentingan maupun untuk menjamin agar ada alokasi waktu yang cukup untuk Indonesia Re.
3. Direksi Indonesia Re tidak boleh memiliki hubungan keluarga baik sedarah maupun semenda dalam garis keturunan lurus tiga tingkat dan atau ke samping tiga tingkat dengan Pemegang Saham dan Komisaris.
4. Direksi dilarang memangku jabatan lain di Perseroan atau organisasi lain untuk mencegah timbulnya benturan kepentingan, kecuali bila perangkapan jabatan itu disetujui dan disahkan di dalam RUPS

MASA JABATAN

Anggaran Dasar Perusahaan mengatur masa jabatan Dewan Komisaris. Tiap anggota Direksi dapat menjabat selama 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan.

SUSUNAN DAN KOMPOSISI KEANGGOTAAN DIREKSI

Pada tahun 2022, Bank memiliki 5 (lima) Direktur. Jumlah ini telah memenuhi ketentuan peraturan perundang-undangan terkait yang mengatur bahwa jumlah anggota Direksi paling kurang 3 (tiga) orang dan dipimpin oleh Direktur Utama serta setiap anggota Direksi harus berdomisili di Indonesia.

In addition, the Company's Board of Directors must also have adequate competence and capability in the following areas of their duties and responsibilities:

1. Have corporate management experience and a good record of achievement in making important business decisions.
2. Understand the working principles, functions, and development of knowledge and technology related to the Company's business field.
3. Having sufficient insight and knowledge of the Company's business so as to be able to predict the prospects for the development of the Company's business.
4. Able to make intelligent and wise judgments and decisions.
5. Have extensive professional and social relationships and networks.
6. Understand the characteristics of the insurance and guarantee business which is the business field of Indonesia Re.

Furthermore, the Directors of Indonesia Re are also required to be highly committed to the Company as demonstrated by:

1. The ability to devote full time and effort to carry out specified tasks and obligations.
2. Willingness to cancel commitments to others, both to avoid conflicts of interest and to ensure sufficient time is allocated to Indonesia Re.
3. The Board of Directors of Indonesia Re must not have a family relationship either by blood or by marriage in a straight line of three levels and or to the side of three levels with the Shareholders and Commissioners.
4. Directors are prohibited from holding other positions in the Company or other organizations to prevent conflicts of interest, unless the position is approved and ratified in the GMS.

TENURE

The Company's Articles of Association regulate the term of office of the Board of Commissioners. Each member of the Board of Directors may serve for 5 (five) years and may be reappointed for 1 (one) term of office.

COMPOSITION OF THE BOARD OF DIRECTORS

In 2022, the Bank has 5 (five) Directors. This number has fulfilled the provisions of the relevant laws and regulations which stipulate that the number of members of the Board of Directors is at least 3 (three) people and is led by the President Director and each member of the Board of Directors must be domiciled in Indonesia.

Berikut komposisi dan dasar hukum pengangkatan Direksi Indonesia Re per 31 Desember 2022.

The following is the composition and legal basis for the appointment of the Board of Directors of Indonesia Re as of December 31, 2022.

Nama Name	**Jabatan** Position	**Dasar Pengangkatan** Basis of Appointment		**Masa Jabatan** Term of Office
		RUPS AGM	**Persetujuan OJK** OJK Approval	
Benedictus M Waworuntu	Direktur Utama President Director	Salinan Surat Keputusan Menteri BUMN No. SK-41/MBU/02/2021 Copy of the Decree of the Minister of SOEs No. SK-41/MBU/02/2021	Surat Keputusan OJK No. KEP-19/KDK.05/2021 OJK Decree No. KEP-19/KDK.05/2021	2021–2026
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	Salinan Surat Keputusan Menteri BUMN No. SK-159/MBU/05/2021 Copy of Ministerial Decree SOE No. SK-159/MBU/05/2021	Surat Keputusan OJK No. KEP-51/KDK.05/2021 OJK Decree No. KEP-51/KDK.05/2021	2021–2026
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Resources and Corporate Secretary	Salinan Surat Keputusan Menteri BUMN No. SK-247/MBU/07/2021 Copy of Ministerial Decree SOE No. SK-247/MBU/07/2021	KEP-2/KDK. 05/2022 KEP-2/KDK. 05/2022	2021–2026
Beatrix Santi Anugrah	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	Salinan Surat Keputusan Menteri BUMN No: SK-73/MBU/03/2022 Copy of the Decree of the Minister of SOEs No: SK-73/MBU/03/2022	Surat Keputusan OJK No.KEP-35/KDK.05/2022 OJK Decree No.KEP-35/KDK.05/2022	2022-2027
Putri Eka Sukmawati*)	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	Salonan Surat Keputusan Menteri Badan Usaha Milik Negara Nomor. SK-33/MBU/02/2019 tanggal 1 Februari 2019. Nomination of the Decree of the Minister of State-Owned Enterprises Number. SK-33/MBU/02/2019 dated February 1, 2019.	Surat Keputusan OJK No. KEP-10/KDK.05/2021 OJK Decree No. KEP-10/KDK.05/2021	2020-2025
Delil Khairat	Direktur Teknik Operasi Director of Operations Engineering	Salinan Surat Keputusan Menteri BUMN No: SK-73/MBU/03/2022 Copy of the Decree of the Minister of SOEs No: SK-73/MBU/03/2022	Surat Keputusan OJK No.KEP-35/KDK.05/2022 OJK Decree No.KEP-35/KDK.05/2022	2022-2027
Erickson Mangunsong**)	Direktur Teknik Operasi Director of Operations Engineering	Salinan Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-311/MBU/09/2020 tanggal 30 September 2020. Copy of the Decree of the Minister of State-Owned Enterprises No. SK-311/MBU/09/2020 dated September 30, 2020.	Surat Keputusan OJK No. KEP-10/KDK.05/20212 OJK Decree No. KEP-10/KDK.05/20212	2020-2025

*) Masa jabatan berakhir pada tanggal 10 Maret 2022 | Term of office ends on March 10, 2022
**) Masa jabatan berakhir pada tanggal 10 Maret 2022 | Term of office ends on March 10, 2022

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PROGRAM PENGENALAN BAGI DIREKSI BARU

Program pengenalan bertujuan untuk mengenalkan perusahaan kepada Direksi yang baru dan untuk meningkatkan pengetahuan dalam menjalankan tugastugasnya dengan efektif dengan ketentuan sebagai berikut:

1. Direksi yang baru diangkat wajib mengikuti program pengenalan mengenai perusahaan;
2. Komisaris Utama bertanggung jawab untuk melaksanakan program pengenalan bagi Direksi yang baru;
3. Program pengenalan yang baru mencakup hal-hal sebagai berikut:
   - Gambaran mengenai perusahaan berkaitan dengan visi dan misi, nilai-nilai dan budaya perusahaan, tujuan dan strategi perusahaan, kinerja keuangan dan operasi, rencana usaha jangka pendek dan jangka panjang, aplikasi teknologi informasi, manajemen risiko, kondisi persaingan usaha, dan masalah-masalah strategis lainnya;
   - Penjelasan mengenai tugas dan tanggung jawab Dewan Komisaris dan Direksi;
   - Penjelasan tanggung jawab sosial perusahaan;
   - Sistem pengendalian internal;
   - Pelaksanaan Tata Kelola Perusahaan yang Baik di lingkungan perusahaan.
4. Program pengenalan tersebut dapat dilaksanakan dalam bentuk presentasi/seminar/workshop, pertemuan, kunjungan ke lokasi, pengkajian dokumen, atau bentuk lainnya yang dianggap sesuai.

INDUCTION PROGRAM FOR NEW DIRECTORS

The induction program aims to introduce the company to the new Directors and to enhance their knowledge in carrying out their duties effectively with the following provisions:

1. Newly appointed Directors are required to attend an introduction to the company program;
2. The President Commissioner is responsible for conducting an induction program for new Directors;
3. The induction program includes the following:
   - An overview of the company with regard to vision and mission, corporate values and culture, corporate objectives and strategies, financial and operating performance, short-term and long-term business plans, information technology applications, risk management, competitive conditions, and other strategic issues;
   - Explanation of the duties and responsibilities of the Board of Commissioners and Board of Directors;
   - Explanation of corporate social responsibility;
   - Internal control system;
   - Implementation of Good Corporate Governance within the company.
4. The induction program may take the form of presentations/seminars/workshops, meetings, site visits, document reviews, or other forms deemed appropriate.

No.	Divisi Division	Tanggal Date	Waktu Time	Tempat Place	Status Status
1.	Divisi Business & Development Business & Development Division	15 Maret 2022 March 15, 2022	16:00-18:00	Ruang Kerja DPTI DPTI Workspace	Done
2.	Divisi Informasi dan Teknologi Information and Technology Division	15 Maret 2022 March 15, 2022	14:00-18:00	Zoom Meeting	Done
3.	Divisi Accounting Accounting Division	25 Maret 2022 March 25, 2022	14.30 – 15.30	Ruang Kerja DPTI DPTI Workspace	Done
4.	Divisi HCCS | HCCS Division	5 April 2022 April 5, 2022	14:00-15:00	Ruang Kerja DPTI DPTI Workspace	Done
5.	Divisi Finance | Finance Division	5 April 2022 April 5, 2022	15:00-16:00	Ruang Kerja DPTI DPTI Workspace	Done
6.	Divisi Actuary & Portfolio Management Actuary & Portfolio Management Division	21 April 2022 April 21, 2022	09:00-10:00	Ruang Kerja DPTI DPTI Workspace	Done
7.	Divisi Corporate Secretary | Corporate Secretary Division	26 April 2022 April 26, 2022	15:00-16:00	Ruang Kerja DPTI DPTI Workspace	Done
8.	Divisi Life Underwrtiting Life Underwrtiting Division	25 Mei 2022 May 25, 2022	09:00-10:00	Ruang Kerja DPTI DPTI Workspace	Done
9.	Divisi Portfolio Management & Claim Portfolio Management & Claim Division	22 Juli 2022 July 22, 2022	09:00-10:00	Zoom Meeting	Done
10.	Divisi Legal, Risk Management & Compliance | Legal, Risk Management & Compliance Division	25 Juli 2022 July 25, 2022	16:00-17:30	Zoom Meeting	Done

TUGAS DIREKSI

Dalam kepengurusannya, Indonesia Re telah mengatur tugas Direksi yakni sebagai berikut:

1. Menetapkan visi, misi, budaya, dan strategi Perusahaan.
2. Menyelenggarakan program pengenalan bagi anggota Direksi yang baru dan menyelenggarakan program pelatihan/pembelajaran dalam rangka meningkatkan kompetensi anggota Direksi secara berkelanjutan yang direalisasikan sesuai RKAP.
3. Menerapkan dan melakukan evaluasi secara konsisten dan berkelanjutan terhadap kebijakan Perusahaan mengenai Tata Kelola Perusahaan, terutama yang berkaitan dengan:
   a. Pelaksanaan Pedoman GCG dan penerapan pedoman perilaku yang ditinjau dan dimuat dan dimutakhirkan secara berkala.
   b. Menunjuk seorang anggota Direksi melalui rapat Direksi sebagai penanggung jawab dalam penerapan GCG, minimal untuk:
      - Menyusun rencana kerja yang diperlukan untuk memastikan Perusahaan memenuhi pedoman penerapan GCG.
      - Memantau dan menjaga agar kegiatan usaha Perusahaan tidak menyimpang dari ketentuan perundang-undangan dan anggaran dasar Perusahaan.
      - Memantau dan menjaga kepatuhan Perusahaan terhadap seluruh perjanjian dan komitmen yang dibuat oleh Perusahaan dengan pihak ketiga.
      - Melaksanakan sosialisasi GCG kepada karyawan untuk membangun pemahaman, kepedulian, dan komitmen penerapan GCG.
4. Menciptakan situasi kondusif untuk melaksanakan pedoman GCG dan pedoman perilaku dengan mengkomunikasikan serta memberikan panduan mengenai berbagai praktik GCG dan berbagai perkara yang terdapat dalam pedoman perilaku.
5. Melakukan pengukuran terhadap penerapan GCG dengan melakukan reviu serta berkala dengan menggunakan indikator/parameter yang ditetapkan oleh sekretaris kementerian BUMN dalam bentuk:
   a. Penilaian yaitu program untuk mengidentifikasikan dan mengukur pelaksanaan dan penerapan GCG di Perusahaan. Penilaian dilaksanakan oleh penilaian penilai independen secara berkala setiap 2 (dua) tahun melalui proses sesuai dengan ketentuan pengadaan barang dan jasa.
   b. Evaluasi (reviu) yaitu program untuk mendeskripsikan tindak lanjut pelaksanaan dan penerapan GCG di Perusahaan yang dilakukan oleh internal audit pada tahun berikutnya setelah penilaian.

DUTIES OF THE BOARD OF DIRECTORS

In its management, Indonesia Re has set the duties of the Board of Directors as follows:

1. Establish the Company's vision, mission, culture and strategy.
2. Organizing an introduction program for new members of the Board of Directors and organizing training/learning programs in order to improve the competence of members of the Board of Directors on an ongoing basis which is realized in accordance with the RKAP.
3. Implement and evaluate consistently and continuously the Company's policies on Corporate Governance, especially those related to:
   a. Implementation of the GCG Guidelines and implementation of the code of conduct are reviewed and updated regularly.
   b. Appoint a member of the Board of Directors through a Board of Directors meeting as the person in charge of GCG implementation, at least for:
      - Develop the necessary work plan to ensure the Company meets the GCG implementation guidelines.
      - Monitor and maintain that the Company's business activities do not deviate from statutory provisions and the Company's articles of association.
      - Monitor and maintain the Company's compliance with all agreements and commitments made by the Company with third parties.
      - Conducting GCG socialization to employees to build understanding, awareness, and commitment to GCG implementation.
4. Creating a conducive situation for implementing the GCG guidelines and code of conduct by communicating and providing guidance on various GCG practices and matters contained in the code of conduct.
5. Measuring the implementation of GCG by conducting periodic reviews using indicators/parameters set by the secretary of the ministry of SOEs in the form of:
   a. Assessment is a program to identify and measure the implementation and application of GCG in the Company. The assessment is carried out by an independent appraisal assessment periodically every 2 (two) years through a process in accordance with the provisions on procurement of goods and services.
   b. Evaluation (review) is a program to describe the follow-up of the implementation and application of GCG in the Company conducted by internal audit in the following year after the assessment.

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c. Dalam hal evaluasi dilakukan dengan bantuan penilaian independen atau menggunakan jasa instansi pemerintah yang berkompeten di bidang GCG, maka asesmen periode berikutnya dapat dilakukan sendiri.

d. Penilaian IPK mengenai pelaksanaan GCG yang dituangkan dalam kontrak manajemen berupa kualitas penerapan GCG (skor penilaian GCG).

e. Penandatanganan komitmen oleh seluruh anggota Dewan Komisaris dan anggota Direksi untuk memenuhi pedoman perilaku serta penandatanganan kepatuhan secara berkala oleh seluruh karyawan terhadap pedoman perilaku.

f. Hasil penilaian dan evaluasi dicantumkan dalam laporan tahunan Perusahaan.

TANGGUNG JAWAB DIREKSI

Dalam pelaksanaan tugas kepengurusan Perusahaan, Direksi memiliki tanggung jawab sebagai berikut:

1. Mempertanggungjawabkan pelaksanaan tugas kepengurusan Perusahaan kepada RUPS;
2. Setiap anggota Direksi bertanggung jawab penuh secara pribadi apabila bersangkutan bersalah atau lalai menjalankan tugas untuk kepentingan dan usaha Perusahaan yang menyebabkan kerugian bagi Perusahaan, kecuali apabila anggota Direksi yang bersangkutan dapat membuktikan bahwa:
   a. Kerugian Perusahaan bukan karena kesalahan atau kelalaian;
   b. Telah melakukan pengurusan dengan itikad baik dan kehati-hatian untuk kepentingan dan sesuai dengan maksud dan tujuan Perusahaan;
   c. Tidak mempunyai benturan kepentingan baik langsung maupun tidak langsung atas tindakan pengurusan yang mengakibatkan kerugian;
   d. Telah mengambil tindakan untuk mencegah timbul atau berlanjutnya kerugian Perusahaan.

HAK DAN WEWENANG DIREKSI

Direksi memiliki wewenang penuh atas pengurusan dan hal-hal lain terkait kepentingan Perusahaan antara lain sebagai berikut:

1. Direksi berwenang untuk menetapkan kebijakan kepengurusan Perusahaan;
2. Direksi berwenang untuk mengatur penyerahan kekuasaan Direksi kepada seseorang atau beberapa orang anggota Direksi untuk mengambil keputusan atas nama Direksi atau mewakili Perusahaan di dalam dan di luar pengadilan;

c. In the event that the evaluation is carried out with the help of an independent assessment or using the services of a government agency competent in the field of GCG, the next period's assessment can be carried out inhouse.

d. IPK's assessment of the implementation of GCG as outlined in the management contract is in the form of the quality of GCG implementation (GCG assessment score).

e. Signing of commitment by all members of the Board of Commissioners and members of the Board of Directors to comply with the code of conduct as well as periodic signing of compliance by all employees with the code of conduct.

f. The results of the assessment and evaluation are included in the Company's annual report.

RESPONSIBILITY OF THE BOARD OF DIRECTORS

In carrying out the Company's management duties, the Board of Directors has the following responsibilities:

1. Accountable for the implementation of the Company's management duties to the GMS;
2. Each member of the Board of Directors shall be personally liable if he/she is guilty or negligent in carrying out his/her duties for the interests and business of the Company which causes losses to the Company, unless the member of the Board of Directors concerned can prove that:
   a. The Company's loss was not due to its fault or negligence;
   b. Has conducted management in good faith and prudence for the benefit of and in accordance with the purposes and objectives of the Company;
   c. Has no conflict of interest, either directly or indirectly, over management actions that result in losses;
   d. Have taken measures to prevent the incurrence or continuation of the Company's losses.

RIGHTS AND AUTHORITY OF THE BOARD OF DIRECTORS

The Board of Directors has full authority over the management and other matters related to the interests of the Company, among others as follows:

1. The Board of Directors is authorized to determine the Company's management policy;
2. The Board of Directors is authorized to regulate the transfer of the power of the Board of Directors to a person or several members of the Board of Directors to make decisions on behalf of the Board of Directors or represent the Company in and out of court;

3. Direksi berwenang untuk mengatur penyerahan kekuasaan Direksi kepada seseorang atau beberapa orang pekerja Perusahaan baik sendiri-sendiri maupun bersama-sama atau kepada orang lain, untuk mewakili Perusahaan di dalam dan di luar pengadilan;
4. Direksi berwenang untuk mengatur ketentuan-ketentuan tentang kepegawaian Perusahaan termasuk penetapan aji, pensiun atau jaminan hari tua dan penghasilan lain bagi pekerja Perusahaan berdasarkan peraturan perundang-undangan yang berlaku, dengan ketentuan penetapan gaji, pensiun atau jaminan hari tua dan penghasilan lain bagi pekerja yang melampaui kewajiban yang ditetapkan peraturan perundang-undangan, harus mendapat persetujuan terlebih dahulu dari RUPS;
5. Direksi berwenang untuk mengangkat dan memberhentikan pekerja Perusahaan berdasarkan peraturan kepegawaian Perusahaan dan peraturan perundang-undangan yang berlaku;
6. Direksi berwenang untuk mengangkat dan memberhentikan Sekretaris Perusahaan dengan persetujuan Dewan Komisaris;
7. Direksi berwenang untuk melakukan segala tindakan dan perbuatan lainnya mengenai pengurusan maupun pemilikan kekayaan Perusahaan, mengikat Perusahaan dengan pihak lain dan/atau pihak lain dengan Perusahaan, serta mewakili Perusahaan di dalam dan di luar pengadilan tentang segala hal dan segala kejadian, dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar dan/atau Keputusan RUPS;
8. Direksi berwenang untuk mendapatkan remunerasi dan fasilitas lainnya yang jumlah dan jenisnya ditetapkan oleh Menteri BUMN selaku Pemegang Saham berdasarkan usulan dari Komisaris setelah mempertimbangkan capaian kinerja (Besarnya remunerasi dan penggantian biaya yang diterima Direksi perlu diungkapkan kepada para pemangku kepentingan, khususnya kepada Pemegang Saham);
9. Seorang Direksi berhak untuk memperoleh bantuan hukum dan memperoleh akses atas informasi tertentu dalam rangka proses hukum yang sedang dijalani bila karena tindakannya diduga merugikan perusahaan sehingga diberhentikan sementara dari jabatannya oleh Pemegang Saham;
10. Direksi yang diberhentikan sementara berhak untuk diangkat kembali dan mendapatkan semua imbalan yang menjadi haknya selama masa non-aktif bila kemudian ia dinyatakan tidak bersalah yang dikuatkan oleh keputusan pengadilan;
11. Direksi berhak untuk mengundurkan diri dari jabatannya;

3. The Board of Directors is authorized to arrange for the transfer of the power of the Board of Directors to a person or several employees of the Company either individually or jointly or to other persons, to represent the Company in and out of court;
4. The Board of Directors is authorized to regulate the provisions concerning the Company's employment including the determination of salary, pension or old-age pension and other income for the Company's employees based on the prevailing laws and regulations, provided that the determination of salary, pension or old-age pension and other income for employees that exceeds the obligations stipulated by laws and regulations, must obtain prior approval from the GMS;
5. The Board of Directors is authorized to appoint and dismiss the Company's employees based on the Company's personnel regulations and prevailing laws and regulations;
6. The Board of Directors is authorized to appoint and dismiss the Corporate Secretary with the approval of the Board of Commissioners;
7. The Board of Directors is authorized to take all actions and other deeds regarding the management and ownership of the Company's assets, binding the Company with other parties and/or other parties with the Company, as well as representing the Company in and out of court on all matters and all events, with restrictions as stipulated in laws and regulations, Articles of Association and/or GMS Resolutions;
8. The Board of Directors is authorized to receive remuneration and other facilities, the amount and type of which are determined by the Minister of SOEs as the Shareholder based on proposals from the Commissioners after considering performance achievements (The amount of remuneration and reimbursement of expenses received by the Board of Directors needs to be disclosed to stakeholders, especially to Shareholders);
9. A Director is entitled to obtain legal assistance and access to certain information in the context of the legal process that is being undertaken if due to his actions allegedly harming the company so that he is temporarily dismissed from his position by the Shareholders;
10. Directors who are temporarily dismissed have the right to be reappointed and receive all the benefits to which they are entitled during the period of inactivity if they are subsequently found not guilty by a court decision;
11. Directors have the right to resign from their positions;

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12. Direksi dapat mendelegasikan wewenangnya kepada anggota Direksi lainnya melalui Surat Kuasa dan tidak menghilangkan sifat pertanggungjawabannya. Dalam pendelegasian wewenang kepada anggota Direksi lainnya, perlu ditetapkan ketentuan mengenai bentuk-bentuk keputusan Direksi yang dapat diambil oleh:
    - Anggota Direksi secara individual untuk masalah teknis di bidangnya;
    - Anggota Direksi yang mengatasnamakan Direksi secara kolektif/perusahaan.
13. Direksi dapat menugaskan pekerja atau pihak di luar perusahaan untuk menjalankan hal-hal yang berkenaan dengan kewenangannya dengan dikukuhkan dalam suatu Surat Keputusan dan Surat Kuasa Direksi.

KEWAJIBAN DIREKSI

Direksi memiliki kewajiban antara lain sebagai berikut:

1. Mengusahakan dan menjamin terlaksananya usaha dan kegiatan Perusahaan sesuai dengan maksud dan tujuan serta kegiatan usahanya;
2. Menyiapkan pada waktunya Rencana Jangka Panjang Perusahaan, Rencana Kerja dan Anggaran Perusahaan;
3. Memberikan penjelasan kepada RUPS mengenai Rencana Jangka Panjang Perusahaan dan Rencana Kerja dan Anggaran Perusahaan;
4. Membuat Daftar Pemegang Saham, Daftar Khusus, Risalah Rapat Umum Pemegang Saham (RUPS), dan Risalah Rapat Direksi;
5. Membuat Laporan Tahunan sebagai wujud pertanggungjawaban pengurusan Perusahaan, serta dokumen Perusahaan sebagaimana di maksud dalam Undang-undang tentang Dokumen Perusahaan;
6. Menyusun Laporan Keuangan berdasarkan Standar Akuntansi Keuangan dan menyerahkan kepada Akuntan Publik untuk diaudit;
7. Menyampaikan Laporan Tahunan termasuk Laporan Keuangan kepada Rapat Umum Pemegang Saham (RUPS) untuk disetujui dan disahkan serta laporan mengenai hak-hak Perusahaan yang tidak tercatat dalam pembukuan antara lain sebagai akibat penghapusbukuan piutang;
8. Memberikan penjelasan kepada Rapat Umum Pemegang Saham (RUPS) mengenai Laporan Tahunan;
9. Menyampaikan Neraca dan Laporan Laba Rugi yang telah disahkan oleh Rapat Umum Pemegang Saham (RUPS) kepada Menteri yang membidangi Hukum dan HAM sesuai dengan ketentuan peraturan perundang-undangan;
10. Menyampaikan laporan perubahan susunan Pemegang Saham, Direksi dan Dewan Komisaris kepada Menteri yang membidangi Hukum dan HAM.

12. The Board of Directors may delegate its authority to other members of the Board of Directors through a Power of Attorney and does not eliminate the nature of its responsibility. In delegation of authority to other members of the Board of Directors, it is necessary to establish provisions regarding the forms of decisions of the Board of Directors that can be taken by:
    - Individual members of the Board of Directors for technical issues in their field;
    - Members of the Board of Directors who act on behalf of the Board of Directors collectively/company.
13. The Board of Directors may assign workers or parties outside the company to carry out matters relating to its authority by being confirmed in a Decree and Power of Attorney of the Board of Directors.

OBLIGATIONS OF THE BOARD OF DIRECTORS

The Board of Directors has the following obligations:

1. To endeavor and ensure the implementation of the Company's business and activities in accordance with its purposes and objectives and business activities;
2. Prepare in due time the Company's Long-Term Plan, Work Plan and Budget;
3. Provide an explanation to the GMS regarding the Company's Long-Term Plan and the Company's Work Plan and Budget;
4. Prepare Shareholders Register, Special Register, Minutes of General Meeting of Shareholders (GMS), and Minutes of Board of Directors Meeting;
5. Make an Annual Report as a form of accountability for the management of the Company, as well as Company documents as referred to in the Law on Company Documents;
6. Prepare Financial Statements based on Financial Accounting Standards and submit to the Public Accountant for audit;
7. Submitting the Annual Report including the Financial Statements to the General Meeting of Shareholders (GMS) for approval and ratification as well as a report on the Company's rights that are not recorded in the books, among others, as a result of the write-off of receivables;
8. Provide an explanation to the General Meeting of Shareholders (GMS) regarding the Annual Report;
9. Submit the Balance Sheet and Income Statement that has been authorized by the General Meeting of Shareholders (GMS) to the Minister in charge of Law and Human Rights in accordance with the provisions of laws and regulations;
10. Submitting reports on changes in the composition of Shareholders, Directors and Board of Commissioners to the Minister in charge of Law and Human Rights.

TUGAS MASING-MASING DIREKSI

Indonesia Re mengatur tugas dan wewenang masing-masing Direksi dalam Surat Keputusan Direksi No. 00502/HK.04.02/00/IndonsiaRe/10/2022 tanggal 21 Oktober 2022, yaitu:

DUTIES OF EACH DIRECTOR

Indonesia Re regulates the duties and authorities of each Director in the Decree of the Board of Directors No. 00502/HK.04.02/00/IndonesiaRe/10/2022 dated October 21, 2022, namely:

Jabatan Position	**Pembidangan Tugas**	**Assignment**
Direktur Utama President Director	• Internal Audit • Strategic Initiative Management Office • Pejabat Fungsional Direksi Setingkat Kepala Divisi	• Internal Audit • Strategic Initiative Management Office • Functional Officers of Directors at Division Head Level
Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	• Information Technology Division • Strategic Development Division • IndonesiaRe Institute	• Information Technology Division • Strategic Development Division • IndonesiaRe Institute
Direktur Teknik Operasi Director of Operations Engineering	• Client Market & Treaty Division • General Reinsurance Underwriting Division • Life Underwriting Division • Business Management Division • Business Transformation	• Client Market & Treaty Division • General Reinsurance Underwriting Division • Life Underwriting Division • Business Management Division • Business Transformation
Direktur Keuangan, Aktuaria dan SDM Director of Finance, Actuarial and Human Resources	• Accounting and Tax Division • Finance Division • Actuarial Division	• Accounting and Tax Division • Finance Division • Actuarial Division
Direktur Manajemen Risiko, Kepatuhan, dan Corporate Secretary Director of Risk Management, Compliance and Corporate Secretary	• Legal, Compliance, and Risk Management Division • Corporate Secretary Division. • Human Capital & General Affair Division	• Legal, Compliance, and Risk Management Division • Corporate Secretary Division. • Human Capital & General Affair Division

PELAKSANAAN TUGAS TAHUN 2022

Pada tahun 2022, Direksi telah menjalankan program kerja sebagaimana yang tertuang dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) yang telah disetujui oleh Dewan Komisaris dan Pemegang Saham.

IMPLEMENTATION OF DUTIES IN 2022

In 2022, the Board of Directors has carried out the work program as stated in the Compa-ny's Work Plan and Budget (RKAP) which has been approved by the Board of Commissioners and Shareholders.

INDEPENDENSI DIREKSI

Pernyataan independensi Direksi merupakan bagian dari wujud tata kelola perusahaan yang baik. Berikut penjelasan mengenai independensi Direksi Indonesia Re.

INDEPENDENCE OF THE BOARD OF DIRECTORS

The statement of independence of the Board of Directors is part of a manifestation of good corporate governance. The following is an explanation of the independence of the Board of Directors of Indonesia Re.

Aspek Independensi Independence Aspect	**Benny Waworuntu**	**Maria Elvida Rita Dewi**	**Robbi Yanuar Walid**	**Beatrix Santi Anugrah**	**Delil Khairat**
Tidak memiliki hubungan kepemilikan saham di Perusahaan No shareholding relationship in the Company	√	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan anggota Direksi lainnya No family relationship with shareholders, Board of Commissioners and other members of the Board of Directors	√	√	√	√	√

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Aspek Independensi Independence Aspect	Benny Waworuntu	Maria Elvida Rita Dewi	Robbi Yanuar Walid	Beatrix Santi Anugrah	Delil Khairat
Tidak memiliki hubungan keuangan dengan pemegang saham, Dewan Komisaris dan anggota Direksi lainnya Has no financial relationship with shareholders, Board of Commissioners and other members of the Board of Directors	√	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Not serving as an administrator of political parties, officials and the government	√	√	√	√	√

Direksi Indonesia Re bertindak secara independen dalam melakukan pengurusan Perusahaan. Independensi tersebut tertuang dalam Pakta Integritas Direksi yang ditandatangani oleh seluruh anggota Direksi pada tanggal 3 Januari 2022.

Adapun isi dari pakta integritas tersebut adalah:

1. Kami bersedia melaksanakan tanggung jawab serta amanat sebagai Direksi PT Reasuransi Indonesia Utama (Persero) sesuai dengan Peraturan Perundangan dan Anggaran Dasar Perusahaan, dengan terus berpegang teguh pada prinsip-prinsip Tata Kelola Perusahaan yang Baik.
2. Kami akan melakukan pengurusan perusahaan dengan itikad baik, penuh kehati-hatian, dan semata-mata untuk kepentingan yang terbaik bagi perusahaan dengan mengindahkan berbagai sumber informasi.
3. Dalam mengambil keputusan, kami tidak memiliki kepentingan pribadi atau tujuan untuk melakukan sesuatu demi manfaat diri sendiri maupun menguntungkan pihak-pihak yang terkait dengan diri kami atau pihak yang terafiliasi dengan kami, dan dengan demikian tidak memiliki posisi yang mengandung potensi benturan kepentingan, namun apabila berpotensi menimbulkan kepentingan akan dinyatakan tersendiri.
4. Kami tidak akan memanfaatkan posisi sebagai Direksi perusahaan ini, baik secara langsung maupun tidak langsung untuk kepentingan pribadi, keluarga dan saudara maupun golongan tertentu.
5. Pelanggaran atas pakta integritas ini membawa konsekuensi sesuai dengan peraturan perundang-undangan yang berlaku.

PENERAPAN ETIKA DAN/ATAU KEPATUTAN DALAM RANGKA PENGURUSAN DAN PENGAWASAN PERUSAHAAN

Direksi dan Dewan Komisaris Indonesia Re telah senantiasa aktif dalam penerapan etika dan/atau kepatutan, efisiensi dan perwujudan prinsip-prinsip Tata Kelola Perusahaan yang Baik (GCG) yang diwujudkan dalam tata nilai yang baik dalam rangka pengurusan dan pengawasan perusahaan sesuai dengan SE-9/

The Board of Directors of Indonesia Re acts independently in managing the Company. The independence is stated in the Integrity Pact of the Board of Directors signed by all members of the Board of Directors on January 3, 2022.

The contents of the integrity pact are:

1. We are willing to carry out our responsibilities and mandate as Directors of PT Reasuransi Indonesia Utama (Persero) in accordance with the Laws and Regulations and the Company's Articles of Association, by continuing to adhere to the principles of Good Corporate Governance.
2. We will manage the company in good faith, prudently, and solely in the best inter-est of the company with due regard to various sources of information.
3. In making decisions, we have no personal interests or objectives to do things for our own benefit or to benefit parties related to us or affiliated parties, and thus have no positions that contain potential conflicts of interest, but if there is a potential interest, it will be stated separately.
4. We will not utilize our position as Directors of this company, either directly or indirectly, for personal, family and relative interests or certain groups.
5. Violation of this integrity pact carries consequences in accordance with applicable laws and regulations.

APPLICATION OF ETHICS AND/OR PROPRIETY IN THE FRAMEWORK OF MANAGEMENT AND SUPERVISION OF THE COMPANY

The Board of Directors and Board of Commissioners of Indonesia Re have always been active in the application of ethics and/or propriety, efficiency and the realization of the principles of Good Corporate Governance (GCG) embodied in good values in the context of managing and supervising the

MBU/12/2019. Hal ini telah dilaksanakan dalam berbagai aspek khususnya jamuan perusahaan dan dalam penyaluran bakat minat dan/atau hobi Direksi dan Dewan Komisaris. Untuk perjalanan dinas, bagi Dewan Komisaris dan organ Dewan Komisaris, Direksi dan karyawan Indonesia Re diatur dalam SK No. 00016/60/HK.01.01.00/IndonesiaRe/01.2018.

company in accordance with SE-9/MBU/12/2019. This has been implemented in various aspects, especially company meals and in the distribution of talents, interests and/or hobbies of the Board of Directors and Board of Commissioners. For official travel, for the Board of Commissioners and organs of the Board of Commissioners, Directors and employees of Indonesia Re is regulated in Decree No. 00016/60/HK.01.01.00/IndonesiaRe/01.2018.

KONTRAK MANAJEMEN

Setiap tahun Direksi menandatangani kontrak Manajemen/Key Performance Indicator secara kolegial dengan Pemegang Saham yang menyebutkan sasaran-sasaran yang harus dicapai selama setahun. Direksi telah menandatangani Kontrak Manajemen pada tanggal 27 Januari 2022.

MANAGEMENT CONTRACT

Each year the Board of Directors signs a Management Contract/Key Performance Indicator collegially with the Shareholders stating the goals to be achieved during the year. The Board of Directors has signed the Management Contract on January 27, 2022.

RANGKAP JABATAN

Indonesia Re telah mengatur ketentuan rangkap jabatan bagi Direksi Perusahaan mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-03/MBU/02/2015 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi BUMN. Seluruh anggota Direksi Indonesia Re tidak merangkap jabatan sebagaimana yang diatur dalam peraturan tersebut.

CONCURRENT POSITIONS

Indonesia Re has regulated the provision of concurrent positions for the Company's Board of Directors referring to the Regulation of the Minister of State-Owned Enterprises No. PER-03/MBU/02/2015 concerning Requirements and Procedures for Appointment and Dismissal of Members of the Board of Directors of SOEs. All members of the Board of Directors of Indonesia Re do not hold concurrent positions as stipulated in the regulation.

Nama Name	**Jabatan di Indonesia Re** Position in Indonesia Re	**Jabatan Lain** Other Position	**Nama Perusahaan/Lembaga** Company/Institution Name
Benedictus M Waworuntu	Direktur Utama President Director	- Wakil Ketua Bidang Kerjasama Anggota & Lembaga - Wakil Kepala Badan Bidang Asuransi dan Dana Pensiun - Vice Chairman for Member & Institutional Cooperation - Deputy Head of Insurance and Pension Funds	- Asosiasi Asuransi Umum Indonesia (AAUI) - Komite Tetap Asuransi dan Dana Pensiun di Kamar Dagang dan Industri Indonesia (KADIN) - Indonesian General Insurance Association (AAUI) - Standing Committee on Insurance and Pension Funds at the Indonesian Chamber of Commerce and Industry (KADIN)
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	-	-
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Resources and Corporate Secretary	-	-
Beatrix Santi Anugrah	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	-	-
Delil Khairat	Direktur Teknik Operasi Director of Operations Engineering	-	-

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PENGUNGKAPAN KEPEMILIKAN SAHAM

Indonesia Re adalah BUMN yang seluruh sahamnya dimiliki oleh Pemerintah. Dengan begitu seluruh anggota Direksi tidak memiliki saham Perusahaan, baik secara langsung maupun tidak langsung. Direksi tidak memiliki kepemilikan saham baik di anak perusahaan maupun afiliasi.

SHAREHOLDING DISCLOSURE

Indonesia Re is a state-owned enterprise whose shares are wholly owned by the Government. Therefore, all members of the Board of Directors do not own shares in the Company, either directly or indirectly. The Board of Directors has no shareholding in either subsidiaries or affiliates.

Nama Name	**Jabatan** Position	**Kepemilikan Saham** Shareholding	
		Indonesia Re	**Perusahaan Lain** Other Companies
Benedictus M Waworuntu	Direktur Utama President Director	Nihil | Nil	Nihil | Nil
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	Nihil | Nil	Nihil | Nil
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Resources and Corporate Secretary	Nihil | Nil	Nihil | Nil
Beatrix Santi Anugrah	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	Nihil | Nil	Nihil | Nil
Delil Khairat	Direktur Teknik Operasi Director of Operations Engineering	Nihil | Nil	Nihil | Nil

PENGEMBANGAN KOMPETENSI

Direksi wajib mengikuti berbagai jenis kegiatan yang ditujukan untuk peningkatan kompetensi. Pada tahun 2022, anggota Direksi telah mengikuti pelatihan dan pendidikan untuk mengembangkan kemampuan diri sebagai berikut:

COMPETENCY DEVELOPMENT

Directors are required to participate in various types of activities aimed at improving competence. In 2022, members of the Board of Directors have participated in training and education to develop their abilities as follows:

Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
Benedictus M Waworuntu	Webinar Market Update & Investment Insight 2022: Prospek pertumbuhan IKNB & Strategi Investasi 2022 Market Update & Investment Insight 2022 Webinar: IKNB growth prospects & Investment Strategy 2022	BUMN Klaster Asuransi & Dana Pensiun SOEs Insurance & Pension Fund Cluster	23 Februari 2022 February 23, 2022
	Workshop Manajemen Risiko Klaster BUMN Asuransi dan Dana Pensiun - Penguatan Implementasi ERM Terinegrasi Pada Perusahaan Konglomerasi Keuangan Insurance and Pension Fund SOE Cluster Risk Management Workshop - Strengthening the Implementation of Integrated ERM in Financial Conglomerate Companies	OJK, LSPMR, CRMS	24 Februari 2022 February 24, 2022
	Capturing Sustainability & Competitiveness Response to Global Change Capturing Sustainability & Competitiveness Response to Global Change	AAUI	29 Maret 2022 March 29, 2022
	Strategy-into-Performance Execution Excellent (SPEx2) - Corporate Lever Strategy Development Strategy-into-Performance Execution Excellent (SPEx2) - Corporate Lever Strategy Development	One GML	23-24 Mei 2022 May 23-24, 2022

Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
Benedictus M Waworuntu	Insurance and Pension Fund: Transitioning into Digital and Green Economy Ecosystem Insurance and Pension Fund: Transitioning into Digital and Green Economy Ecosystem	IFG Progress	30-31 Mei 2022 May 30-31, 2022
	Aktuaria dalam Pengelolaan Bisnis Asuransi Mengahadapi IFRS 17 Actuarial in Insurance Business Management Facing IFRS 17	Nasional Re National Re	11 Agustus 2022 August 11, 2022
	Toward Sustainable Future and Inclusive Growth Toward Sustainable Future and Inclusive Growth	AAUI	12-15 Oktober 2022 October 12-15, 2022
	Insurance Forum 2022 - Supporting a Strong, Inclusive, and Sustainable Recovery Insurance Forum 2022 - Supporting a Strong, Inclusive, and Sustainable Recovery	AAJI	16-18 Oktober 2022 October 16-18, 2022
	Peserta Seminar Online Potensi Resesi Ekonomi Global dan Dampaknya pada Risiko Usaha Perasuransian di Indonesia Participants of Online Seminar on the Potential of Global Economic Recession and its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022
	Pembicara Seminar Rethinking the Impact of Digital Disruption & Preparing for Post Pandemic Era Seminar Speaker Rethinking the Impact of Digital Disruption & Preparing for Post Pandemic Era	LPPI	13 Desember 2022 December 13, 2022
Maria Elvida Rita Dewi	Strategy into performance execution excellent (SPEx2) corporate level strategy development Strategy into performance execution excellent (SPEx2) corporate level strategy development	One GML	23-24 Mei 2022 May 23-24, 2022
Delil Khairat	Digital transformation & artificial intelligence Digital transformation & artificial intelligence	PAI	13 Juli 2022 July 13, 2022
	Pedoman professional lanjutan (PPL) aktuaris public tahun 2022 Advanced professional guidance (PPL) for public actuaries in 2022	Kemenkeu Ministry of Finance	15 September 2022 September 15, 2022
	Insurance forum 2022 – supporting, strong, inclusive and sustainable recovery Insurance forum 2022 - supporting, strong, inclusive and sustainable recovery	AAJI	16-18 Oktober 2022 October 16-18, 2022
	Insurance and pension fund : Transitioning into digital and green economy ecosystem Insurance and pension funds: Transitioning into a digital and green economy ecosystem	IFG Progress	30-31 Mei 2022 May 30-31, 2022
	Baribis fault seismic activity and its impact to 3.1 cresta zone insurance exposure Baribis fault seismic activity and its impact to 3.1 cresta zone insurance exposure	Maipark, Munich Re	15 Juni 2022 June 15, 2022
Beatrix Santi Anugrah	OJK Virtual innovation day 2022 – building trust in digital financial ecosystem OJK Virtual innovation day 2022 - building trust in digital financial ecosystem	OJK FSA	10 Oktober 2022 October 10, 2022
	Rethinking the impact of digital disruption & preparing for post pandemic era Rethinking the impact of digital disruption & preparing for post pandemic era	LPPI	13 Desember 2022 December 13, 2022

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Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Robbi Yanuar Walid	Strategy-into-Performance Execution Excellent (SPEx2) - Corporate Lever Strategy Development Strategy-into-Performance Execution Excellent (SPEx2) - Corporate Lever Strategy Development	One GML	23-24 Mei 2022 May 23-24, 2022
	Integrated GRC in Digital Era Challenge and Opportunities Integrated GRC in Digital Era Challenge and Opportunities	GRC Manajemen GRC Management	30 Agustus 2022 August 30, 2022
	Ahli tata kelola risiko terintegrasi Integrated risk governance expert	BNSP	31 Agustus 2022 August 31, 2022
	OJK Virtual Day 2022-Building Trust in Digital Financial Ecosystem OJK Virtual Day 2022-Building Trust in Digital Financial Ecosystem	OJK	10 Oktober 2022 October 10, 2022
	Insurance Forum 2022-Supporting a strong, inclusive and sustainable recovery Insurance Forum 2022-Supporting a strong, inclusive and sustainable recovery	AAJI	16-18 Oktober 2022 October 16-18, 2022 Bali

PENILAIAN KINERJA KOMITE/ORGAN PENDUKUNG DI BAWAH DIREKSI DAN DASAR PENILAIANNYA

Dasar Penilaian

Komite/organ pendukung di bawah Direksi yaitu Sekretaris Perusahaan dan Unit Audit Internal dibentuk guna kelancaran tugas Direksi dalam mencapai tujuan Perusahaan yang telah ditetapkan. Direksi memberikan arahan untuk pelaksanaan tugas tertentu atau komite/organ memberikan masukan kepada Direksi melalui rapat-rapat reguler yang diselenggarakan oleh Komite. Hal tersebut merupakan dasar penilaian atas kinerja komite di bawah Direksi.

Untuk tahun 2022, penilaian Direksi terhadap kinerja Sekretaris Perusahaan dan Unit Audit Internal dianggap baik dengan harapan peningkatan di masa yang akan datang.

PERFORMANCE ASSESSMENT OF COMMITTEES/ SUPPORTING ORGANS UNDER THE BOARD OF DIRECTORS AND ITS ASSESSMENT BASIS

Assessment Basis

Supporting committees/organizations under the Board of Directors, namely the Corporate Secretary and Internal Audit Unit, are established to facilitate the duties of the Board of Directors in achieving the Company's objectives. The Board of Directors provides direction for the implementation of certain tasks or committees/organizations provide input to the Board of Directors through regular meetings organized by the Committee. This is the basis for assessing the performance of the committees under the Board of Directors.

For 2022, the Board of Directors' assessment of the performance of the Corporate Secretary and Internal Audit Unit is considered good with the expectation of improvement in the future.

Hubungan Kerja Dewan Komisaris dan Direksi

Working Relationship of The Board of Commissioners and Directors

Hubungan kerja Dewan Komisaris dan Direksi adalah hubungan *check and balance* untuk kemajuan dan kesehatan Perusahaan. Dewan Komisaris dan Direksi sesuai dengan fungsinya masing-masing bertanggungjawab atas kelangsungan usaha Perusahaan dalam jangka panjang. Hal yang harus dilakukan oleh Dewan Komisaris dan Direksi secara bersama-sama sesuai dengan fungsinya masing-masing, sehingga dapat dicapai kelangsungan usaha Perusahaan dalam jangka panjang.

Hal ini tercermin pada:

1. Terlaksananya dengan baik pengendalian intern danmanajemen risiko.
2. Tercapainya imbal hasil yang wajar bagi Pemegang Saham.
3. Terlindunginya kepentingan Pemangku Kepentingan secara wajar.
4. Terlaksananya suksesi kepemimpinan dan manajemen di semua lini organisasi.
5. Terpenuhinya pelaksanaan GCG.

The working relationship between the Board of Commissioners and the Board of Directors is a check and balance relationship for the progress and health of the Company. The Board of Commissioners and the Board of Directors in accordance with their respective functions are responsible for the Company's long-term business continuity. Things that must be done by the Board of Commissioners and the Board of Directors together in accordance with their respective functions, so that the Company's long-term business continuity can be achieved.

This is reflected in:

1. Well implemented internal control and risk management.
2. Achieving reasonable returns for Shareholders.
3. Stakeholders' interests are reasonably protected.
4. Implemented leadership and management succession at all levels of the organization.
5. Fulfillment of GCG implementation.

RAPAT DEWAN KOMISARIS DAN DIREKSI

BOARD OF COMMISSIONERS AND DIRECTORS MEETINGS

RAPAT DEWAN KOMISARIS

BOARD OF COMMISSIONERS MEETING

Kebijakan Rapat

Indonesia Re mengatur Rapat Dewan Komisaris dalam Pedoman dan tata tertib Dewan Komisaris. Dalam pedoman tersebut dinyatakan rapat Dewan Komisaris wajib diselenggarakan secara berkala dan wajib dihadiri oleh seluruh anggota Dewan Komisaris dan paling sedikit satu kali dalam setiap bulan. Minimal 4 (empat) kali di antaranya dilakukan dengan mengundang Direksi dan paling sedikit 1 (satu) kali di antaranya dengan mengundang auditor eksternal.

Meeting Policy

Indonesia Re regulates the Board of Commissioners Meetings in the Board of Commissioners Guidelines and rules. The guidelines state that meetings of the Board of Commissioners must be held regularly and must be attended by all members of the Board of Commissioners and at least once a month. At least 4 (four) of which are conducted by inviting the Board of Directors and at least 1 (one) of which by inviting the external auditor.

Pelaksanaan Rapat

Sepanjang tahun 2022, Dewan Komisaris melangsungkan rapat internal sebanyak 12 kali dengan rincian agenda sebagai berikut:

Meeting Implementation

Throughout 2022, the Board of Commissioners held 12 internal meetings with the following agenda details:

Tanggal Rapat Meeting Date	**Agenda Rapat**	**Meeting Agenda**
Rabu, 19 Januari 2022 Wednesday, January 19, 2022	1. Tindak lanjut keputusan rapat bulan Desember 2021 2. Resume hasil analisa komite 3. Pertanyaan dan arahan pada rapat gabungan 4. Lain-lain	1. Follow-up of December 2021 meeting decisions 2. Resume of committee analysis results 3. Questions and directions at the joint meeting 4. Others

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Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
Kamis, 17 Februari 2022 Thursday, February 17, 2022	1. Tindak lanjut keputusan rapat bulan Januari 2022 2. Resume hasil analisa komite 3. Pertanyaan dan arahan pada rapat gabungan 4. Lain-lain	1. Follow-up of January 2022 meeting decisions 2. Resume of committee analysis results 3. Questions and guidance at the joint meeting 4. Others
Kamis, 17 Maret 2022 Thursday, March 17, 2022	1. Perkenalan Anggota Dewan Komisaris 2. Tindak lanjut keputusan rapat bulan Februari 2022 3. Resume hasil analisa komite 4. Pertanyaan dan arahan pada rapat gabungan 5. Lain-lain	1. Introductions of Board of Commissioners Members 2. Follow-up on the decisions of the February 2022 meeting 3. Resume of committee analysis results 4. Questions and directions at the joint meeting 5. Others
Senin, 18 April 2022 Monday, April 18, 2022	1. Tindak lanjut keputusan rapat bulan Maret 2022 2. Resume hasil analisa komite 3. Pertanyaan dan arahan pada rapat gabungan 4. Lain-lain	1. Follow-up on the decisions of the March 2022 meeting 2. Resume of the committee's analysis 3. Questions and guidance at the joint meeting 4. Others
Rabu, 25 Mei 2022 Wednesday, May 25, 2022	1. Tindak lanjut keputusan rapat bulan April 2022 2. Resume hasil analisa komite 3. Pertanyaan dan arahan pada rapat gabungan 4. Lain-lain	1. Follow-up of April 2022 meeting decisions 2. Resume of committee analysis results 3. Questions and directives at the joint meeting 4. Others
Senin, 20 Juni 2022 Monday, June 20, 2022	1. Pembahasan terkait SOP Penanganan Klaim Underwriting Year Tahun 1954 - 1955 (Ex-RUI); 2. Tindak lanjut keputusan rapat bulan Mei 2022; 3. Resume hasil analisa komite; 4. Pertanyaan dan arahan pada rapat gabungan; 5. Lain-lain.	1. Discussion related to the SOP for Handling Underwriting Year Claims 1954 - 1955 (Ex-RUI); 2. Follow-up tothedecision of the May 2022 meeting 3. Resume of committee analysis results; 4. Questions and directions at the joint meeting; 5. Others.
Selasa, 19 Juli 2022 Tuesday, July 19, 2022	1. Tindak lanjut keputusan rapat bulan Juni 2022 2. Resume hasil analisa komite 3. Pertanyaan dan arahan pada rapat gabungan 4. Lain-lain	1. Follow-up of June 2022 meeting 2. Resume of committee analysis 3. Questions and guidance at the joint meeting 4. Others
Selasa, 16 Agustus 2022 Tuesday, August 16, 2022	1. Tindak lanjut keputusan rapat bulan Juli 2022; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow-up on the decisions of the July 2022 meeting; 2. Resume of the committee's analysis; 3. Questions and guidance at the joint meeting; 4. Others.
Senin, 19 September 2022 Monday, September 19, 2022	1. Tindak lanjut keputusan rapat bulan Agustus 2022; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow-up on the decisions of the August 2022 meeting; 2. Resume of the committee's analysis; 3. Questions and guidance at the joint meeting; 4. Others.
Kamis, 20 Oktober 2022 Thursday, October 20, 2022	1. Tindak lanjut keputusan rapat bulan September 2022; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow-up on the decisions of the September 2022 meeting; 2. Resume of the committee's analysis; 3. Questions and guidance at the joint meeting; 4. Others.
Jumat, 18 November 2022 Friday, November 18, 2022	1. Tindak lanjut keputusan rapat bulan Oktober 2022; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow-up on the decisions of the October 2022 meeting; 2. Resume of the committee's analysis; 3. Questions and guidance at the joint meeting; 4. Others.
Jumat, 16 Desember 2022 Friday, December 16, 2022	1. Tindak lanjut keputusan rapat bulan November 2022; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow-up on the decisions of the November 2022 meeting; 2. Resume of the committee's analysis; 3. Questions and guidance at the joint meeting; 4. Others.

Frekuensi Rapat dan Tingkat Kehadiran / Meeting Frequency and Attendance Rate

Nama Name	**Jabatan** Position	**Jumlah Pertemuan** Number of Meetings	**Kehadiran** Attendance	**Tingkat Kehadiran** Attendance Rate
Julian Noor	Komisaris Utama/Komisaris Independen President Commissioner/ Independent Commissioner	12	12	100%
Dadang Iskandar	Komisaris | Commissioner	12	12	100%
Dwi Pudjiastuti Handayani	Komisaris | Commissioner	12	10	83%
Reza Yamora Siregar*)	Komisaris Independen Independent Commissioner	8	8	100%
Muhammad Tonas**)	Komisaris Independen Independent Commissioner	2	2	100%
Arya Gumilar***)	Komisaris Independen Independent Commissioner	3	3	100%

*) Diangkat pada 16 Maret 2022 | Appointed on March 16, 2022
**) Sampai Februari 2022 | Until February 2022
***) Diangkat pada 21 September dan lulus *fit & proper test* tanggal 9 Maret 2023
Appointed on September 21 and Passed the fit & proper test on March 9, 2023

Frekuensi Kehadiran di RUPS / Frequency of Attendance at GMS

Nama Name	**Jabatan** Position	**Jumlah RUPS** Number of GMS	**Kehadiran** Attendance	**Tingkat Kehadiran** Attendance Rate
Julian Noor	Komisaris Utama/Komisaris Independen President Commissioner/ Independent Commissioner	1	1	100%
Dadang Iskandar	Komisaris | Commissioner	1	1	100%
Dwi Pudjiastuti Handayani	Komisaris | Commissioner	1	1	100%
Muhammad Tonas*)	Komisaris Independen Independent Commissioner	1	1	100%
Reza Yamora Siregar**)	Komisaris Independen Independent Commissioner	0	0	100%
Arya Gumilar***)	Komisaris Independen Independent Commissioner	0	0	100%

*) Sampai Februari 2022 | Until February 2022
**) Diangkat pada 16 Maret 2022 | Appointed on March 16, 2022
***) Diangkat pada 21 September dan lulus *fit & proper test* tanggal 9 Maret 2023
Appointed on September 21 and Passed the fit & proper test on March 9, 2023

RAPAT DIREKSI

Kebijakan Rapat

Penyelenggaraan Rapat Direksi Indonesia Re dapat dilakukan setiap waktu, dengan memenuhi ketentuan sebagai berikut:

1. Dipandang perlu oleh seorang atau lebih anggota Direksi.
2. Atas permintaan tertulis dari seorang atau lebih anggota Dewan Komisaris.

BOARD OF DIRECTORS MEETING

Meeting Policy

Meetings of the Board of Directors of Indonesia Re may be held at any time, subject to the following conditions:

1. deemed necessary by one or more members of the Board of Directors.
2. Upon written request from one or more members of the Board of Commissioners.

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3. Atas permintaan tertulis dari 1 (satu) orang atau lebih pemegang saham yang bersama-sama mewakili 1/10 (satu per sepuluh) atau lebih dari jumlah seluruh saham dengan hak suara.
4. Semua keputusan dalam Rapat Direksi diambil dengan musyawarah untuk mufakat.

3. Upon written request of 1 (one) or more shareholders jointly representing 1/10 (one-tenth) or more of the total number of shares with voting rights.
4. All decisions in the Board of Directors Meeting are made by deliberation for consensus.

Pelaksanaan Rapat

Sepanjang tahun 2022, Direksi IndonesiaRe melangsungkan rapat sebanyak 12 kali dengan rincian agenda sebagai berikut:

Meeting Implementation

Throughout 2022, the Board of Directors of IndonesiaRe met 12 times with the following agenda details:

No.	Tanggal Date	Agenda	Agenda	Peserta Rapat Meeting Participants
1	5 Januari 2022 January 5, 2022	Tindaklanjut rapat sebelumnya: 1. PRN & rencana corporate action (project ORTUS) 2. Pembahasan kasus hukum eks-RUI: Equitas dan Union 3. Perbaikan koneksi jaringan internet 4. Penyusunan RKAP 2022 5. Implementasi MoU dengan Jamdatun 6. MoU RIU & ECI: Finalisasi PKS 1 terkait facultative agreement 7. Progress pembuatan SOP kerarsipan bersama Anri 8. Agenda lain-lain	Follow up of previous meeting: 1. PRN & corporate action plan (ORTUS project) 2. Discussion of ex-RUI legal cases:Equitas and Union 3. Improvement of internet network connection 4. Preparation of 2022 RKAP 5. Implementation of MoU with Jamdatun 6. MoU RIU & ECI:Finalization of PKS 1 related to facultative agreement 7. Progress in making archiving SOP with Anri 8. Other agenda	4 orang people
2	2 Februari 2022 February 2, 2022	Tindaklanjut rapat sebelumnya: 1. PRN & rencana corporate action (project ORTUS) 2. Pembahasan kasus hukum eks-RUI: Equitas dan Union) 4. Penyusunan RKAP 2022 5. MoU RIU & ECI: Finalisasi PKS 1 terkait facultative agreement 6. Perjanjian pinjam pakai aset oleh Asei 7. Kasus Al-Amin 8. Rencana pengajuan PMN 9. Agenda lain-lain	Follow up of previous meeting: 1. PRN & corporate action plan (ORTUS project 2. Discussion of ex-RUI legal cases: Equitas and Union) 4. Preparation of 2022 RKAP 5. MoU RIU & ECI:Finalization of PKS 1 related to facultative agreement 6. Asset borrowing agreement by Asei 7. Al-Amin case 8. PMN submission plan 9. Other agenda	5 orang people
3	8 Maret 2022 March 8, 2022	Tindak Lanjut Rapat Sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Ekuitas, Enstar). 2. MoU antara RIU dan Etihad Credit Insurance (ECI): Finalisasi draft facultative reinsurance agreement antara Asei dan ECI dan meeting lanjutan dengan ECI. 3. Progress Pengembalian dan Pelepasan Aset 4. Optimalisasi BPPDAN : pengembangan optimalisasi sesi BPPDAN. 5. Proses Pengajuan PMN. 6. Program Perbaikan RBC. 7. Update Kegiatan Workstream dari masing- masing Direksi. 8. Progress Delegation of Authority Limit. 9. Agenda lain-lain	Follow-up of Previous Meeting: 1. Discussion of Ex- RUI Legal Cases (Equity, Enstar). 2. MoU between RIU and Etihad Credit Insurance (ECI): Finalization of draft facultative reinsurance agreement between Asei and ECI and further meeting with ECI. 3. Progress of Asset Return and Disposal 4. Optimization of BPPDAN: development of optimization of BPPDAN sessions. 5. PMN Submission Process. 6. RBC Improvement Program. 7. Update on Workstream Activities from each Board of Directors. 8. Progress of Delegation of Authority Limit. 9. Other Agenda	5 orang people

No.	Tanggal Date	Agenda	Agenda	Peserta Rapat Meeting Participants
4	22 April 2022 April 22, 2022	Tindak lanjut rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks-RUI (Ekuitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel 3. Raker 2022/ strategic day 4. Progress Pengembalian dan Pelepasan Aset 5. Optimalisasi BPPDAN: pengembangan optimalisasi sesi BPPDAN 6. Kasus Al-Amin 7. Proses Pengajuan PMN 8. Update Kegiatan Workstream dari masing- masing Direksi 9. Progress Delegation of Authority Limit 10. Agenda lain-lain	Follow-up of the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equity, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel 3. Raker 2022/ strategic day 4. Progress of Asset Return and Disposal 5. Optimization of BPPDAN: development of optimization of BPPDAN sessions 6. Al-Amin case 7. PMN Submission Process 8. Update on Workstream Activities of each Directors 9. Progress Delegation of Authority Limit 10.Other agendas	5 Orang people
5	10 Mei 2022 May 10, 2022	Tindak lanjut rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Ekuitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel 3. Raker 2022/ strategic day 4. Progress Pengembalian dan Pelepasan Aset 5. Optimalisasi BPPDAN : pengembangan optimalisasi sesi BPPDAN 6. Kasus Al-Amin 7. Proses Pengajuan PMN 8. Rencana transformasi bisnis 9. Progress Delegation of Authority Limit 10. Agenda lain-lain	Follow-up of the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equity, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel 3. Raker 2022/ strategic day 4. Progress of Asset Return and Disposal 5. Optimization of BPPDAN: development of optimization of BPPDAN sessions 6. Al-Amin case 7. PMN submission process 8. Business transformation plan 9. Progress Delegation of Authority Limit 10.Other agendas	5 Orang people
6	07 Juni 2022 June 07, 2022	Tindak lanjut rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Ekuitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel 3. Raker 2022/ strategic day 4. Progress Pengembalian dan Pelepasan Aset 5. Optimalisasi BPPDAN: pengembangan optimalisasi sesi BPPDAN 6. Kasus Al-Amin 7. Proses Pengajuan PMN 8. Rencana transformasi bisnis 9. Progress Delegation of Authority Limit 10. Agenda lain-lain	Follow-up of the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equity, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel 3. Raker 2022/ strategic day 4. Progress of Asset Return and Disposal 5. Optimization of BPPDAN: development of optimization of BPPDAN sessions 6. Al-Amin case 7. PMN Submission Process 8. Business transformation plan 9. Progress Delegation of Authority Limit 10.Other agendas	5 Orang people

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No.	Tanggal Date	Agenda	Agenda	Peserta Rapat Meeting Participants
7	14 Juli 2022 July 14, 2022	Tindak lanjut rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Equitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel 3. Raker 2022/ strategic day 4. Progress Pengembalian dan Pelepasan Aset 5. Kasus Al-Amin 6. Proses Pengajuan PMN 7. Rencana transformasi bisnis 8. Progress Delegation of Authority Limit 9. Agenda lain-lain	Follow-up of the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equitas, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel 3. Raker 2022/ strategic day 4. Progress of Asset Return and Disposal 5. Al-Amin case 6. PMN application process 7. Business transformation plan 8. Progress Delegation of Authority Limit 9. Other agenda	4 Orang people
8	23 Agustus 2022 August 23, 2022	Tindak lanjut rapat sebelumnya: 1. Pembahasan Kasus Hukum EksRUI (Ekuitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel (PKS ke-2) 3. Progress Pengembalian dan Pelepasan Aset 4. Progress International summit for reinsurance 2022 and New BPPDAN 5. Kasus Al-Amin 6. Proses Pengajuan PMN 7. Progress Delegation of Authority Limit: 8. Rencana Penyusunan RKAP 2023 9. Business process improvement (BPI) secara Konsolidasi 10. Pengadaan KAP untuk laporan keuangan 2022 11. Agenda lain-lain	Follow-up of previous meeting: 1. Discussion of Legal Cases of Ex- RUI (Equity, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel (2nd PKS) 3. Progress of Asset Return and Release 4. Progress of International summit for reinsurance 2022 and New BPPDAN 5. Al-Amin Case 6. PMN Submission Process 7. Progress Delegation of Authority Limit: 8. 2023 RKAP Preparation Plan 9. Business process improvement (BPI) on a Consolidated basis 10.Procurement of KAP for 2022 financial statements 11. Other agenda	5 Orang people
9	2 September 2022 September 02, 2022	Tindaklanjut rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Ekuitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel (PKS ke-2) 3. Progress Pengembalian dan Pelepasan Aset 4. Persiapan Indonesia Re International Conference 2022 5. Kasus Al-Amin 6. Proses Pengajuan PMN 7. Progress Delegation of Authority Limit. 8. Business process improvement (BPI) secara Konsolidasi 9. Pengadaan KAP untuk laporan keuangan 2022 10. Progress Indonesia Re International Conference 2022	Follow-up to the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equity, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel (2nd MCC 3. Progress of Asset Return and Disposal 4. Preparation of Indonesia Re International Conference 2022 5. Al-Amin Case 6. PMN Submission Process 7. Progress of Delegation of Authority Limit. 8. Business process improvement (BPI) on a Consolidated 9. Procurement of KAP for 2022 financial statements 10.Progress Indonesia Re International Conference 2022	5 Orang people

No.	Tanggal Date	Agenda	Agenda	Peserta Rapat Meeting Participants
10	5 Oktober 2022 October 05, 2022	Tindaklanjut rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Equitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel (PKS ke-2) 3. Progress Pengembalian dan Pelepasan Aset 4. Closing Indonesia Re International Conference 2022 5. Kasus Al-Amin 6. Proses Pengajuan PMN 7. Progress Delegation of Authority Limit. 8. Rencana Penyusunan RKAP 2023 9. Pengadaan KAP untuk laporan keuangan 2022 10.Agenda lain-lain	Follow-up of the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equitas, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel (2nd PKS) 3. Progress of Asset Return and Disposal 4. Closing Indonesia Re International Conference 2022 5. Al-Amin Case 6. PMN Submission Process 7. Progress Delegation of Authority Limit. 8. 2023 RKAP Preparation Plan 9. Procurement of KAP for 2022 financial statements 10. Other agendas	5 Orang people
11	15 November 2022 November 15, 2022	Tindaklanjut dari rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Equitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel (PKS ke-2) 3. Progress Pengembalian dan Pelepasan Aset 4. Kasus Al-Amin 5. Proses Pengajuan PMN 6. Rencana Penyusunan RKAP 2023 7. Rencana optimalisasi Aset 8. Rencana Advisory Committee dengan Asei dan RSI 9. Agenda lain-lain	Follow-up of the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equitas, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel (2nd PKS) 3. Progress of Asset Return and Disposal 4. Al-Amin Case 5. PMN Submission Process 6. 2023 RKAP Preparation Plan 7. Asset optimizationplan 8. Advisory Committee Plan with Asei and RSI 9. Other agendas	5 Orang people
12	20 Desember 2022 December 20, 2022	Tindaklanjut dari rapat sebelumnya: 1. Pembahasan Kasus Hukum Eks- RUI (Equitas, Enstar) 2. MoU antara RIU dan Etihad Credit Insurance (ECI): penyusunan draft various agreement/multi-channel (PKS ke-2) 3. Progress Pengembalian dan Pelepasan Aset 4. Kasus Al-Amin 5. Rencana Penyusunan RKAP 2023 6. Agenda lain-lain	Follow-up of the previous meeting: 1. Discussion of Ex- RUI Legal Cases (Equitas, Enstar) 2. MoU between RIU and Etihad Credit Insurance (ECI): drafting various agreements/multi-channel (2nd PKS) 3. Progress of Asset Return and Disposal 4. Al-Amin Case 5. 2023 RKAP Preparation Plan 6. Other agendas	5 Orang people

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Frekuensi Rapat dan Tingkat Kehadiran / Meeting Frequency and Attendance Rate

Nama Name	**Jabatan** Position	**Jumlah Pertemuan** Number of Meetings	**Kehadiran** Attendance	**Tingkat Kehadiran** Attendance Rate
Benedictus M Waworuntu	Direktur Utama President Director	12	11	92%
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	12	12	100%
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Resources and Corporate Secretary	12	11	92%
Beatrix Santi Anugrah*)	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	12	8	67%
Delil Khairat*)	Direktur Teknik Operasi Director of Operations Engineering	12	8	67%

*) Diangkat pada 10 Maret 2022 | Appointed on March 10, 2022

Frekuensi Kehadiran di RUPS / Frequency of Attendance at GMS

Nama Name	**Jabatan** Position	**Jumlah Pertemuan** Number of Meetings	**Kehadiran** Attendance	**Tingkat Kehadiran** Attendance Rate
Benedictus M Waworuntu	Direktur Utama President Director	1	1	100%
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	1	1	100%
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Resources and Corporate Secretary	1	1	100%
Beatrix Santi Anugrah*)	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	0	0	0%
Delil Khairat*)	Direktur Teknik Operasi Director of Operations Engineering	0	0	0%

*) Diangkat pada 10 Maret 2022 | Appointed on March 10, 2022

RAPAT GABUNGAN DEWAN KOMISARIS DAN DIREKSI

Kebijakan Rapat

Selain Rapat Dewan Komisaris dan Rapat Direksi, paling sedikit dalam satu tahun diselenggarakan empat kali Rapat Dewan Komisaris mengundang Direksi atau Rapat Gabungan Dewan Komisaris dengan Direksi.

Pelaksanaan Rapat

Rapat gabungan Dewan Komisaris dan Direksi sepanjang tahun 2022, diselenggarakan sebanyak 12 kali dengan agenda sebagai berikut:

JOINT MEETING OF THE BOARD OF COMMISSIONERS AND DIRECTORS

Meeting Policy

In addition to the Meetings of the Board of Commissioners and the Meetings of the Board of Directors, at least four Meetings of the Board of Commissioners inviting the Board of Directors or Joint Meetings of the Board of Commissioners with the Board of Directors are held in a year.

Meeting Implementation

Joint meetings of the Board of Commissioners and Board of Directors throughout 2022 were held 12 times with the following agenda:

Tanggal Rapat Date	Agenda Rapat	Meeting Agenda
Kamis, 20 Januari 2022 Thursday, January 20, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Desember 2021; 2. Pembahasan LHU per 31 Desember 2021; 3. Pembahasan Keputusan Tetap (Inkracht) sengketa pajak; 4. Pembahasan Progres Audit Laporan Keuangan Tahun 2021; 5. Lain-lain.	1. Approval and follow-up of the minutes of the December 2021 joint meeting; 2. Discussion of the LHU as of December 31, 2021; 3. Discussion of the Permanent Decision (Inkracht) of tax disputes; 4. Discussion of the Progress of the Audit of Financial Statements for 2021; 5. Others.
Jumat, 18 Februari 2022 Friday, February 18, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Januari 2022; 2. Pembahasan LHU per 31 Januari 2022; 3. Pembahasan Progres Audit Laporan Keuangan Tahun 2021 oleh KAP; 4. Lain-lain.	1. Approval and follow-up of the minutes of the January 2022 joint meeting; 2. Discussion of the LHU as of January 31, 2022; 3. Discussion of the Audit Progress of the 2021 Financial Statements by KAP; 4. Others.
Jumat, 18 Maret 2022 Friday, March 18, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Februari 2022; 2. Pembahasan LHU per 28 Februari 2022; 3. Lain-lain.	1. Approval and follow-up of the minutes of the February 2022 joint meeting; 2. Discussion of LHU as of February 28, 2022; 3. Others.
Jumat, 22 April 2022 Friday, April 22, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Maret 2022; 2. Pembahasan LHU per 31 Maret 2022; 3. Lain-lain	1. Approval and follow-up of the minutes of the March 2022 joint meeting; 2. Discussion of the LHU as of March 31, 2022; 3. Others
Jumat, 27 Mei 2022 Friday, May 27, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan April 2022; 2. Pembahasan LHU per 30 April 2022; 3. Lain-lain.	1. Approval and follow-up of the minutes of the April 2022 joint meeting; 2. Discussion of the LHU as of April 30, 2022; 3. Others.
Selasa, 21 Juni 2022 Tuesday, June 21, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Mei 2022; 2. Pembahasan terkait laporan audit tahun 2021; 3. Pembahasan persiapan RUPS; 4. Pembahasan LHU per 31 Mei 2022; 5. Pembahasan terkait progres PMN; 6. Lain-lain.	1. Approval and follow-up of the minutes of the joint meeting in May 2022; 2. Discussion related to the 2021 audit report; 3. Discussion of preparation for the GMS; 4. Discussion of the LHU as of May 31, 2022; 5. Discussion related to PMN progress; 6. Others

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Tanggal Rapat Date	Agenda Rapat	Meeting Agenda
Selasa, 26 Juli 2022 Tuesday, July 26, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Juni 2022; 2. Pembahasan LHU per 30 Juni 2022; 3. Progres tindak lanjut temuan Audit/ rekomendasi SPI, KAP dan OJK; 4. Progres Penyelesaian. pembahasan klaim eks-RUI, Sengketa Pajak dan PMN; 5. Progres Rencana RUPS dan penetapan KAP yang akan mengaudit laporan keuangan tahun 2022; 6. Lain-lain.	1. Approval and follow-up of the minutes of the June 2022 joint meeting; 2. Discussion of the LHU as of June 30, 2022; 3. Progress on follow-up of Audit findings / recommendations of SPI, KAP and OJK; 4. Progress on Settlement. discussion of ex-RUI claims, Tax Disputes and PMN; 5. Progress on the GMS Plan and determination of KAP to audit the 2022 financial statements; 6. Others.
Kamis, 18 Agustus 2022 Thursday, August 18, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Juli 2022; 2. Pembahasan LHU per 31 Juli 2022; 3. Pembahasan terkait progres penunjukan KAP tahun buku 2022.	1. Approval and follow-up of the minutes of the July 2022 joint meeting; 2. Discussion of the LHU as of July 31, 2022; 3. Discussion regarding the progress of the appointment of KAP for fiscal year 2022.
Selasa, 20 September 2022 Tuesday, September 20, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Agustus 2022; 2. Pembahasan LHU per 31 Agustus 2022; 3. Pembahasan terkait HUB; 4. Pembahasan Progres RKAP 2023; 5. Pembahasan Progres sengketa pajak; 6. Pembahasan Progres sengketa Arbitrase; 7. Pembahasan terkait penunjukan KAP; 8. Pembahasan Progres Hutang – Piutang; 9. Pembahasan Progres PMN.	1. Approval and follow-up of the minutes of the August 2022 joint meeting; 2. Discussion of LHU as of August 31, 2022; 3. Discussion related to HUB; 4. Progress RKAP 2023; 5. Progress tax disputes 6. Progress Arbitration disputes 7. Discussion related to the appointment of KAP 8. Progress Payables - Receivables; 9. PMN Progress.
Jumat, 21 Oktober 2022 Friday, October 21, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan September 2022; 2. Pembahasan LHU per 30 September 2022; 3. Pembahasan prognosa HUB tahun 2022; 4. Laporan terkait perubahan strategi treaty 2023; 5. Rencana stress test investasi tahun 2023 6. Gambaran mengenai RKAP 2023; 7. Pembahasan audit OJK terkait SP; 8. Pembahasan Progres Hutang – Piutang/ rekonsiliasi dengan ceding company; 9. Pembahasan tentang rencana penetapan aktuaris Independen; 10. Pembahasan Perkembangan host to host mengenai IT; 11. Pembahasan Progres perkembangan anak perushaan; 12. Strategi Direksi dalam meningkatkan RBC; 13. Pembahasan terkait permasalahan sengketa hukum dan pajak Ex - RUI.	1. Approval and follow-up of the minutes of the joint meeting in September 2022; 2 Discussion LHU as of September 30, 2022 3. Discussion of HUB prognosis in 2022; 4. Report on changes in treaty strategy for 2023; 5. Investment stress test plan for 2023 6. Overview of RKAP 2023; 7. Discussion of OJK audit related to SP 8. Discussion progress Payable - Receivable / reconciliation with ceding company; 9. Discussion on the plan to appoint an independent actuary; 10. Discussion on the development of host to host regarding IT 11. Discussion onprogress of the development of the company's subsidiaries 12. Board of Directors' strategy in increasing RBC; 13. Discussion on legal and tax dispute issues Ex - RUI
Senin, 21 November 2022 Monday, November 21, 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Oktober 2022; 2. Pembahasan LHU per 31 Oktober 2022; 3. Pembahasan prognosa tahun 2022; 4. Gambaran mengenai RKAP Tahun Buku 2023; 5. Progres KAP & Independen Aktuaris; 6. Pembahasan Progres Hutang – Piutang; 7. Pembahasan Perkembangan host to host mengenai IT; 8. Lain-lain	1. Approval and follow-up of the minutes of the October 2022 joint meeting; 2. Discussion of LHU as of October 31, 2022; 3. Discussion of prognosis for 2022 4. Overview of the RKAP for Fiscal Year 2023; 5. Progress of KAP & Independent Actuary 6. Discussion of Progress of Payables - Receivables; 7. Discussion of host to host developments regarding IT; 8. Others

Tanggal Rapat Date	**Agenda Rapat**	**Meeting Agenda**
Senin, 19 Desember 2022	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan November 2022; 2. Pembahasan LHU per 30 November 2022; 3. Pembahasan prognosa tahun 2022; 4. Pembahasan Final RKAP Tahun Buku 2023; a. beban pajak; b. beban klaim arbitrase; c. beban klaim serta mitigasi kehilangan bisnis Jamkrindo dan Askrida; d. beban konsultan aktuari; e. RBC Prognosa tahun 2022 dan RBC RKAP 2023. 5. Progres Renewal treaty dan retrosesi 2023; 6. Progres audit KAP secara detail; 7. Pembahasan hutang - piutang; 8. Pembahasan perkembangan host to host mengenai IT; 9. Perkembangan PMN (cadangan investasi); 10. Perkembangan Indonesia Re Institute.	1. Approval and follow-up of the minutes of the joint meeting in November 2022; 2. Discussion of LHU as of November 30 3. Discussion prognosis; 4. Discussion of Final RKAP for Fiscal Year 2023 a. tax expenses b. arbitration claim c. claim expenses and mitigation of Jamkrindo and Askrida business loss; d. consultant expenses e. RBC Prognosis for 2022 and RBC RKAP 2023. 5. Renewal treaty progress and 2023 retrocession; 6. KAP audit progress in detail 7. Discussion of accounts payable - receivable; 8. Discussion of host to host developments regarding IT; 9. PMN (investment reserve) 10. IndonesiaRe Institute developments.

Frekuensi Rapat dan Tingkat Kehadiran

Meeting Frequency and Attendance Rate

Nama Name	**Jabatan** Position	**Jumlah Pertemuan** Number of Meetings	**Kehadiran** Attendance	**Tingkat Kehadiran** Attendance Rate
Julian Noor	Komisaris Utama/Komisaris Independen President Commissioner/ Independent Commissioner	12	12	100%
Dadang Iskandar	Komisaris | Commissioner	12	11	92%
Dwi Pudjiastuti Handayani	Komisaris | Commissioner	12	11	92%
Reza Yamora Siregar*)	Komisaris Independen Independent Commissioner	9	9	100%
Arya Gumilar**)	Komisaris Independen Independent Commissioner	3	3	100%
Benedictus M Waworuntu	Direktur Utama President Director	12	11	92%
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	12	11	92%
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Resources and Corporate Secretary	12	11	92%
Beatrix Santi Anugrah***)	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	10	10	100%
Delil Khairat****)	Direktur Teknik Operasi Director of Operations Engineering	10	10	100%

*) Diangkat pada 16 Maret 2022 | Appointed on March 16, 2022
**) Diangkat pada 21 September dan lulus *fit & proper test* tanggal 9 Maret 2023 | Appointed on September 21 and passed the fit & proper test on March 9, 2023
***) Diangkat pada 10 Maret 2022 | Appointed on March 10, 2022
****) Diangkat pada 10 Maret 2022 | Retrieved on March 10, 2022

Tata Kelola Perusahaan
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PENGUNGKAPAN PERUBAHAN KEPEMILIKAN SAHAM DEWAN KOMISARIS DAN DIREKSI

Indonesia Re adalah BUMN yang seluruh sahamnya dimiliki oleh Pemerintah. Dengan begitu seluruh anggota Dewan Komisaris tidak memiliki saham Perusahaan, baik secara langsung maupun tidak langsung. Dewan Komisaris tidak memiliki kepemilikan saham baik di anak perusahaan maupun afiliasi.

DISCLOSURE OF CHANGES IN SHARE OWNERSHIP OF THE BOARD OF COMMISSIONERS AND DIRECTORS

Indonesia Re is a state-owned enterprise whose shares are wholly owned by the Government. Therefore, all members of the Board of Commissioners do not own shares in the Company, either directly or indirectly. The Board of Commissioners has no share owner-ship in either subsidiaries or affiliates.

KEBIJAKAN NOMINASI DAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Pengangkatan dan pemberhentian serta penetapan besaran remunerasi bagi anggota Dewan Komisaris dan Direksi merupakan wewenang pemegang saham yang dilakukan melalui mekanisme RUPS.

NOMINATION AND REMUNERATION POLICY OF THE BOARD OF COMMISSIONERS AND DIRECTORS

The appointment and dismissal as well as the determination of the amount of remuneration for members of the Board of Commissioners and the Board of Directors are the authority of the shareholders through the GMS mechanism.

PROSEDUR NOMINASI ANGGOTA DEWAN KOMISARIS DAN DIREKSI

Pengangkatan anggota Dewan Komisaris dan Direksi Indonesia Re merupakan wewenang pemegang saham, dalam hal ini adalah Kementerian BUMN. Prosedur pengangkatan Dewan Komisaris mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-10/MBU/10/2020 Tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara No. PER-10/MBU/10/2020 Tentang Persyaratan Dan Tata Cara Pengangkatan Dan Pemberhentian Anggota Dewan Komisaris Dan Dewan Pengawas Badan Usaha Milik Negara. Sedangkan prosedur pengangkatan Direksi mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER - 11/MBU/07/2021 Tentang Persyaratan, Tata Cara Pengangkatan, Dan Pemberhentian Anggota Direksi Badan Usaha Milik Negara.

NOMINATION PROCEDURES FOR MEMBERS OF THE BOARD OF COMMISSIONERS AND DIRECTORS

The appointment of members of the Board of Commissioners and Directors of Indonesia Re is the authority of the shareholders, in this case the Ministry of SOEs. The appointment procedure for the Board of Commissioners refers to the Regulation of the Minister of State-Owned Enterprises No. PER-10/MBU/10/2020 Regarding Amendments to the Regulation of the Minister of State-Owned Enterprises No. PER-10/MBU/10/2020 Regarding Requirements and Procedures for Appointing and Dismissing Members of the Board of Commissioners and Supervisory Board of State-Owned Enterprises. Meanwhile, the procedure for appointing the Board of Directors refers to the Regulation of the Minister of State-Owned Enterprises No. PER - 11/MBU/07/2021 concerning Requirements, Procedures for Appointment, and Dismissal of Members of the Board of Directors of State-Owned Enterprises.

Pengangkatan Dewan Komisaris dan/atau Direksi dimulai dari pencarian calon Dewan Komisaris dan/atau Direksi dengan menjaring kemudian dilakukan penilaian. Apabila memenuhi persyaratan yang telah ditentukan dalam ketentuan kemudian diusulkan untuk diangkat menjadi Dewan Komisaris dan/atau Direksi.

The appointment of the Board of Commissioners and/or the Board of Directors begins with the search for candidates for the Board of Commissioners and/or the Board of Directors by recruiting then conducting an assessment. If they meet the requirements specified in the provisions then proposed to be appointed to the Board of Commissioners and / or Directors.

Dalam hal pengangkatan akan ditetapkan dalam RUPS. Anggota Dewan Komisaris dan/atau Direksi yang terpilih itu mulai menjabat terhitung sejak tanggal penyerahan keputusan atau tanggal yang ditetapkan dalam keputusan Menteri/ RUPS/seluruh pemegang saham secara sirkuler dan dapat melaksanakan tugasnya terhitung sejak tanggal persetujuan Otoritas Jasa Keuangan atas penilaian kemampuan dan kepatutan (*Fit and proper Test*) Anggota Dewan Komisaris dan/atau Direksi yang telah diangkat tersebut

In the event that the appointment will be determined in the GMS. The elected members of the Board of Commissioners and/or Board of Directors shall take office as of the date of submission of the resolution or the date stipulated in the circular resolution of the Minister/RUPS/all shareholders and may perform their duties as of the date of approval of the Financial Services Authority on the fit and proper test of the appointed members of the Board of Commissioners and/or Board of Directors.

PROSEDUR PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Dewan Komisaris

Pengusulan besaran remunerasi untuk Dewan Komisaris dilakukan oleh Dewan Komisaris untuk kemudian ditetapkan melalui RUPS dengan memperhatikan hasil kajian yang dilakukan oleh Perusahaan dan selanjutnya diputuskan oleh Menteri BUMN. Selain menetapkan remunerasi, dalam RUPS juga ditetapkan mengenai fasilitas Dewan Komisaris.

Honorarium Komisaris Utama ditetapkan sebesar 45% dari gaji Direktur Utama dan komisaris masing-masing sebesar 90% dari honorarium Komisaris Utama.

Direksi

Pengusulan besaran remunerasi untuk Direksi dilakukan oleh Dewan Komisaris untuk kemudian ditetapkan melalui RUPS, sesuai dengan Pasal 96 ayat (1) Undang-Undang Perusahaan Terbatas No. 40 tahun 2007 yang mengatur besarnya gaji dan tunjangan Direksi ditetapkan berdasarkan keputusan RUPS. Kewenangan tersebut berdasarkan Pasal 96 ayat (2) dapat dilimpahkan kepada Dewan Komisaris. Selanjutnya, keputusan terakhir diberikan oleh Menteri BUMN.

Dalam RUPS, selain menetapkan remunerasi juga ditetapkan mengenai fasilitas Direksi. Adapun besaran remunerasi Direksi lainnya sebesar 85-90% dari gaji Direktur Utama.

Penetapan remunerasi dan fasilitas bagi Direksi berdasarkan pada Keputusan Rapat Umum Pemegang Saham (RUPS) dengan mengacu pada Peraturan Menteri BUMN No. PER-04/MBU/2014 tanggal 10 Maret 2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN sebagaimana telah beberapa kali diubah, terakhir dengan Peraturan Menteri BUMN tentang perubahan ke enam No.PER-13/MBU/09/2021 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara.

Penetapan remunerasi dan fasilitas Direksi dan Dewan Komisaris mengacu pada Surat Pemegang Saham No. SR-106/Wk2.MBU.B/08/2022 tanggal 31 Agustus 2022 tentang Penetapan Penghasilan Direksi dan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) tahun 2022.

PROCEDURE FOR DETERMINING THE REMUNERATION OF THE BOARD OF COMMISSIONERS AND DIRECTORS

Board of Commissioners

The proposal for the amount of remuneration for the Board of Commissioners is made by the Board of Commissioners to be determined through the GMS by taking into account the results of the study conducted by the Company and subsequently decided by the Minister of SOEs. In addition to determining remuneration, the GMS also determines the facilities of the Board of Commissioners.

The honorarium of the President Commissioner is set at 45% of the President Director's salary and the commissioners at 90% of the President Commissioner's honorarium.

Board of Directors

The proposal for the amount of remuneration for the Board of Directors is made by the Board of Commissioners to be determined by the GMS, in accordance with Article 96 paragraph (1) of the Limited Liability Company Law No. 40 of 2007 which stipulates that the amount of salary and benefits of the Board of Directors is determined by resolution of the GMS. Such authority based on Article 96 paragraph (2) may be delegated to the Board of Commissioners. Furthermore, the final decision is given by the Minister of SOEs.

In the GMS, in addition to determining the remuneration, the facilities of the Board of Directors are also determined. The amount of remuneration for other Directors is 85-90% of the President Director's salary.

The determination of the Board of Directors' remuneration and facilities is based on the Resolution of the General Meeting of Shareholders (GMS) and by referring to the Regulation of the Minister of SOEs No. PER-04/MBU/2014 dated 10 March 2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of SOEs which has been amended several times, most recently by the Regulation of the Minister of SOEs concerning the sixth amendment No.PER-13/MBU/09/2021 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of State-Owned Enterprises.

The determination of the remuneration and facilities of the Board of Directors and the Board of Commissioners refers to Shareholder Letter No. SR-106/Wk2.MBU.B/08/2022 dated August 31, 2022 concerning Determination of Income of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) in 2022.

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Struktur Remunerasi Dewan Komisaris dan Direksi

Struktur Remunerasi Penetapan struktur dan komponen remunerasi Dewan Komisaris dan Direksi Indonesia Re mengacu pada pedoman yang ditetapkan oleh Menteri BUMN sebagaimana perubahan terakhirnya dimuat dalam Peraturan Menteri BUMN PER-13/ MBU/09/2021 tentang perubahan ke enam atas Peraturan Menteri BUMN No. PER04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas BUMN.

Indikator Penetapan Remunerasi Dewan Komisaris dan Direksi

Untuk Penetapan Remunerasi Penetapan remunerasi memperhatikan hal-hal sebagai berikut:

1. Kinerja keuangan dan pencapaian *Key Performance Indicator* (KPI) Perusahaan;
2. Prestasi kerja individu;
3. Kewajaran dengan perusahaan lainnya;
4. Pertimbangan sasaran dan strategi jangka panjang Perusahaan.

Hasil kajian tersebut sebagai bahan usulan Dewan Komisaris untuk disampaikan kepada Pemegang Saham.

Berikut adalah nominal dari masing-masing komponen remunerasi Dewan Komisaris dan Direksi yang dialokasikan setiap bulannya tahun 2022:

Remuneration Structure of the Board of Commissioners and Directors

The determination of the structure and components of the remuneration of the Board of Commissioners and the Board of Directors of Indonesia Re refers to the guidelines set by the Minister of SOEs as the latest changes are contained in the Regulation of the Minister of SOEs ER-13/ MBU/09/2021 concerning the Sixth Amendment to the Regulation of the Minister of SOEs No. PER04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Board of SOEs.

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

The determination of remuneration takes into account the following matters:

1. Financial performance and achievement of the Company's Key Performance Indi-cator (KPI);
2. Individual work performance;
3. Fairness with other companies;
4. Consideration of the Company's long-term goals and strategies.

The results of the study are the material for the Board of Commissioners' proposal to be submitted to the Shareholders.

The following is the nominal value of each component of the remuneration of the Board of Commissioners and Board of Directors allocated monthly in 2022:

Remunerasi & Fasilitas Dewan Komisaris dan Direksi Remuneration & Facilities of the Board of Commissioners and Directors	**Keterangan**	**Description**
Honorarium/Gaji Dasar Honorarium/Basic Salary	• Sesuai PER-04/MBU/2014 jo PER-13/ MBU/09/2021. • Sesuai surat No. SR-106/Wk2.MBU.B/08/2022 tanggal 31 Agustus 2022	• As per PER-04/MBU/2014 jo PER-13/ MBU/09/2021. • In accordance with letter No. SR-106/Wk2. MBU.B/08/2022 dated August 31, 2022
Tunjangan Allowances	• Sesuai PER-04/MBU/2014 jo PER-13/ MBU/09/2021. • Sesuai surat No. SR-106/Wk2.MBU.B/ 08/2022 tanggal 31 Agustus 2022	• As per PER-04/MBU/2014 jo PER-13/ MBU/09/2021. • In accordance with letter No. SR-106/Wk2. MBU.B/ 08/2022 dated August 31, 2022
Tunjangan Hari Raya Keagamaan Religious Holiday Allowance		
Tunjangan Perumahan Housing Allowance	Tidak diberikan apabila perusahaan telah menyediakan rumah jabatan yang wajib dipergunakan	Not given if the company has provided a company house that must be used
Tunjangan Transportasi Transportation Allowance		
Asuransi Purna Jabatan Post-retirement Insurance		

Remunerasi & Fasilitas Dewan Komisaris dan Direksi Remuneration & Facilities of the Board of Commissioners and Directors	**Keterangan**	**Description**
Fasilitas Facilities	• Sesuai PER-04/MBU/2014 jo PER-13/MBU/09/2021 • Sesuai surat No. SR-106/Wk2.MBU.B/08/2022 tanggal 31 Agustus 2022	• As per PER-04/MBU/2014 jo PER-13/MBU/09/2021 • In accordance with letter No. SR-106/Wk2.MBU.B/08/2022 dated August 31, 2022
Fasilitas Kendaraan Vehicle Facilities		
Fasilitas Kesehatan Health Facilities		
Fasilitas Bantuan Hukum Legal Aid Facility		
Bonus Bonus	• Sesuai PER-04/MBU/2014 jo PER-13/MBU/09/2021. • Sesuai surat No. SR-106/Wk2.MBU.B/08/2022 tanggal 31 Agustus 2022	• As per PER-04/MBU/2014 jo PER-13/MBU/09/2021 • In accordance with letter No. SR-106/Wk2.MBU.B/08/2022 dated August 31, 2022

Bonus Kinerja

Dewan Komisaris juga menerima bonus kinerja antara lain dalam bentuk tantiem.

Performance Bonus

The Board of Commissioners also receives performance bonuses in the form of tantiem.

Keberagaman Komposisi Dewan Komisaris dan Direksi

Diversity o f Board Composition

Pemegang Saham senantiasa memperhatikan unsur keberagaman dalam menetapkan komposisi Dewan Komisaris dan Direksi, baik dari sisi pendidikan, pengalaman kerja, usia dan jenis kelamin serta penerapan kebijakan non-diskriminatif. Keberagaman komposisi tersebut juga memperhatikan kebutuhan Perusahaan.

Adapun kebijakan penetapan persyaratan komposisi anggota Dewan Komisaris mengacu pada ketentuan Peraturan Menteri BUMN No. PER-10/MBU/10/2020 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara.

Shareholders always pay attention to the element of diversity in determining the composition of the Board of Commissioners and Directors, both in terms of education, work experience, age and gender as well as the application of non-discriminatory policies. The diversity of the composition also takes into account the needs of the Company.

The policy for determining the requirements for the composition of the Board of Commissioners refers to the provisions of the Regulation of the Minister of SOEs No. PER-10/MBU/10/2020 concerning Requirements and Procedures for Appointment and Dis-missal of Members of the Board of Commissioners and Supervisory Board of State-Owned Enterprises.

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Berikut keberagaman komposisi Dewan Komisaris dan Direksi Indonesia Re.

The following is the diversity of the composition of the Board of Commissioners and Directors of Indonesia Re.

Nama Name	**Jabatan** Position	**Jenis Kelamin** Gender	**Pendidikan** Education	**Pengalaman & Keahlian** Experience & Expertise
Julian Noor	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Pria Male	• IPB University (1985); • Insurance School of Japan, Tokyo (ISJ) (1999); • Magister Manajemen STIE Bumiputera (2004). • IPB University (1985); • Insurance School of Japan, Tokyo (ISJ) (1999); • Master of Management STIE Bumiputera (2004).	• Komisaris Independen PT Asuransi Jasa Indonesia (2020-2021); • Wakil Ketua AAUI Bidang SDM & Literasi Asuransi Asosiasi Asuransi Umum Indonesia (2018-2020); • Direktur Utama PT Asuransi Adira Dinamika Tbk (2017-2020); • Wakil Direktur Lembaga Pendidikan Asuransi Indonesia (2016-2017); • Komisaris Independen PT Asuransi Adira Dinamika Tbk (2015-2017); • Direktur Eksekutif Asosiasi Asuransi Umum Indonesia (2011-2017). • Independent Commissioner of PT Asuransi Jasa Indonesia (2020-2021); • AAUI Vice Chairman of HR & Insurance Literacy of the Indonesian General Insurance Association (2018-2020); • President Director of PT Asuransi Adira Dinamika Tbk (2017-2020); • Deputy Director of Indonesian Insurance Education Institute (2016-2017); • Independent Commissioner of PT Asuransi Adira Dinamika Tbk (2015-2017); • Executive Director of the Indonesian General Insurance Association (2011-2017).
Dadang Iskandar	Komisaris Commissioner	Pria Male	• Sarjana Kesejahteraan Sosial dari Universitas Muhammadiyah Jakarta (1989); • Magister Akuntansi dari Universitas Tarumanagara Jakarta (2009). • Bachelor of Social Welfare from Muhammadiyah University Jakarta (1989); • Master of Accounting from Tarumanagara University Jakarta (2009).	• Sekretaris Inspektorat Jenderal Kementerian Sosial RI (2017-2018); • Inspektur Bidang Pemberdayaan Sosial dan Penanganan Fakir Miskin pada Inspektorat Jenderal Kementerian Sosial RI (2016); • Inspektur Bidang Penunjang pada Inspektorat Jenderal Kementerian Sosial RI (2014-2015); • Kepala Bagian Program dan Pelaporan pada Sekretariat Inspektorat Jenderal Kementerian Sosial RI (2013-2014); • Kepala Bagian Keuangan pada Sekretariat Inspektorat Jenderal Kementerian Sosial RI (2012-2013); • Kepala Bagian Program dan Evaluasi pada Sekretariat Inspektor Jenderal Kementerian Sosial RI (2008-2012). • Secretary of Inspectorate General of the Ministry of Social Affairs (2017-2018); • Inspector for Social Empowerment and Poor Handling at the Inspectorate General of the Ministry of Social Affairs of the Republic of Indonesia (2016); • Inspector of Support at the Inspectorate General of the Ministry of Social Affairs (2014-2015); • Head of Program and Reporting Section at the Secretariat of Inspectorate General of the Ministry of Social Affairs (2013-2014); • Head of Finance at the Secretariat of the Inspectorate General of the Ministry of Social Affairs (2012-2013); • Head of Program and Evaluation Section at the Secretariat of the Inspector General of the Ministry of Social Affairs (2008-2012).

Nama Name	**Jabatan** Position	**Jenis Kelamin** Gender	**Pendidikan** Education	**Pengalaman & Keahlian** Experience & Expertise
Dwi Pudjiastuti Handayani	Komisaris Commissioner	Wanita Female	• Sarjana Ekonomi dari Universitas Diponegoro (1989); • Magister Ekonomika Pembangunan dari Universitas Gadjah Mada (1997). • Bachelor of Economics from Diponegoro University (1989); • Masters in Development Economics from Gadjah Mada University (1997).	• Dewan Komisaris PT ASABRI (Persero) (2015-2019); • Direktur Direktorat Anggaran III Kementerian Keuangan (20142016); • Dewan Pengawas RS Persahabatan (2011-2015); • Direktur Direktorat Anggaran II Kementerian Keuangan (2010-2014); • Komite Audit PT Pertamina (2010); • Subdirektorat Anggaran III-D, Direktorat Anggaran III Kementerian Keuangan (2009-2010). • Board of Commissioners of PT ASABRI (Persero) (2015-2019); • Director of Budget Directorate III of the Ministry of Finance (2014-2016); • Supervisory Board of Friendship Hospital (2011-2015); • Director of the Budget Directorate II of the Ministry of Finance (2010-2014); • Audit Committee of PT Pertamina (2010); • Subdirectorate of Budget III-D, Directorate of Budget III, Ministry of Finance (2009-2010).
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	Pria Male	• Doctor of Philosophy dari Brown University (1994) • Master of Arts dari Brown University (1992) • Doctor of Philosophy from Brown University (1994) • Master of Arts from Brown University (1992)	• Senior Executive Vice President Indonesia Financial Group (2021) • Penasihat Khusus Menteri Koordinator Bidang Perekonomian (2020) • Anggota Fakultas Institut Bank Indonesia (2012) • Penasihat senior sektor keuangan Australia Indonesia Partnership for Economic Development (PROSPERA) (2020) • Senior Executive Vice President Indonesia Financial Group (2021) • Special Advisor to the Coordinating Minister for Economic Affairs (2020) • Faculty Member of the Institute of Bank Indonesia (2012) • Senior financial sector advisor Australia Indonesia Partnership for Economic Development (PROSPERA) (2020)
Arya Gumilar	Komisaris Independen Independent Commissioner	Pria Male	Sarjana Komunikasi dari Universitas Padjadjaran (2005) Bachelor of Communication from Padjadjaran University (2005)	• Ketua Departemen Pendidikan Asosiasi Perusahaan Public Relations Indonesia (APPRI) (2020) • Pengurus Pusat Ikatan Sarjana Komunikasi Indonesia (ISKI) (2018) • Chairman of the Education Department of the Association of Indonesian Public Relations Companies (APPRI) (2020) • Central Board of the Indonesian Communication Scholars Association (ISKI) (2018)

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Nama Name	**Jabatan** Position	**Jenis Kelamin** Gender	**Pendidikan** Education	**Pengalaman & Keahlian** Experience & Expertise
Benedictus M Waworuntu	Direktur Utama President Director	Pria Male	Sarjana Psikologi dari Universitas Indonesia (1993). Bachelor of Psychology from University of Indonesia (1993).	• Direktur Kepatuhan PT Mandiri AXA General Insurance (MAGI) (2019-Februari 2021); • Presiden Komisaris PT Asuransi AXA Indonesia (2018-2019); • Direktur PT AXA Services Indonesia (2016-2018); • Komisaris PT AXA Asset Management Indonesia (2016-2017); • Presiden Komisaris PT AXA Financial Indonesia (2015-2016); • Director & Head of Indonesia Swiss Reinsurance Company Ltd. Singapore (2014-2015); • Direktur Eksekutif Asosiasi Asuransi Jiwa Indonesia (AAJI) (20112014); • Vice President PT AJ Manulife Indonesia (2003-2011); • Compliance Director of PT Mandiri AXA General Insurance (MAGI) (2019-February 2021); • President Commissioner of PT Asuransi AXA Indonesia (2018-2019); • Director of PT AXA Services Indonesia (2016-2018); • Commissioner of PT AXA Asset Management Indonesia (2016-2017); • President Commissioner of PT AXA Financial Indonesia (2015-2016); • Director & Head of Indonesia Swiss Reinsurance Company Ltd. Singapore (2014-2015); • Executive Director of the Indonesian Life Insurance Association (AAJI) (20112014); • Vice President of PT AJ Manulife Indonesia (2003-2011);
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	Wanita Female	• Sarjana Matematika/ Aktuaria dari Universitas Indonesia (1995); • Magister Finance dari Universitas GadjahMada (2015). • Bachelor of Mathematics/Actuarial Science from University of Indonesia (1995); • Master of Finance from Gadjah Mada University (2015).	• Chief Actuary PT Sinarmas MSIG Life (2021); • Chief Finance Officer PT Bhinneka Life Indonesia (2018-2021); • Chief Actuary PT Astra Aviva Life (2016-2018); • Chief Finance Officer PT AJ Generali Indonesia (2009-2016); • Marketing Actuary, Product Development & Pricing Head PT Sun Life Financial Indonesia (2007-2008); • Corporate Actuary, Valuation and Reporting Head PT Prudential Life Assurance Indonesia (2005-2007); • Actuarial Division Head, PT MLC Life Indonesia (2005-2007); • Actuarial Division Head and Appointed Actuary PT MLC Life Indonesia (2002-2005); • Actuarial Manager PT Prudential Life Assurance Indonesia (19962002); • Actuarial Staff PT Lippo Life Indonesia (1994-1996).

Nama Name	**Jabatan** Position	**Jenis Kelamin** Gender	**Pendidikan** Education	**Pengalaman & Keahlian** Experience & Expertise
				• Chief Actuary of PT Sinarmas MSIG Life (2021); • Chief Finance Officer of PT Bhinneka Life Indonesia (2018-2021); • Chief Actuary PT Astra Aviva Life (2016-2018); • Chief Finance Officer of PT AJ Generali Indonesia (2009-2016); • Marketing Actuary, Product Development & Pricing Head PT Sun Life Financial Indonesia (2007-2008); • Corporate Actuary, Valuation and Reporting Head of PT Prudential Life Assurance Indonesia (2005-2007); • Actuarial Division Head, PT MLC Life Indonesia (2005-2007); • Actuarial Division Head and Appointed Actuary of PT MLC Life Indonesia (2002-2005); • Actuarial Manager of PT Prudential Life Assurance Indonesia (19962002); • Actuarial Staff PT Lippo Life Indonesia (1994-1996).
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Capital and Corporate Secretary	Pria	• Sarjana Hukum di Universitas Andalas (1994); • Magister Ilmu Hukum di Universitas Jaya Baya (2003). • Bachelor of Law at Andalas University (1994); • Master of Law Science at Jaya Baya University (2003).	• 2011 – 2017 beliau menduduki bermacam posisi pada entitas usaha AXA Group di Indonesia, antara lain: - Country Head of Legal & Compliance; - Deputy Chairman & Member of AXA Indonesia Join Consultative Committiees; - Member of Board Risk Committee of PT AXA Life Indonesia; - Standing Invitee for Local Risk Committee of AXA Indonesia; - Standing Invitee for Management Audit & Compliance Committee-Country Level. • Head of Legal & Compliance di Allianz Indonesia (Life & General Insurance) (2007- 2011) • Corporate Legal Departement Head di Serasi Autoraya Group – an affiliated group of company of PT Astra International Tbk (19962007). • 2011 - 2017 he held various positions in AXA Group's business entities in Indonesia, among others: – Country Head of Legal & Compliance; – Deputy Chairman & Member of AXA Indonesia Join Consultative Committees; – Member of Board Risk Committee of PT AXA Life Indonesia; – Standing Invitee for Local Risk Committee of AXA Indonesia; – Standing Invitee for Management Audit & Compliance Committee-Country Level. • Head of Legal & Compliance at Allianz Indonesia (Life & General Insurance) (2007- 2011) • Corporate Legal Department Head at Serasi Autoraya Group - an affiliated group of companies of PT Astra International Tbk (19962007).

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Nama Name	**Jabatan** Position	**Jenis Kelamin** Gender	**Pendidikan** Education	**Pengalaman & Keahlian** Experience & Expertise
Beatrix Santi Anugrah	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	Wanita Female	• Sarjana Ekonomi dari Universitas Trisakti • Magister Manajemen dari Universitas Pelita Harapan • Bachelor of Economics from Trisakti University • Master of Management from Universitas Pelita Harapan	• Vice President Head of Wealth Management & Pension Fund pada Strategic Investment & Subsidiaries Management Group Bank Mandir (2018 - 2019) • Vice President Head of Private and Sales Wealth Management Group Bank Mandiri (2017-2018) • Vice President Head of Private Banking Bank Mandiri (2012-2017) • Vice President Head of Wealth Management & Pension Fund at Strategic Investment & Subsidiaries Management Group of Bank Mandir (2018 - 2019) • Vice President Head of Private and Sales Wealth Management Group Bank Mandiri (2017-2018) • Vice President Head of Private Banking Bank Mandiri (2012-2017)
Delil Khairat	Direktur Teknik Operasi Director of Technical Operation	Pria Male	• Sarjana Sains di bidang Ilmu Statistika dari Institut Pertanian Bogor (1997) • MBA di Graduate School of Management International Islamic University Malaysia (IIUM) (2013) • Bachelor of Science in Statistics from Bogor Agricultural University (1997) • MBA at Graduate School of Management International Islamic University Malaysia (IIUM) (2013)	• Vice President-Market Underwriter dan Senior Client Manager di Swiss Re Retakaful (2014-2022) • Head of Underwriting di ACR Retafakul Berhad (2010-2014) • Treaty Manager di Hannover Re (2007-2010) • Vice President-Market Underwriter and Senior Client Manager at Swiss Re Retakaful (2014-2022) • Head of Underwriting at ACR Retafakul Berhad (2010-2014) • Treaty Manager at Hannover Re (2007-2010)

HUBUNGAN AFILIASI DEWAN KOMISARIS, DIREKSI DAN PEMEGANG SAHAM

Indonesia Re mengatur seluruh anggota Dewan Komisaris dan Direksi Perusahaan untuk tidak memiliki hubungan keluarga dan hubungan keuangan dengan anggota Dewan Komisaris lainnya, anggota Direksi dan Pemegang Saham Pengendali.

Berikut uraian hubungan afiliasi antara Anggota Dewan Komisaris, Direksi, dan Pemegang Saham Utama/Pengendali:

Hubungan Keuangan dan Keluarga Dewan Komisaris dan Direksi

AFFILIATIONS OF THE BOARD OF COMMISSIONERS, BOARD OF DIRECTORS AND SHAREHOLDERS

Indonesia Re regulates all members of the Company's Board of Commissioners and Board of Directors not to have family and financial relationships with other members of the Board of Commissioners, members of the Board of Directors and Controlling Shareholders.

The following is a description of affiliate relationships between Members of the Board of Commissioners, Board of Directors, and Majority/Controlling Shareholders:

Financial and Family Relationships of the Board of Commissioners and Board of Directors

Nama Name	**Hubungan Keuangan Dengan** Financial Relationship With						**Hubungan Keluarga Dengan** Family Relationship with					
	Dewan Komisaris Board of Commissioners		**Direksi** Board of Directors		**Pemegang Saham Utama/ Pengendali** Shareholders Main/ Controlling		**Dewan Komisaris** Board of Commissioners		**Direksi** Board of Directors		**Pemegang Saham Utama/ Pengendali** Shareholders Main/ Controlling	
	Ya Yes	**Tidak** No	**Ya** Yes	**Tidak** No	**Ya** Yes	**Tidak** No	**Ya** Yes	**Tidak** No	**Ya** Yes	**Tidak** No	**Ya** Yes	**Tidak** No
Dewan Komisaris **Board of Commissioners**												
Julian Noor		√		√		√		√		√		Ã
Dadang Iskandar		√		√		√		√		√		Ã
Dwi Pudjiastuti Handayani		√		√		√		√		√		Ã
Reza Yamora Siregar		√		√		√		√		√		Ã
Arya Gumilar*)		√		√		√		√		√		Ã
Direksi **Board of Directors**												
Benedictus M Waworuntu		√		√		√		√		√		Ã
Maria Elvida Rita Dewi		√		√		√		√		√		Ã
Robbi Yanuar Walid		√		√		√		√		√		Ã
Beatrix Santi Anugrah		√		√		√		√		√		Ã
Delil Khairat		√		√		√		√		√		Ã

*) Lulus fit & proper test tanggal 9 Maret 2023 | Passed the fit & proper test on March 9, 2023

Penilaian Kinerja Dewan Komisaris dan Direksi

Performance Assessment of The Board of Commissioners and Board of Directors

Prosedur Pelaksanaan Penilaian Kinerja

Prosedur penilaian kinerja bagi Dewan Komisaris dan Direksi dilakukan melalui beberapa metode yang sejalan dengan penilaian Tata Kelola Perusahaan yang Baik. Prosedur penilaian dimulai dengan analisa dokumen, pengisian kuesioner, pelaksanaan wawancara, konsultasi dan pembahasan bersama, penetapan nilai, pemaparan hasil penilaian. Selanjutnya, penilaian diakhiri dengan penyusunan laporan hasil penilaian.

Performance Appraisal Implementation Procedure

The performance assessment procedure for the Board of Commissioners and Board of Directors is carried out through several methods in line with the Good Corporate Governance assessment. The assessment procedure starts with document analysis, questionnaire filling, interview implementation, consultation and joint discussion, score determination, presentation of assessment results. Furthermore, the assessment ends with the preparation of an assessment report.

Kriteria Dalam Penilaian

Kriteria penilaian Dewan Komisaris menggunakan *Company Corporate Governance Scorecard* yang mengacu pada pelaksanaan asesmen GCG dari Sekretaris Menteri Negara BUMN sebagai kuasa pemegang saham.

Criteria in Assessment

The criteria for assessing the Board of Commissioners use the Company Corporate Governance Scorecard, which refers to the implementation of GCG assessment from the Secretary of the State Minister of SOEs as the proxy of shareholders.

Aspek Aspects	**Indikator** Indicator	**Parameter** Parameter	**SP**	**SSP**	**SSSP**	**Bobot** Weight
Dewan Komisaris Board of Commissioners	12	43	168	86	0	35
Direksi Board of Directors	13	52	202	58	11	35

KOMITE-KOMITE DI BAWAH DEWAN KOMISARIS

Dalam menjalankan fungsi pengawasan, Dewan Komisaris dibantu oleh komite-komite, yang merupakan bagian dari organ pendukung di bawahnya. Selain agar fungsi pengawasan berjalan lebih efektif, komite-komite tersebut juga merupakan bagian dari penerapan tata kelola perusahaan yang baikyang terdiri dari :

1. Komite Audit;
2. Fungsi Nominasi dan Remunerasi;
3. Komite Pemantau Risiko Usaha;
4. Komite Tata Kelola Terintegrasi.

COMMITTEES UNDER THE BOARD OF COMMISSIONERS

In carrying out its supervisory function, the Board of Commissioners is assisted by committees, which are part of the supporting organs under it. In addition to making the supervisory function more effective, these committees are also part of the implementation of good corporate governance, which consists of :

1. Audit Committee;
2. Nomination and Remuneration Function;
3. Business Risk Monitoring Committee;
4. Integrated Governance Committee.

KOMITE AUDIT

Komite Audit dibentuk untuk membantu Dewan Komisaris dalam memantau dan memastikan efektivitas system pengendalian internal dan pelaksanaan tugas auditor internal dan auditor eksternal dengan melakukan pemantauan dan evaluasi atas perencanaan dan pelaksanaan audit dalam rangka menilai kecukupan pengendalian internal termasuk proses pelaporan keuangan.

Dasar Hukum

Dasar hukum pembentukan Komite Audit Perusahaan adalah sebagai berikut:

1. Undang-Undang Republik Indonesia No. 40 tahun 2007 tentang Perseroan Terbatas;
2. Peraturan Otoritas Jasa Keuangan No. 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik bagi Perusahaan Perasuransian;
3. Peraturan Menteri Badan Usaha Milik Negara Per-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara;
4. Peraturan Menteri Badan Usaha Milik Negara Per-09/MBU/2012 tentang Perubahan atas Peraturan Pemerintah BUMN No. Per-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara;
5. Peraturan Menteri Badan Usaha Milik Negara Per-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN;
6. Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara;
7. Surat Edaran Otoritas Jasa Keuangan No. 14/ SEOJK.05/2019 tentang Pembentukan, Susunan Keanggotaan, dan Masa Kerja Komite pada Dewan Komisaris Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah;
8. Surat Keputusan No. KEP-02/DK-INDONESIARE/III/2017 pada tanggal 10 Maret 2017.

Pedoman/Piagam Komite Audit

Piagam Komite Audit disusun untuk dijadikan sebagai acuan anggota dalam menjalankan tugas dan tanggung jawab dalam mendukung kegiatan Dewan Komisaris. Piagam telah ditandatangani dan disetujui oleh seluruh anggota Dewan Komisaris pada tanggal 15 November 2021 dan dapat disesuaikan dengan perkembangan/perubahan peraturan perundang-undangan yang berlaku dikemudian hari.

AUDIT COMMITTEE

The Audit Committee was formed to assist the Board of Commissioners in monitoring and ensuring the effectiveness of the internal control system and the implementation of the duties of internal auditors and external auditors by monitoring and evaluating the planning and implementation of audits in order to assess the adequacy of internal controls including the financial reporting process.

Legal Basis

The legal basis for the formation of the Company's Audit Committee is as follows:

1. Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies;
2. Financial Services Authority Regulation No. 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies;
3. Regulation of the Minister of State-Owned Enterprises Per-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises;
4. Regulation of the Minister of State-Owned Enterprises Per-09 / MBU / 2012 concerning Amendments to BUMN Government Regulation No. Per-01 / MBU / 2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises;
5. Regulation of the Minister of State-Owned Enterprises Per-12/MBU/2012 on Sup-porting Organs of the Board of Commissioners/Supervisory Board of SOEs;
6. Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S.MBU/2012 on Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises;
7. Circular Letter of the Financial Services Authority No. 14/SEJK.05/2019 on the Establishment, Membership Composition, and Working Period of Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Re-insurance Companies, and Sharia Reinsurance Companies;
8. Decision Letter No. KEP-02/DK-INDONESIARE/III/2017 on March 10, 2017.

Audit Committee Charter/Guidelines

The Audit Committee Charter is prepared to serve as a reference for members in carrying out their duties and responsibilities in supporting the activities of the Board of Commissioners. The Charter was signed and approved by all members of the Board of Commissioners on November 15, 2021 and can be adjusted to the development/changes in the prevailing laws and regulations in the future.

Tata Kelola Perusahaan
Good Corporate Governance

Kriteria Anggota Komite Audit

Piagam Komite Audit telah menjelaskan persyaratan keanggotaan antara lain:

1. Persyaratan Umum
   a. Memiliki integritas yang tinggi, kemampuan, pengetahuan, integritas yang baik, pengalaman kerja yang cukup serta mampu berkomunikasi secara efektif.
   b. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif bagi Perusahaan dan benturan kepentingan.
2. Persyaratan Keahlian
   a. Anggota Komite Audit dinilai memiliki keahlian di bidang audit, keuangan, dan/atau akuntansi atau akuntansi syariah apabila memenuhi kriteria:
      - Memiliki pengetahuan dan/atau pendidikan di bidang audit, keuangan, dan/atau akuntansi atau akuntansi syariah; dan
      - Memiliki pengalaman kerja paling sedikit 3 (tiga) tahun di bidang audit, keuangan, dan/atau akuntansi atau akuntansi syariah.
   b. Anggota Komite Audit yang memiliki keahlian di hukum dan/atau perasuransian apabila memenuhi kriteria;
      - Memiliki pengetahuan dan/atau pendidikan di bidang hukum dan/atau perasuransian; dan
      - Memiliki pengalaman kerja paling sedikit 3 (tiga) tahun di bidang hukum dan/atau perasuransian.
3. Anggota Komite Audit yang berasal dari Pihak Independen harus memenuhi ketentuan sebagai berikut:
   a. Memenuhi seluruh kompetensi yang dipersyaratkan;
   b. Memenuhi kriteria independensi;
   c. Mampu menjaga rahasia perusahaan;
   d. Memperhatikan kode etik yang berlaku;
   e. Tidak mengabaikan pelaksanaan tugas dan tanggung jawab sebagai Komite; dan
   f. Persyaratan lain yang ditetapkan sesuai peraturan yang berlaku.

Audit Committee Member Criteria

The Audit Committee Charter has explained the membership requirements, among others:

1. General Requirements
   a. Have high integrity, ability, knowledge, good integrity, sufficient work experience and able to communicate effectively.
   b. Have no personal interests/relationships that could have a negative impact on the Company and conflicts of interest.
2. Skill Requirements
   a. Audit Committee members are considered to have expertise in auditing, finance, and/or accounting or sharia accounting if they meet the criteria:
      - Have knowledge and/or education in auditing, finance, and/or accounting or sharia accounting; and
      - Have at least 3 (three) years of work experience in auditing, finance, and/or accounting or sharia accounting.
   b. Audit Committee members who have expertise in law and/or insurance if they meet the criteria;
      - Have knowledge and/or education in the field of law and/or insurance; and
      - Have work experience of at least 3 (three) years in the field of law and/or insurance.
3. Audit Committee members who come from Independent Parties must fulfill the fol-lowing conditions:
   a. Meet all required competencies;
   b. Meet the independence criteria;
   c. Able to maintain company secrets;
   d. Observe the applicable code of ethics;
   e. Not neglecting the implementation of duties and responsibilities as a Commit-tee; and
   f. Other requirements determined in accordance with applicable regulations.

Pengangkatan dan Pemberhentian Komite Audit

Ketua dan anggota Komite Audit diangkat dan diberhentikan oleh Komisaris Utama, yang diatur dalam Surat Keputusan Dewan Komisaris No. KEP-02/DK-INDONESIARE/III/2017 tanggal 10 Maret 2017 tentang Pengangkatan Anggota Komite Audit.

Appointment and Dismissal of Audit Committee

The Chairman and members of the Audit Committee are appointed and dismissed by the President Commissioner, as stipulated in the Decree of the Board of Commissioners No. KEP-02/DK-INDONESIARE/III/2017 dated March 10, 2017 on the Appointment of Audit Committee Members.

Komposisi Anggota Komite Audit

Komite Audit dipimpin oleh seorang Komisaris Independen dan beranggotakan pihak independen yang memiliki keahlian di bidang audit, keuangan, hukum, perasuransian, dan/atau akuntansi atau akuntansi syariah dalam hal Perusahaan tidak memiliki Komisaris Independen.

Composition of Audit Committee Members

The Audit Committee is chaired by an Independent Commissioner and consists of independent parties who have expertise in auditing, finance, law, insurance, and/or accounting or sharia accounting in the event that the Company does not have an Independent Commissioner.

Berikut komposisi dan dasar hukum pengangkatan Komite Audit Indonesia Re hingga Laporan Tahunan ini disampaikan:

The following is the composition and legal basis for the appointment of the Indonesia Re Audit Committee until this Annual Report is submitted:

Nama Name	**Jabatan** Position	**Jabatan di Indonesia Re** Position in Indonesia Re	**Dasar Pengangkatan** Basis for Appointment	**Masa Jabatan** Term of Office
Julian Noor	Anggota Member	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	• Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIARE/XII/2022. • Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/ DK-INDONESIARE/XII/2022.	Mengikuti masa jabatan sebagai komisaris independen 22 Juli 2021 s.d 22 Juli 2026 Following the term of office as independent commissioner July 22, 2021 to July 22, 2026
Dwi Pudjiastuti Handayani	Anggota Member	Komisaris Commissioner	• Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIARE/XII/2022. • Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/ DK-INDONESIARE/XII/2022.	Mengikuti masa jabatan sebagai komisaris 17 Oktober 2019 s.d 17 Oktober 2024 Following the term of office as commissioner October 17, 2019 to October 17, 2024
Djoko Sumarsono*)	Anggota Member	Pihak Independen Independent Party	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIARE/XII/2022. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIARE/XII/2022.	1 Januari 2020 s.d 1 Januari 2023 January 1, 2020 to January 1, 2023
Fanita Meilisa	Anggota Member	Pihak Independen Independent Party	• Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIARE/XII/2022. • Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/ DK-INDONESIARE/XII/2022.	17 Mei 2021 s.d 17 Mei 2024 May 17, 2021 to May 17, 2024

*) Sampai dengan 1 Januari 2023 | Until January 1, 2023

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Profil Anggota Komite Audit

Penjelasan terkait profil Ketua dan Anggota Komite Audit disajikan pada bab Profil Perusahaan dalam buku Laporan Tahunan ini.

Profile of Audit Committee Members

An explanation of the profile of the Chairman and Members of the Audit Committee is presented in the Company Profile chapter in this Annual Report.

Independensi Anggota Komite Audit

Komite yang dibentuk Dewan Komisaris harus bertindak secara independen, mandiri, dan profesional serta bebas dari benturan kepentingan dan pengaruh atau tekanan dari pihak manapun dalam melaksanakan tugas dan tanggung jawab yang dimilikinya.

Independence of Audit Committee Members

Committees formed by the Board of Commissioners must act in an independent, autonomous, and professional manner and free from conflicts of interest and influence or pressure from any party in carrying out their duties and responsibilities.

Aspek Independensi Independence Aspect	**Reza Yamora Siregar**	**Julian Noor**	**Dwi Pudjiastuti H.**	**Djoko Sumarsono*)**	**Fanita Meilisa**	**Wahyuni Sri Utami**)**
Tidak memiliki hubungan kepengurusan di Perusahaan Has no management relationship in Company	√	√	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan No shareholding relationship in Company	√	√	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan Direksi No family relationship with the holder shares, Board of Commissioners and Directors	√	√	√	√	√	√

*) Sampai dengan 1 Januari 2023 | Until January 1, 2023
**) Mulai 1 Februari 2023 | Starting February 1, 2023

Masa Jabatan Anggota Komite Audit

Masa kerja anggota Komite yang bukan merupakan anggota Dewan Komisaris Perusahaan sama dengan masa kerja anggota Dewan Komisaris yang ditetapkan dalam Anggaran Dasar Perusahaan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikan sewaktu-waktu.

Term of Office of Audit Committee Members

The term of office of Committee members who are not members of the Board of Commissioners of the Company is the same as the term of service of members of the Board of Commissioners as stipulated in the Company's Articles of Association, without prejudice to the right of the Board of Commissioners to dismiss them at any time.

Tugas dan Tanggung Jawab Komite Audit

Komite Audit bertugas membantu Dewan Komisaris dalam memantau dan memastikan efektivitas sistem pengendalian internal dan pelaksanaan tugas auditor internal dan auditor eksternal meliputi:

1. Menilai pelaksanaan kegiatan serta hasil audit yang dilaksanakan oleh auditor internal maupun auditor eksternal;
2. Memberikan rekomendasi mengenai penyempurnaan sistem pengendalian internal serta pelaksanaannya;

Duties and Responsibilities of the Audit Committee

The Audit Committee is tasked with assisting the Board of Commissioners in monitoring and ensuring the effectiveness of internal controls and the implementation of the duties of internal auditors and external auditors, including:

1. Assessing the implementation of activities and the results of audits conducted by internal and external auditors;
2. Provide recommendations on improving the internal control system and its implementation;

3. Memastikan Direksi melakukan tindak lanjut atas hasil temuan auditor internal, auditor eksternal, dan hasil pengawasan Otoritas Jasa Keuangan terhadap Perusahaan;
4. Me-reviu penunjukan auditor eksternal dan memberikan rekomendasi kepada Dewan Komisaris terkait penunjukan calon auditor eksternal;
5. Memastikan laporan keuangan sesuai dengan standar akuntansi yang berlaku di Indonesia dan ketentuan peraturan perundangan-undangan di bidang perasuransian;
6. Mengevaluasi piagam Komite Audit secara berkala disesuaikan dengan perkembangan ketentuan peraturan perundang-undangan.
7. Melakukan identifikasi hal-hal lain yang menurut Komite Audit memerlukan perhatian Dewan Komisaris; dan
8. Melakukan penugasan lain dari Dewan Komisaris sepanjang penugasan tersebut telah ditetapkan dalam piagam Komite Audit.

3. Ensure that the Board of Directors follows up on the findings of internal auditors, external auditors, and the results of the Financial Services Authority's supervision of the Company;
4. Review the appointment of external auditors and provide recommendations to the Board of Commissioners regarding the appointment of external auditor candidates;
5. Ensure that the financial statements are in accordance with applicable accounting standards in Indonesia and the provisions of laws and regulations in the field of insurance;
6. Evaluate the Audit Committee charter periodically in accordance with the development of laws and regulations.
7. Identify other matters that according to the Audit Committee require the attention of the Board of Commissioners; and
8. Performing other assignments from the Board of Commissioners as long as the assignment has been stipulated in the Audit Committee charter.

Kewenangan Komite

Komite dapat mengakses catatan atau informasi tentang sistem pengendalian internal, laporan keuangan perusahaan, tingkat kesehatan perusahaan, kinerja eksternal maupun internal auditor, dan data lainnya milik Perusahaan yang berkaitan dengan wewenang dan/atau pelaksanaan tugas Komite Audit.

Committee Authority

The Committee can access records or information about the internal control system, the company's financial statements, the company's health level, the performance of external and internal auditors, and other data belonging to the Company relating to the authority and / or implementation of the Audit Committee's duties.

Rapat Komite Audit

Komite harus melakukan rapat Komite setidaknya 1 (satu) kali dalam 3 (tiga) bulan, baik secara langsung melalui telekonferensi, video konferensi atau sarana media elektronik lainnya dengan agenda yang telah disetujui sebelumnya untuk setiap pertemuan.

Audit Committee Meeting

The Committee shall conduct Committee meetings at least 1 (one) time in 3 (three) months, either in person via teleconference, video conference or other electronic media means with a pre-approved agenda for each meeting.

Sepanjang tahun 2022, Komite Audit telah melangsungkan 14 kali rapat dengan agenda sebagai berikut:

Throughout 2022, the Audit Committee held 14 meetings with the following agenda:

Tanggal Rapat Meeting Date	Agenda	Agenda
Rabu, 12 Januari 2022 Wednesday, January 12, 2022	1. Pembahasan Progres Audit Laporan Keuangan Tahun 2021; 2. Lain-lain	1. Discussion of Audit Progress of Financial Statements for 2021; 2. Others
Rabu, 19 Januari 2022 Wednesday, January 19, 2022	Pembahasan analisa komite audit atas LHU per 31 Desember 2021	Discussion of the audit committee's analysis of the LHU as of December 31, 2021
Kamis, 17 Februari 2022 Thursday, February 17, 2022	Pembahasan analisa komite audit atas LHU per 31 Januari 2022	Discussion of the audit committee's analysis of the LHU as of January 31, 2022
Senin, 21 Februari 2022 Monday, February 21, 2022	1. Pembahasan Progres Audit Laporan Keuangan Tahun 2021; 2. Lain-lain	1. Discussion of Audit Progress of Financial Statements for 2021; 2. Others

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Tanggal Rapat Meeting Date	Agenda	Agenda
Kamis, 17 Maret 2022 Thursday, March 17, 2022	Pembahasan analisa komite audit atas LHU per 28 Februari 2022	Discussion of the audit committee's analysis of the LHU as of February 28, 2022
Senin, 18 April 2022 Monday, April 18, 2022	Pembahasan analisa komite audit atas LHU per 31 Maret 2022	Discussion of the audit committee's analysis of the LHU as of March 31, 2022
Rabu, 25 Mei 2022 Wednesday, May 25, 2022	Pembahasan analisa komite audit atas LHU per 30 April 2022	Discussion of the audit committee's analysis of the LHU as of April 30, 2022
Senin, 20 Juni 2022 Monday, June 20, 2022	Pembahasan analisa komite audit atas LHU per 31 Mei 2022	Discussion of the audit committee's analysis of the LHU as of May 31, 2022
Selasa, 19 Juli 2022 Tuesday, July 19, 2022	Pembahasan analisa komite audit atas LHU per 30 Juni 2022	Discussion of the audit committee's analysis of the LHU as of June 30, 2022
Selasa, 16 Agustus 2022 Tuesday, August 16, 2022	Pembahasan analisa komite audit atas LHU Per 31 Juli 2022	Discussion of the audit committee's analysis of the LHU as of July 31, 2022
Senin, 19 September 2022 Monday, September 19, 2022	Pembahasan analisa komite audit atas LHU Per 31 Agustus 2022	Discussion of the audit committee's analysis of the LHU as of August 31, 2022
Kamis, 20 Oktober 2022 Thursday, October 20, 2022	Pembahasan analisa komite audit atas LHU Per 30 September 2022	Discussion of the audit committee's analysis of the LHU as of September 30, 2022
Jumat, 18 November 2022 Friday, November 18, 2022	Pembahasan analisa komite audit atas LHU Per 31 Oktober 2022	Discussion of the audit committee's analysis of the LHU as of October 31, 2022
Jumat, 16 Desember 2022 Friday, December 16, 2022	Pembahasan analisa komite audit atas LHU Per 30 November 2022	Discussion of the audit committee's analysis of the LHU as of November 30, 2022

Adapun tingkat kehadiran masing-masing anggota komite adalah sebagai berikut:

The attendance level of each committee member is as follows:

Nama Name	**Jabatan** Position	**Jumlah Rapat** Number of Meetings	**Jumlah Kehadiran** Total Attendance	**Persentase Kehadiran (%)** Attendance Percentage (%)
Reza Yamora Siregar	Ketua | Chair	14	14	100
Julian Noor	Anggota Member	14	14	100
Dwi Pudjiastuti Handayani	Anggota Member	14	13	93
Djoko Sumarsono*)	Anggota Member	14	14	100
Fanita Meilisa	Anggota Member	14	14	100

*) Sampai dengan 1 Januari 2023 | Until January 1, 2023

Remunerasi Komite Audit

Sesuai PER-06/MBU/04/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN dan No. KEP-11/DKINDONESIARE/XII/2022 tentang Pembentukan Komite Audit PT Reasuransi Indonesia Utama (Persero), ditetapkan remunerasi komite audit adalah 20% dari gaji Direktur Utama setiap bulannya yang dibebankan pada anggaran Perusahaan.

Audit Committee Remuneration

In accordance with PER-06/MBU/04/2021 concerning Supporting Organs of the Board of Commissioners / Supervisory Board of SOEs and No. KEP-11/DKINDONESIARE/XII/2022 concerning the Establishment of the Audit Committee of PT Reasuransi Indonesia Utama (Persero), it is stipulated that the remuneration of the audit committee is 20% of the President Director's salary each month which is charged to the Company's budget.

Pelaksanaan Program Kerja Komite Audit

1. Sepanjang tahun buku 2022, Komite Audit telah merealisasikan serangkaian kegiatan, yaitu:
   a. Mendukung Dewan Komisaris dalam pengawasan terhadap kinerja Perusahaan
   b. Menganalisa dan memberikan rekomendasi mengenai rancangan RKA Perusahaan.
   c. Menganalisa dan memberikan rekomendasi mengenai Laporan Manajemen.
   d. Menganalisa dan memberikan rekomendasi mengenai Laporan Keuangan Perusahaan.
2. Melakukan Pengawasan dan evaluasi kegiatan Kantor Akuntan Publik agar berjalan secara profesional.
   a. Menganalisa dan memberikan rekomendasi tentang penunjukan Kantor Akuntan Publik sebagai usulan Dewan Komisaris dalam RUPS Tahunan.
   b. Memantau dan mengevaluasi kinerja Kantor Akuntan Publik dalam pelaksanaan audit Laporan Tahunan.
   c. Memantau tindak lanjut atas temuan Kantor Akuntan Publik.
   d. Memastikan independensi dan objektivitas akuntan publik.
3. Mendukung Dewan Komisaris dalam upaya peningkatan kinerja Internal Auditor
   a. Melakukan reviu atas laporan hasil audit Internal Auditor.
   b. Melaksanakan pemantauan kinerja Internal Auditor.
   c. Melaksanakan pemantauan tindak lanjut temuan Internal Auditor.
   d. Meminta Direksi untuk menindaklanjuti hasil temuan pemeriksaan auditor internal.
   e. Memberikan tanggapan atas rencana Audit dan masalah-masalah yang ditemukan oleh Auditor Internal serta merekomendasikan pemeriksaan khusus bila terdapat dugaan kecurangan/penyimpangan atas hukum dan peraturan yang berlaku.
   f. Menyetujui Piagam Audit Internal.
4. Membantu Dewan Komisaris dalam pengawasan atas penerapan prinsip- prinsip Tata Kelola Perusahaan yang Baik
   a. Memantau penerapan Tata Kelola Perusahaan yang Baik dengan melakukan telaah terhadap laporan penerapan Tata Kelola Perusahaan yang Baik
   b. Memastikan bahwa laporan-laporan yang disampaikan kepada OJK serta instansi lain yang berkepentingan telah dilaksanakan dengan benar, tepat waktu dan memastikan Perusahaan telah mematuhi ketentuan dan peraturan perundangan yang berlaku

Implementation of Audit Committee Work Program

1. Throughout the 2022 financial year, the Audit Committee has realized a series of activities, namely:
   a. Supporting the Board of Commissioners in monitoring the Company's performance
   b. Analyze and provide recommendations on the Company's draft RKA.
   c. Analyze and provide recommendations on Management Reports.
   d. Analyze and provide recommendations regarding the Company's Financial Statements.
2. Supervise and evaluate the activities of the Public Accounting Firm to run professionally.
   a. Analyze and provide recommendations on the appointment of the Public Accounting Firm as proposed by the Board of Commissioners in the Annual GMS.
   b. Monitor and evaluate the performance of the Public Accounting Firm in conducting the audit of the Annual Report.
   c. Monitor follow-up on the findings of the Public Accounting Firm.
   d. Ensure the independence and objectivity of public accountants.
3. Support the Board of Commissioners in efforts to improve the performance of the Internal Auditor
   a. Reviewing the Internal Auditor's audit report.
   b. Carry out monitoring of Internal Auditor performance.
   c. Carry out follow-up monitoring of Internal Auditor findings.
   d. Requesting the Board of Directors to follow up on the findings of the internal auditor's audit.
   e. Provide responses to the Audit plan and problems found by the Internal Auditor and recommend special examinations if there are allegations of fraud / violations of applicable laws and regulations.
   f. Approved the Internal Audit Charter.
4. Assist the Board of Commissioners in monitoring the implementation of Good Corporate Governance principles.
   a. Monitor the implementation of Good Corporate Governance by reviewing the Good Corporate Governance implementation report.
   b. Ensure that reports submitted to the OJK and other interested institutions have been carried out correctly, on time and ensure that the Company has complied with applicable laws and regulations.

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c. Mengambil langkah yang diperlukan untuk memenuhi *area of improvement* yang menjadi kewenangan Dewan Komisaris.
d. Memantau penyelesaian rekomendasi hasil asesmen/ penilaian mandiri penerapan Tata Kelola Perusahaan Yang Baik oleh Direksi.

5. Menyusun Laporan Berkala Kegiatan Komite Audit
   a. Menyusun laporan kegiatan triwulanan.
   b. Menyusun dan menyampaikan program kerja tahun 2022.
   c. Menyusun laporan kegiatan tahun 2021. d. Melakukan evaluasi atas Piagam Komite Audit.
   d. Melakukan evaluasi atas piagam komite audit
6. Peningkatan kompetensi anggota Komite Audit
   a. Mengikuti workshop/seminar.
   b. Melakukan tolok ukur.
7. Melakukan penugasan khusus yang diberikan oleh Dewan Komisaris.

c. Take the necessary steps to fulfill the areas of improvement under the authority of the Board of Commissioners.
d. Monitor the completion of recommendations resulting from the assessment/self-assessment of the implementation of Good Corporate Governance by the Board of Directors.

5. Prepare Periodic Reports on Audit Committee Activities
   a. Compile quarterly activity reports.
   b. Develop and submit a work program for 2022.
   c. Prepare an activity report for 2021. d. Evaluate the Audit Committee Charter .
   d. Evaluate the audit committee charter
6. Increased competency of Audit Committee members
   a. Attend workshops/seminars.
   b. Conduct benchmarking.
7. Perform special assignments given by the Board of Commissioners.

Temuan Komite Audit dan Tindak Lanjut

Sepanjang tahun 2022 Komite Audit tidak memiliki temuan.

Audit Committee Findings and Follow-up

Throughout 2022 the Audit Committee had no findings.

Pengembangan Kompetensi Komite Audit

Audit Committee Competency Development

Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
Julian Noor	Leading From The Chair: Wisdom & Skills for Board	ISEA	11 Februari 2022 February 11, 2022 Zoom Meeting
	In recognition of attendance and completion as PARTICIPANT at 8th AAUI International Insurance Seminar with theme Capturing sustainability & Competitiveness : Respone to Global Change	AAUI	29 Maret 2022 March 29, 2022 Zoom Meeting
	AAMAI Internasional Webinar Managing Environmental, Social and Governance Risks In Insurance Business	AAMAI	22 Maret 2022 March 22, 2022 Zoom Meeting
	Asia Insurtech Conference	Asia Insurance Review	27-28 April 2022 April 27-28, 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	30-31 Mei 2022 May 30-31, 2022 Zoom Meeting
	"Nonbank Financial Institution (NBFI) Assesor Summit 2022"	OJK	11 Oktober 2022 October 11, 2022 Jakarta
	Indonesia Rendezvous "Toward Sustainable Future and Inclusive Growth"	AAUI	12-15 Oktober 2022 October 12-15, 2022 Bali
	"Supporting A Strong, Inclusive and Subtainable Recovery"	AAUI	16-18 Oktober 2022 October 16-18, 2022 Bali
	Sebagai Pembicara seminar Potensi Resesi Ekonomi Global dan Dampaknya Pada Risiko Usaha Perasuransian di Indonesia As a seminar speaker on the Potential of Global Economic Recession and its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Bali

Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
Reza Yamora Siregar	CRGP LEVEL IV ISO 31000 & COSO	RAP	12 - 13 April 2022(Untuk Pelatihan) dan 14 April 2022 (Tanggal Ujian) Zoom Meeting
	Managing Retational Risk In Time Of Crisis	RAP	25-26 Agustus 2022 Zoom Meeting
Dwi Pudjiastuti Handayani	Tata Kelola Korporat di Indonesia serta perkembangannya selama 10 tahun terakhir Corporate Governance in Indonesia and its development over the last 10 years	Indonesia Instiitute For Corporate Directorship	09 Agustus 2022 August 09, 2022 Zoom Meeting
	Internal Audit, Fraud Detection and Investigation	GRC MANAJEMEN	18 November 2022 November 18, 2022 Via Zoom Meeting
	Potensi Resesi Ekonomi Global dan Dampaknya pada risiko usaha Perasuransian di Indonesia Potential Global Economic Recession and Its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting
	Konferensi Nasional Profesional Manajemen Risiko VIII "ESG Investing And Risk Mitigation" National Conference of Risk Management Professionals VIII "ESG Investing and Risk Mitigation"	LSPMR	1-2 Desember 2022 December 1-2, 2022 Zoom Meeting
Djoko Sumarsono	Kawal Produk Dalam Negeri Untuk Bangsa Mandiri Guard Domestic Products for an Independent Nation	BPKP	14 Juni 2022 June 14, 2022 Zoom Meeting
	Rapat Koordinasi Teknis Pengawasan Intern Internal Audit Technical Coordination Meeting	BPKP	28 Juni 2022 June 28, 2022 Zoom Meeting
	Memperkuat Peran Komite Audit Strengthening the Role of the Audit Committee	KBUMN	17 November 2022 November 17, 2022 Zoom Meeting
	Peran Organ Pengelola Risiko dalam Risk Management Role of Risk Management Organizations in Risk Management	KBUMN	08 Desember 2022 December 08, 2022 Zoom Meeting
Fanita Meilisa	Memperkuat Peran Komite Audit Strengthening the Role of the Audit Committee	KBUMN	17 November 2022 November 17, 2022 Zoom Meeting
	Peran Organ Pengelola Risiko dalam Risk Management Role of Risk Management Organizations in Risk Management	KBUMN	08 Desember 2022 December 08, 2022 Zoom Meeting

KOMITE NOMINASI DAN REMUNERASI

Komite Nominasi dan Remunerasi dibentuk untuk membantu Dewan Komisaris dalam melaksanakan fungsi dan tugas Dewan Komisaris terkait remunerasi dan nominasi bagi anggota Direksi, anggota Dewan Komisaris dan pegawai secara keseluruhan.

NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee was established to assist the Board of Commissioners in carrying out the functions and duties of the Board of Commissioners related to remuneration and nomination for members of the Board of Directors, members of the Board of Commissioners and employees as a whole.

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Dasar Hukum

Pembentukan Komite Nominasi dan remunerasi Reasuransi Indonesia Re mengacu pada dasar hukum yang meliputi:

1. Undang-Undang Republik Indonesia No. 19 Tahun 2003 tanggal 19 Juni 2013 tentang Badan Usaha Milik Negara;
2. Undang-Undang Republik Indonesia No. 40 Tahun 2007 tanggal 16 Agustus 2007 tentang Perseroan Terbatas;
3. Peraturan Pemerintah No. 77 Tahun 2015 tentang Penggabungan Perusahaan Perseroan (Persero) PT Reasuransi Umum Indonesia ke dalam Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama (Persero);
4. Peraturan Menteri Badan Usaha Milik Negara Per-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara;
5. Peraturan Menteri Badan Usaha Milik Negara Per06/MBU/04/2021 tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara No. Per-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN;
6. Peraturan Otoritas Jasa Keuangan No. 43/POJK.05/2019 tentang Perubahan Atas Peraturan Otoritas Jasa Keuangan No. 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik bagi Perusahaan Perasuransian;
7. Surat Edaran Otoritas Jasa Keuangan No. 16/SEOJK.05/2014 tentang Komite pada Dewan Komisaris Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah;
8. Surat Edaran Otoritas Jasa Keuangan No. 14/SEOJK.05/2019 tentang Pembentukan, Susunan Keanggotaan, dan Masa Kerja Komite pada Dewan Komisaris Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah;
9. Keputusan Menteri Badan Usaha Milik Negara No.SK-157/MBU/07/2019 tanggal 19 Juli 2019, SK-240/MBU/10/2019 tanggal 17 Oktober 2019 dan SK-95/MBU/03/2021 tanggal 22 Maret 2021 mengenai Pemberhentian, Pengangkatan dan Pengalihan Tugas Anggota-anggota Dewan Komisaris Perusahaan Reasuransi dan Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama (Persero).

Legal Basis

The establishment of the Nomination and Remuneration Committee of Indonesia Re refers to the legal basis which includes:

1. Law of the Republic of Indonesia No. 19 Year 2003 dated June 19, 2013 on State-Owned Enterprises;
2. Law of the Republic of Indonesia No. 40 of 2007 dated August 16, 2007 concerning Limited Liability Companies;
3. Government Regulation No. 77 of 2015 on the Merger of PT Reasuransi Umum Indonesia (Persero) into PT Reasuransi Indonesia Utama (Persero);
4. Regulation of the Minister of State-Owned Enterprises Per-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises;
5. Regulation of the Minister of State-Owned Enterprises Per06/MBU/04/2021 concerning Amendments to Regulation of the Minister of State-Owned Enterprises No. Per-12/MBU/2012 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of SOEs;
6. Financial Services Authority Regulation No. 43/POJK.05/2019 concerning Amendments to Financial Services Authority Regulation No. 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies;
7. Circular Letter of the Financial Services Authority No. 16/SEOJK.05/2014 concerning Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies;
8. Circular Letter of the Financial Services Authority No. 14/SEOJK.05/2019 on the Establishment, Membership Composition, and Working Period of Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies;
9. Decree of the Minister of State-Owned Enterprises No.SK-157/MBU/07/2019 dated July 19, 2019, SK-240/MBU/10/2019 dated October 17, 2019 and SK-95/MBU/03/2021 dated March 22, 2021 concerning the Dismissal, Appointment and Transfer of Duties of Members of the Board of Commissioners of Reinsurance Company and Company (Persero) PT Reasuransi Indonesia Utama (Persero).

Pedoman/Piagam Komite Nominasi dan Remunerasi

Perusahaan telah menyusun Piagam Komite Nominasi dan Remunerasi sebagai pedoman tata tertib kerja bagi Komite Nominasi dan Remunerasi dalam menjalankan tugas dan tanggung jawabnya. Piagam telah disahkan dan ditandatangani oleh seluruh anggota Dewan Komisaris pada tanggal 15 November 2021.

Nomination and Remuneration Committee Guidelines/ Charter

The Company has prepared a Nomination and Remuneration Committee Charter as a guideline for the Nomination and Remuneration Committee in carrying out its duties and responsibilities. The Charter has been ratified and signed by all members of the Board of Commissioners on November 15, 2021.

Kriteria Anggota Komite Nominasi dan Remunerasi

1. Persyaratan Umum
   a. Memiliki integritas yang tinggi, kemampuan, pengetahuan, integritas yang baik, pengalaman kerja yang cukup serta mampu berkomunikasi secara efektif.
   b. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif bagi Perusahaan dan benturan kepentingan.
2. Persyaratan Keahlian
   a. Pejabat Eksekutif Perusahaan yang membawahkan bidang sumber daya manusia atau perwakilan pegawai yang menjadi anggota Komite harus memiliki pengetahuan mengenai sistem remunerasi, nominasi dan rencana suksesi Perusahaan;
   b. Dalam hal Perusahaan membentuk Komite Nominasi dan Remunerasi secara terpisah maka keanggotaan masing-masing Komite adalah sebagaimana dimaksud pada huruf A Susunan Keanggotaan Komite Nominasi dan Remunerasi;
   c. Dalam hal Perusahaan membentuk Komite Nominasi dan Remunerasi secara terpisah maka Pejabat Eksekutif Perusahaan atau perwakilan pegawai yang menjadi:
      - Anggota Komite remunerasi harus memiliki pengetahuan mengenai sistem remunerasi Perusahaan; dan
      - Anggota Komite nominasi harus memiliki pengetahuan mengenai sistem nominasi dan rencana suksesi Perusahaan.
3. Anggota Komite Nominasi dan Remunerasi yang berasal dari Pihak Independen harus memenuhi ketentuan sebagai berikut:
   a. Memenuhi seluruh kompetensi yang dipersyaratkan;
   b. Memenuhi kriteria independensi;
   c. Mampu menjaga rahasia perusahaan
   d. Memperhatikan kode etik yang berlaku;
   e. Tidak mengabaikan pelaksanaan tugas dan tanggung jawab sebagai Komite; dan
   f. Persyaratan lain yang ditetapkan sesuai peraturan yang berlaku.

Pengangkatan dan Pemberhentian Komite Nominasi dan Remunerasi

Anggota Komite diangkat dan diberhentikan berdasarkan hasil keputusan rapat Dewan Komisaris dan dituangkan ke dalam Keputusan Dewan Komisaris.

Nomination and Remuneration Committee Member Criteria

1. General Requirements
   a. Have high integrity, ability, knowledge, good integrity, sufficient work experience and able to communicate effectively.
   b. Have no personal interests/relationships that could have a negative impact on the Company and conflicts of interest.
2. Skill Requirements
   a. The Company's Executive Officer in charge of human resources or employee representatives who are members of the Committee must have knowledge of the Company's remuneration system, nomination and succession planning;
   b. In the event that the Company establishes a separate Nomination and Remuneration Committee, the membership of each Committee is as referred to in letter A of the Nomination and Remuneration Committee Membership Composition;
   c. In the event that the Company establishes a separate Nomination and Remuneration Committee, the Company's Executive Officer or employee representative who becomes:
      - Remuneration Committee members must have knowledge of the Company's remuneration system; and
      - Nomination Committee members should have knowledge of the Company's nomination system and succession plan.
3. Members of the Nomination and Remuneration Committee who come from Independent Parties must fulfill the following conditions:
   a. Meet all required competencies;
   b. Meet the independence criteria;
   c. Able to maintain company secrets
   d. Observe the applicable code of ethics;
   e. Not neglecting the implementation of duties and responsibilities as a Commit-tee; and
   f. Other requirements determined in accordance with applicable regulations.

Appointment and Dismissal of Nomination and Remuneration Committee

Members of the Committee are appointed and dismissed based on the decision of the Board of Commissioners meeting and set forth in the Decision of the Board of Commissioners.

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Komposisi Anggota Komite Nominasi dan Remunerasi

Komposisi keanggotaan Komite Nominasi dan Remunerasi Perusahaan terdiri dari ketua yang merupakan Komisaris Independen dan anggota yang merupakan Komisaris Independen Perusahaan atau pejabat eksekutif Perusahaan yang membawahi bidang sumber daya manusia.

Berikut komposisi dan dasar hukum pengangkatan Komite Nominasi dan Remunerasi Indonesia Re per 31 Desember 2022:

Composition of Nomination and Remuneration Committee Members

The membership composition of the Company's Nomination and Remuneration Commit-tee consists of a chairman who is an Independent Commissioner and members who are Independent Commissioners of the Company or executive officers of the Company in charge of human resources.

The following is the composition and legal basis for the appointment of the Nomination and Remuneration Committee of Indonesia Re as of December 31, 2022:

Nama Name	**Jabatan** Position	**Jabatan di Indonesia Re** Position in Indonesia Re	**Dasar Penetapan** Basis for Determination	**Masa Jabatan** Term of Office
Dwi Pudjiastuti Handayani	Ketua Chair	Komisaris Commissioner	Surat Keputusan Dewan Komisaris No. KEP-05/DK-INDONESIARE/II/2022 Board of Commissioners Decree No. KEP-05/DK-INDONESIARE/II/2022	Mengikuti masa jabatan sebagai Komisaris 17 Oktober 2019 s.d 17 Oktober 2024 Following the term of office as Commissioner October 17, 2019 to October 17, 2024
Julian Noor	Anggota Member	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Surat Keputusan Dewan Komisaris No. KEP-05/DK-INDONESIARE/II/2022 Board of Commissioners Decree No. KEP-05/DK-INDONESIARE/II/2022	Mengikuti masa jabatan sebagai Komisaris Independen 22 Juli 2021 s.d 22 Juli 2026 Following the term of office as Independent Commissioner July 22, 2021 to July 22, 2026
Dadang Iskandar	Anggota Member	Komisaris Commissioner	Surat Keputusan Dewan Komisaris No. KEP-05/DK-INDONESIARE/II/2022 Board of Commissioners Decree No. KEP-05/DK-INDONESIARE/II/2022	Mengikuti masa jabatan sebagai Komisaris 17 Oktober 2019 s.d 17 Oktober 2024 Following the term of office as Commissioner October 17, 2019 to October 17, 2024

Profil Anggota Komite Nominasi dan Remunerasi

Penjelasan terkait profil Ketua dan Anggota Komite Nominasi dan Remunerasi disajikan pada bab Profil Perusahaan dalam buku Laporan Tahunan ini.

Profile of Nomination and Remuneration Committee Members

An explanation of the profile of the Chairman and Members of the Nomination and Remuneration Committee is presented in the Company Profile chapter in this Annual Re-port.

Independensi Anggota Komite Nominasi dan Remunerasi

Komite yang dibentuk Dewan Komisaris harus bertindak secara independen, mandiri, dan profesional serta bebas dari benturan kepentingan dan pengaruh atau tekanan dari pihak manapun dalam melaksanakan tugas dan tanggung jawab yang dimilikinya.

Independence of Nomination and Remuneration Committee Members

Committees formed by the Board of Commissioners must act in an independent, autonomous, and professional manner, and free from conflicts of interest and influence or pressure from any party in carrying out their duties and responsibilities.

Aspek Independensi Independence Aspect	**Dwi Pudjiastuti Handayani**	**Julian Noor**	**Dadang Iskandar**	**Reza Yamora Siregar**
Tidak memiliki hubungan kepengurusan di Perusahaan Has no management relationship in Company	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan No shareholding relationship in Company	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan Direksi No family relationship with the shareholder, Board of Commissioners and Directors	√	√	√	√

Masa Jabatan Anggota Komite Nominasi dan Remunerasi

Sesuai PER-06/MBU/04/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN dan KEP-05/DK-INDONESIARE/II/2022 tentang Pembentukan Komite Nominasi dan Remunerasi PT Reasuransi Indonesia Utama (Persero), Masa jabatan Anggota Komite Nominasi dan Remunerasi paling lama 3 (tiga) tahun dan dapat diperpanjang 1 (satu) kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris/Dewan Pengawas untuk memberhentikannya sewaktu-waktu.

Term of Office of Nomination and Remuneration Committee Members

In accordance with PER-06/MBU/04/2021 concerning Supporting Organs of the Board of Commissioners / Supervisory Board of SOEs and KEP-05/DK-INDONESIARE/II/2022 concerning the Establishment of the Nomination and Remuneration Committee of PT Reasuransi Indonesia Utama (Persero), the term of office of the Nomination and Remuneration Committee Members is a maximum of 3 (three) years and can be extended 1 (one) time for 2 (two) years, without prejudice to the right of the Board of Commissioners / Supervisory Board to dismiss them at any time.

Tugas dan Tanggung Jawab Komite Nominasi dan Remunerasi

Di dalam pasal 2 Surat Keputusan Dewan Komisaris Perusahaan KEP-05/DK-INDONESIARE/II/2022 disebutkan bahwa tugas dan tanggung jawab Komite Nominasi dan Remunerasi adalah sebagai berikut:

Bidang Remunerasi:

1. Memastikan bahwa Perusahaan telah memiliki system remunerasi yang transparan dan menerapkan prinsip kehati-hatian dalam pemberian remunerasi, baik remunerasi yang bersifat tetap maupun bersifat variabel;
2. Melakukan evaluasi terhadap kebijakan remunerasi yang didasarkan atas kinerja, risiko, kewajaran, sasaran, dan strategi jangka panjang Perusahaan, pemenuhan cadangan sebagaimana diatur dalam ketentuan peraturan perundang-undangan dan potensi pendapatan Perusahaan di masa yang akan datang;
3. Melakukan evaluasi secara berkala terhadap penerapan kebijakan remunerasi;

Duties and Responsibilities of the Nomination and Remuneration Committee

Article 2 of the Company's Board of Commissioners Decree KEP-05/DK-INDONESIARE/II/2022 states that the duties and responsibilities of the Nomination and Remuneration Committee are as follows:

In Remuneration Aspect:

1. Ensure that the Company has a transparent remuneration system and applies prudential principles in providing remuneration, both fixed and variable remuneration;
2. Evaluate the remuneration policy based on performance, risk, fairness, goals and long-term strategy of the Company, fulfillment of reserves as stipulated in the provisions of laws and regulations and the potential income of the Company in the future;
3. Conduct periodic evaluations of the implementation of remuneration policies;

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4. Menyampaikan hasil evaluasi dan rekomendasi kepada Dewan Komisaris mengenai:
   - Struktur dan besaran remunerasi;
   - Kebijakan remunerasi bagi Direksi dan Dewan Komisaris untuk disampaikan kepada RUPS;
   - Kebijakan remunerasi bagi pegawai secara keseluruhan untuk disampaikan kepada Direksi;
5. Memastikan bahwa kebijakan remunerasi telah sesuai dengan ketentuan peraturan perundang-undangan;
6. Mengevaluasi piagam Komite secara berkala disesuaikan dengan perkembangan ketentuan peraturan perundang-undangan.

Bidang Nominasi:

1. Menyusun dan memberikan rekomendasi mengenai sistem dan prosedur penilaian, pemilihan, dan/atau penggantian anggota Direksi, anggota Dewan Komisaris, dan Pejabat Eksekutif Perusahaan kepada Dewan Komisaris;
2. Memberikan rekomendasi mengenai calon anggota Direksi dan/atau calon anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS;
3. Memberikan rekomendasi mengenai Pihak Independen yang akan menjadi anggota Komite Audit dan anggota Komite Pemantau Risiko kepada Dewan Komisaris;
4. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris; dan
5. Mengevaluasi piagam Komite secara berkala disesuaikan dengan perkembangan ketentuan peraturan perundang-undangan.

Hak dan Wewenang Komite Nominasi dan Remunerasi

Komite dapat mengakses catatan atau informasi tentang karyawan, dana, aset, serta sumber daya lainnya milik Perusahaan yang berkaitan dengan wewenang dan/ atau pelaksanaan tugas sebagai Komite Nominasi dan Remunerasi.

Rapat Komite Nominasi dan Remunerasi

Komite harus melakukan rapat Komite setidaknya 1 (satu) kali dalam 3 (tiga) bulan, baik secara langsung melalui telekonferensi, video konferensi atau sarana media elektronik lainnya dengan agenda yang telah disetujui sebelumnya untuk setiap pertemuan.

4. Submit evaluation results and recommendations to the Board of Commissioners regarding:
   - Structure and amount of remuneration;
   - Remuneration policy for the Board of Directors and Board of Commissioners to be submitted to the GMS;
   - Overall remuneration policy for employees to be submitted to the Board of Directors;
5. Ensure that the remuneration policy is in accordance with the provisions of laws and regulations;
6. Evaluate the Committee's charter periodically in accordance with the development of laws and regulations.

In Nomination Aspect:

1. Prepare and provide recommendations regarding the system and procedures for the assessment, selection, and/or replacement of members of the Board of Directors, members of the Board of Commissioners, and Executive Officers of the Company to the Board of Commissioners;
2. Provide recommendations regarding candidates for members of the Board of Directors and/or candidates for members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS;
3. Provide recommendations regarding Independent Parties who will become members of the Audit Committee and members of the Risk Monitoring Committee to the Board of Commissioners;
4. Assist the Board of Commissioners in assessing the performance of members of the Board of Directors and/or members of the Board of Commissioners; and
5. Evaluate the Committee's charter periodically in accordance with the development of laws and regulations.

Rights and Authorities of the Nomination and Remuneration Committee

The Committee may access records or information about employees, funds, assets, and other resources belonging to the Company relating to the authority and/or performance of duties as the Nomination and Remuneration Committee.

Nomination and Remuneration Committee Meeting

The Committee shall conduct Committee meetings at least 1 (one) time in 3 (three) months, either in person via teleconference, video conference or other electronic media means with a pre-approved agenda for each meeting.

Hingga akhir tahun buku 2022, Komite Nominasi dan Remunerasi menggelar rapat sebanyak 1 (satu) kali rapat. Berikut rinciannya.

Until the end of fiscal year 2022, the Nomination and Remuneration Committee held 1 (one) meeting. The following are the details.

Tanggal Date	**Agenda** Position	**Peserta Rapat** Meeting Participants
Rabu, 19 Januari 2022 Pukul 15.00 WIB s.d Selesai Wednesday, January 19, 2022 15.00 WIB to Finish	1. Pembahasan Usulan Calon Direksi dan Dewan Komisaris PT Reasuransi Syariah Indonesia; dan 2. Pembahasan Permintaan Talent Pool oleh Kementerian BUMN. 1. Discussion of Proposed Candidates for the Board of Directors and Board of Commissioners of PT Reasuransi Syariah Indonesia; and 2. Discussion of Talent Pool Request by the Ministry of SOEs.	5 orang | people

Adapun tingkat kehadiran masing-masing anggota komite adalah sebagai berikut:

The attendance level of each committee member is as follows:

Nama Name	**Jabatan** Position	**Jumlah Rapat** Number of Meetings	**Jumlah Kehadiran** Total Attendance	**Persentase Kehadiran** Attendance Percentage **(%)**
Dwi Pudjiastuti Handayani	Ketua | Chair	1	1	100%
Julian Noor	Anggota | Member	1	1	100%
Dadang Iskandar	Anggota | Member	1	1	100%
Riyuni Asih	Sekretaris Dewan Komisaris Secretary of the Board of Commissioners	1	1	100%
M. Tonas	Dewan Komisaris Board of Commissioners	1	1	100%

Remunerasi Komite Nominasi dan Remunerasi

Sesuai PER-06/MBU/04/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN dan KEP-05/DK-INDONESIARE/II/2022 tentang Pembentukan Komite Nominasi dan Remunerasi PT Reasuransi Indonesia Utama (Persero), remunerasi komite Nominasi dan Remunerasi adalah 20% dari gaji Direktur Utama setiap bulannya yang dibebankan pada anggaran Perusahaan.

Remuneration of Nomination and Remuneration Committee

In accordance with PER-06/MBU/04/2021 concerning Supporting Organs of the Board of Commissioners/ Supervisory Board of SOEs and KEP-05/DK-INDONESIARE/ II/2022 concerning the Establishment of the Nomination and Remuneration Committee of PT Reasuransi Indonesia Utama (Persero), the remuneration of the Nomination and Remuneration committee is 20% of the President Director's salary each month which is charged to the Company's budget.

Tata Kelola Perusahaan
Good Corporate Governance

Pelaksanaan Program Kerja Komite Nominasi dan Remunerasi

Realisasi kegiatan terkait dengan pelaksanaan program kerja sepanjang tahun 2022 adalah sebagai berikut:

Implementation of Nomination and Remuneration Committee Work Program

The realization of activities related to the implementation of work programs throughout 2022 is as follows:

No.	Program Program	Uraian Pelaksanaan Implementation Description
1	Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan kebijakan remunerasi dan Nominasi yang ditetapkan Direksi. Assist the Board of Commissioners in supervising the implementation of the remuneration and Nomination policies set by the Board of Directors.	a. Mengevaluasi efektivitas pelaksanaan Remunerasi dan Nominasi melalui penilaian atas kecukupan pengendalian intern serta pelaksanaan fungsi kepatuhan secara terintegrasi. b. Memberikan rekomendasi kepada Dewan Komisaris untuk penyempurnaan kebijakan Remunerasi dan Nominasi. c. Memantau penerapan kebijakan Remunerasi dan Nominasi dan tindak lanjut hasil evaluasi penerapan kebijakan Remunerasi dan Nominasi. d. Melakuka evaluasi atas Piagam Komite Remunerasi dan Nominasi. a. Evaluate the effectiveness of the implementation of Remuneration and Nomination through an assessment of the adequacy of internal control and the implementation of an integrated compliance function. b. Provide recommendations to the Board of Commissioners for the improvement of the Remuneration and Nomination policy. c. Monitor the implementation of the Remuneration and Nomination policy and follow-up on the evaluation results of the implementation of the Remuneration and Nomination policy. d. Conducting an evaluation of the Remuneration and Nomination Committee Charter.
2	Menyusun Laporan Berkala Kegiatan Komite Remunerasi dan Nominasi. Prepare a Periodic Report on the Activities of the Remuneration and Nomination Committee.	a. Menyusun laporan kegiatan Triwulanan. b. Menyusun dan menyampaikan program kerja tahun 2023. c. Menyusun laporan kegiatan tahun 2022. a. Compile quarterly activity reports. b. Develop and submit a work program for 2023. c. Compile an activity report for 2022.
3	Penngkatan kompetensi Komite Remunerasi dan Nominasi. Improving the competence of the Remuneration and Nomination Committee.	a. Mengikuti workshop/seminar. b. Melakukan benchmarking. a. Attend workshops/seminars. b. Conduct benchmarking.
4	Menjalankan penugasan khusus yang diberikan Dewan Komisaris Carrying out special assignments given by the Board of Commissioners	

Pengembangan Kompetensi Komite Nominasi dan Remunerasi

Competency Development of Nomination and Remuneration Committee

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Julian Noor	Leading From The Chair: Wisdom & Skills for Board	ISEA	11 Februari 2022 February 11, 2022 Zoom Meeting
	In recognition of attendance and completion as PARTICIPANT at 8th AAUI International Insurance Seminar with theme Capturing sustainability & Competitiveness: Respone to Global Change	AAUI	29 Maret 2022 March 29, 2022 Zoom Meeting
	AAMAI Internasional Webinar Managing Environmental, Social and Governance Risks In Insurance Business	AAMAI	22 Maret 2022 March 22, 2022 Zoom Meeting

Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
	Asia Insurtech Conference	Asia Insurance Review	27-28 April 2022 April 27-28, 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	30-31 Mei 2022 May 30-31, 2022 Zoom Meeting
	"Nonbank Financial Institution (NBFI) Assesor Summit 2022"	OJK	11 Oktober 2022 October 11, 2022 Jakarta
	Indonesia Rendezvous "Toward Sustainable Future and Inclusive Growth"	AAUI	12-15 Oktober 2022 October 12-15, 2022 Bali
	"Supporting A Strong, Inclusive and Subtainable Recovery"	AAUI	16-18 Oktober 2022 October 16-18, 2022 Bali
	Sebagai Pembicara seminar "Potensi Resesi Ekonomi Global dan Dampaknya Pada Risiko Usaha Perasuransian di Indonesia" As a seminar speaker on the Potential of Global Economic Recession and its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Bali
Dwi Pudjiastuti Handayani	Tata Kelola Korporat di Indonesia serta perkembangannya selama 10 tahun terakhir Corporate Governance in Indonesia and its development over the last 10 years	Indonesia Instiitute For Corporate Directorship	09 Agustus 2022 August 09, 2022 Zoom Meeting
	Internal Audit, Fraud Detection and Investigation	GRC MANAJEMEN	18 November 2022 November 18, 2022 Via Zoom Meeting
	Potensi Resesi Ekonomi Global dan Dampaknya pada risiko usaha Perasuransian di Indonesia Potential Global Economic Recession and Its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting
	Konferensi Nasional Profesional Manajemen Risiko VIII "ESG Investing And Risk Mitigation" National Conference of Risk Management Professionals VIII "ESG Investing and Risk Mitigation"	LSPMR	1-2 Desember 2022 December 1-2, 2022 Zoom Meeting
Dadang Iskandar	Managing Retational Risk In Time of Crisis Managing Retational Risk in Time of Crisis	RAP	25-26 Agustus 2022 August 25-26, 2022 Zoom Meeting
	Risk Assesment Technique ISO 31010	GRC Manajemen	25 - 26 April 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	31 Mei 2022 Zoom Meeting
	Tata Kelola Korporat di Indonesia serta perkembangannya selama 10 tahun terakhir Corporate Governance in Indonesia and its development over the last 10 years	Indonesia Instiitute For Corporate Directorship	09 Agustus 2022 August 09, 2022 Zoom Meeting
	Internal Audit, Fraud Detection and Investigation	GRC Manajemen	18 November 2022 November 18, 2022 Via Zoom Meeting
	Potensi Resesi Ekonomi Global dan Dampaknya pada risiko usaha Perasuransian di Indonesia Potential Global Economic Recession and Its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting

Tata Kelola Perusahaan
Good Corporate Governance

Kebijakan Suksesi Direksi

Pemerintah Republik Indonesia sebagai pemegang saham memiliki hak dan wewenang penuh untuk mengangkat anggota Direksi Indonesia Re. Oleh karena itu, Perusahaan tidak memiliki program suksesi Direksi yang secara khusus dilakukan untuk mempersiapkan calon anggota Direksi.

Meskipun demikian, Indonesia Re mengutamakan untuk menominasikan anggota Direksi dari kalangan internal kepada Pemegang Saham. Untuk itu, Indonesia Re melakukan program pengembangan karyawan secara berkesinambungan. Program suksesi Direksi Indonesia Re dilakukan secara berkesinambungan sesuai dengan kebutuhan dan perkembangan usaha Perusahaan. Program suksesi dilakukan dengan cara antara lain:

1. Program pendidikan dan pelatihan, baik yang dilakukan di internal Perusahaan atau yang diselenggarakan oleh pihak eksternal.
2. Pendelegasian wewenang.

Board of Directors Succession Policy

The Government of the Republic of Indonesia as the shareholder has the full right and authority to appoint members of the Board of Directors of Indonesia Re. Therefore, the Company does not have a Board of Directors succession program that is specifically con-ducted to prepare candidates for the Board of Directors.

Nevertheless, Indonesia Re prioritizes to nominate internal members of the Board of Directors to the Shareholders. For this reason, Indonesia Re conducts continuous employee development programs. The succession program of the Board of Directors of Indonesia Re is carried out on an ongoing basis in accordance with the needs and business development of the Company. The succession program is carried out by, among others:

1. Education and training programs, either conducted within the Company or organized by external parties.
2. Delegation of authority.

KOMITE PEMANTAU RISIKO

Komite Pemantau Risiko dibentuk untuk membantu Dewan Komisaris dalam memantau pelaksanaan Manajemen Risiko yang disusun oleh Direksi serta menilai toleransi risiko yang dapat diambil oleh Perusahaan.

Dasar Hukum

Pembentukan Komite Pemantau Risiko Usaha Indonesia Re mengacu pada dasar hukum yang meliputi:

1. Undang-Undang Nomor: 19 Tahun 2003 tentang Badan Usaha Milik Negara (Lembaran Negara Tahun 2003 Nomor 70, Tambahan Lembaran Negara Nomor 4297);
2. Undang-Undang Nomor: 40 Tahun 2007 tentang Perseroan Terbatas (Lembaran Negara Tahun 2007 Nomor 106, Tambahan Lembaran Negara Nomor 4756);
3. Peraturan Menteri Badan Usaha Milik Negara Nomor : PER-09/MBU/2012 tentang Perubahan Atas Peraturan Menteri Negara Badan Usaha Milik Negara Nomor PER01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (Good Corporate Governance) Pada Badan Usaha Milik Negara);
4. Peraturan Menteri Badan Usaha Milik Negara Nomor: PER-06/MBU/04/2021 tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara Nomor: PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara;

RISK MONITORING COMMITTEE

The Risk Monitoring Committee was established to assist the Board of Commissioners in monitoring the implementation of Risk Management prepared by the Board of Directors and assessing the risk tolerance that can be taken by the Company.

Legal Basis

The establishment of the Risk Monitoring Committee of Indonesia Re refers to the legal basis which includes:

1. Law Number: 19 of 2003 concerning State-Owned Enterprises (State Gazette of 2003 Number 70, Supplement to State Gazette Number 4297);
2. Law Number: 40 Year 2007 on Limited Liability Companies (State Gazette 2007 Number 106, Supplement to State Gazette Number 4756);
3. Regulation of the Minister of State-Owned Enterprises Number: PER-09/MBU/2012 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number PER01/MBU/2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises);
4. Regulation of the Minister of State-Owned Enterprises Number: PER-06/MBU/04/2021 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number: PER-12/MBU/2012 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises;

5. Peraturan Menteri Badan Usaha Milik Negara Nomor: PER-14/MBU/10/2021 tanggal 29 Oktober 2021, tentang Perubahan Kedua Atas Peraturan Menteri Badan Usaha Milik Negara Nomor: PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara;

6. Peraturan Otoritas Jasa Keuangan Nomor: 43/POJK.05/2019 tentang Perubahan Atas Peraturan Otoritas Jasa Keuangan Nomor: 73/POJK.05/2016 tentang Tata Kelola Perusahaan Yang Baik Bagi Perusahaan Perasuransian;

7. Surat Edaran Otoritas Jasa Keuangan Nomor: 14/SEOJK.05/2019 tanggal 22 Juli 2019 tentang Pembentukan, Susunan Keanggotaan, Dan Masa Kerja Komite Pada Dewan Komisaris Perusahaan Asuransi, Perusahaan Asuransi Syariah;
8. Keputusan Menteri Badan Usaha Milik Negara Nomor: SK-246/MBU/07/2021 tanggal 22 Juli 2021 mengenai Pemberhentian dan Pangangkatan Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama;
9. Keputusan Dewan Komisioner Otoritas Jasa Keuangan Nomor: KEP-55/KDK.05/2021 tanggal 22 Oktober 2021 tentang Hasil Penilaian Kemampuan dan Kepatutan Sdr. Julian Noor Selaku Calon Komisaris Utama/Independen PT Reasuransi Indonesia Utama;

10. Keputusan Dewan Komisioner Otoritas Jasa Keuangan Nomor: KEP-659/NB.11/2022 tanggal 31 Oktober 2022 tentang Hasil Penilaian Kemampuan dan Kepatutan Sdr. Setiawan Selaku Calon Komisaris Utama merangkap Komisaris Independen PT Asuransi Asei Indonesia;

11. Keputusan Dewan Komisioner Otoritas Jasa Keuangan Nomor: KEP-55/NB.21/2022 tanggal 29 November 2022 tentang Hasil Penilaian Kemampuan dan Kepatutan Sdr. Eko Wari Santoso Selaku Calon Komisaris Independen PT Reasuransi Syariah Indonesia;

12. Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-09/DK-INDONESIARE/XII/2022 tanggal 30 Desember 2022 tentang Pengangkatan Sdri. Meryati Bandjarnahor sebagai Anggota Komite Tata Kelola Terintegrasi Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama.
13. Piagam Komite Tata Kelola Terintegrasi Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama tanggal 15 November 2021.

5. Regulation of the Minister of State-Owned Enterprises Number: PER-14/MBU/10/2021 dated October 29, 2021, concerning the Second Amendment to the Regulation of the Minister of State-Owned Enterprises Number: PER-12/MBU/2012 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises;
6. Financial Services Authority Regulation Number: 43/POJK.05/2019 concerning Amendments to Financial Services Authority Regulation Number: 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies;
7. Circular Letter of the Financial Services Authority Number: 14/SEOJK.05/2019 dated July 22, 2019 concerning the Establishment, Membership Composition, and Working Period of Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies;
8. Decree of the Minister of State-Owned Enterprises Number: SK-246/MBU/07/2021 dated July 22, 2021 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama;
9. Decree of the Board of Commissioners of the Financial Services Authority Number: KEP-55/KDK.05/2021 dated October 22, 2021 concerning the Results of the Fit and Proper Assessment of Mr. Julian Noor as Candidate for President Commission-er/Independent of PT Reasuransi Indonesia Utama;
10. Decree of the Board of Commissioners of the Financial Services Authority Number: KEP-659/NB.11/2022 dated October 31, 2022 concerning the Results of the Fit and Proper Assessment of Mr. Setiawan as Candidate for President Commissioner concurrently Independent Commissioner of PT Asuransi Asei Indonesia;
11. Decree of the Board of Commissioners of the Financial Services Authority Number: KEP-55/NB.21/2022 dated November 29, 2022 concerning the Results of the Fit and Proper Assessment of Mr. Eko Wari Santoso as Candidate for Independent Commissioner of PT Reasuransi Syariah Indonesia;
12. Decision of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP-09/DK-INDONESIARE/XII/2022 dated December 30, 2022 concerning the Appointment of Sdri. Meryati Bandjarnahor as a Member of the Integrated Governance Committee of the Company (Persero) PT Reasuransi Indonesia Utama.
13. Charter of the Integrated Governance Committee of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama dated November 15, 2021.

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Good Corporate Governance

14. Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-08/DK-INDONESIARE/XII/2022 tanggal 30 Desember 2022 tentang Pembidangan Tugas Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama

Pedoman/Piagam Komite Pemantau Risiko

Piagam Komite Pemantau Risiko Perusahaan telah disetujui dan disahkan pada November 2021 oleh seluruh anggota Dewan Komisaris. Penyusunan bertujuan agar Piagam tersebut dapat dipergunakan sebagai pedoman/acuan tata tertib pelaksanaan kerja, tugas dan tanggung jawab dalam mendukung kegiatan Dewan Komisaris.

Kriteria Anggota Komite Pemantau Risiko

1. Persyaratan Umum
   a. Memiliki integritas yang tinggi, kemampuan, pengetahuan, integritas yang baik, pengalaman kerja yang cukup serta mampu berkomunikasi secara efektif.
   b. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif bagi Perusahaan dan benturan kepentingan.
2. Persyaratan Keahlian
   a. Anggota Komite Pemantau Risiko dinilai memiliki keahlian di bidang manajemen risiko dan/atau aktuaria apabila memenuhi kriteria:
      - Memiliki pengetahuan dan/atau pendidikan di bidang manajemen risiko dan/atau aktuaria; dan
      - Memiliki pengalaman kerja paling sedikit 3 (tiga) tahun di bidang manajemen risiko dan/atau aktuaria.

   b. Anggota Komite Pemantau Risiko yang memiliki keahlian di bidang keuangan, ekonomi dan/atau perasuransian harus memenuhi kriteria:
      - Memiliki pengetahuan dan/atau pendidikan di bidang keuangan, ekonomi dan/atau perasuransian; dan
      - Memiliki pengalaman kerja paling sedikit selama 3 (tiga) tahun di bidang keuangan, ekonomi dan/atau perasuransian.
3. Anggota Komite Pemantau Risiko yang berasal dari Pihak Independen harus memenuhi ketentuan sebagai berikut:
   a. Memenuhi seluruh kompetensi yang dipersyaratkan;
   b. Memenuhi kriteria independensi;
   c. Mampu menjaga rahasia perusahaan
   d. Memperhatikan kode etik yang berlaku;
   e. Tidak mengabaikan pelaksanaan tugas dan tanggung jawab sebagai Komite; dan
   f. Persyaratan lain yang ditetapkan sesuai peraturan yang berlaku.

14. Decision of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP-08/DK-INDONESIARE/XII/2022 dated December 30, 2022 concerning the Division of Duties of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama.

Risk Monitoring Committee Charter/Guidelines

The Company's Risk Monitoring Committee Charter was approved and ratified in November 2021 by all members of the Board of Commissioners. The purpose of the Charter is to be used as a guideline/reference for the orderly implementation of work, duties and responsibilities in supporting the activities of the Board of Commissioners.

Risk Monitoring Committee Member Criteria

1. General requirements
   a. Have high integrity, ability, knowledge, good integrity, sufficient work experience and able to communicate effectively.
   b. Have no personal interests/relationships that could have a negative impact on the Company and conflicts of interest.
2. Skill Requirements
   a. Members of the Risk Monitoring Committee are considered to have expertise in risk management and/or actuarial if they meet the criteria:
      - Have knowledge and/or education in risk management and/or actuarial; and
      - Have work experience of at least 3 (three) years in the field of risk management and/or actuarial.

   b. Members of the Risk Monitoring Committee who have expertise in finance, economics and/or insurance must meet the criteria:
      - Have knowledge and/or education in finance, economics and/or insurance; and
      - Have work experience of at least 3 (three) years in the field of finance, economics and/or insurance.
3. Members of the Risk Monitoring Committee who come from Independent Parties must fulfill the following conditions:
   a. Meet all required competencies;
   b. Meet the independence criteria;
   c. Able to maintain company secrets
   d. Observe the applicable code of ethics;
   e. Not neglecting the implementation of duties and responsibilities as a Commit-tee; and
   f. Other requirements determined in accordance with applicable regulations.

Pengangkatan dan Pemberhentian Komite Pemantau Risiko

Anggota Komite diangkat dan diberhentikan berdasarkan hasil keputusan rapat Dewan Komisaris dan dituangkan ke dalam Keputusan Dewan Komisaris.

Komposisi Anggota Komite Pemantau Risiko

Komposisi anggota Komite Pemantau Risiko Perusahaan pada tahun 2022 terdiri 3 (tiga) orang, yang kemudian menjadi 4 (empat) orang pada tahun 2023 dengan ketua yang merupakan Komisaris Independen serta beranggotakan pihak independen dengan keahlian dalam bidang keuangan, ekonomi dan/atau perasuransian.

Berikut komposisi dan dasar hukum pengangkatan Komite Pemantau Risiko Indonesia Re per 31 Desember 2022:

Appointment and Dismissal of Risk Monitoring Committee

Members of the Committee are appointed and dismissed based on the decision of the Board of Commissioners meeting and set forth in the Decision of the Board of Commissioners.

Composition of Risk Monitoring Committee Members

The composition of the Company's Risk Monitoring Committee in 2022 consists of 3 (three) members, which then becomes 4 (four) members in 2023 with the chairman being an Independent Commissioner and consisting of independent parties with expertise in finance, economics and/or insurance.

The following is the composition and legal basis for the appointment of the Indonesia Re Risk Monitoring Committee as of December 31, 2022:

Nama Name	**Jabatan** Position	**Jabatan di Indonesia Re** Position in Indonesia Re	**Dasar Penetapan** Basis for Determination	**Masa Jabatan** Term of Office
Julian Noor	Ketua Chair	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Surat Keputusan Dewan Komisaris No. KEP-03/DK-INDONESIARE/II/2022 Board of Commissioners Decree No. KEP-03/ DK-INDONESIARE/II/2022	Mengikuti masa jabatan sebagai Komisaris Independen 22 Juli 2021 s.d 22 Juli 2026 Following the term of office as Independent Commissioner July 22, 2021 to July 22, 2026
Dadang Iskandar	Anggota Member	Komisaris Commissioner	Surat Keputusan Dewan Komisaris No. KEP-03/DK-INDONESIARE/II/2022 Board of Commissioners Decree No. KEP-03/ DK-INDONESIARE/II/2022	Mengikuti masa jabatan sebagai Komisaris 17 Oktober 2019 s.d 17 Oktober 2024 Following the term of office as Commissioner October 17, 2019 to October 17, 2024
Meryati Bandjarnahor	Anggota Member	Komisaris Commissioner	Surat Keputusan Dewan Komisaris No. KEP-03/DK-INDONESIARE/II/2022 Board of Commissioners Decree No. KEP-03/ DK-INDONESIARE/II/2022	11 Februari 2022 s.d 11 Februari 2025 February 11, 2022 to February 11, 2025

Tata Kelola Perusahaan
Good Corporate Governance

Profil Anggota Komite Pemantau Risiko

Penjelasan terkait profil Ketua dan Anggota Komite Pemantau Risiko disajikan pada bab Profil Perusahaan dalam buku Laporan Tahunan ini.

Profile of Risk Monitoring Committee Members

An explanation of the profile of the Chairman and Members of the Risk Monitoring Committee is presented in the Company Profile chapter in this Annual Report.

Independensi Anggota Komite Nominasi dan Remunerasi

Independence of Nomination and Remuneration Committee Members

Aspek Independensi Independence Aspect	**Julian Noor**	**Dadang Iskandar**	**Meryati Bandjarnahor**	**Reza Yamora Siregar**
Tidak memiliki hubungan kepengurusan di Perusahaan Has no management relationship in Company	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan No shareholding relationship in Company	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan Direksi No family relationship with the shareholder, Board of Commissioners and Directors	√	√	√	√

Masa Jabatan Anggota Komite Pemantau Risiko

Sesuai PER-06/MBU/04/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN dan No. KEP-03/DK-INDONESIARE/II/2022 tentang Pembentukan Komite Pemantau Risiko PT Reasuransi Indonesia Utama (Persero), Masa jabatan Anggota Komite Pemantau Risiko paling lama 3 (tiga) tahun dan dapat diperpanjang 1 (satu) kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris/Dewan Pengawas untuk memberhentikannya sewaktu-waktu.

Term of Office of Risk Monitoring Committee Members

In accordance with PER-06/MBU/04/2021 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of SOEs and No. KEP-03/DK-INDONESIARE/II/2022 concerning the Establishment of the Risk Monitoring Committee of PT Reasuransi Indonesia Utama (Persero), the term of office of the Risk Monitoring Committee members is a maximum of 3 (three) years and can be extended 1 (one) time for 2 (two) years of service, without prejudice to the right of the Board of Commissioners/Supervisory Board to dis-miss them at any time.

Tugas dan Tanggung Jawab Komite Pemantau Risiko

1. Menilai efektivitas manajemen risiko termasuk menilai toleransi risiko yang dapat diambil oleh Perusahaan;
2. Melakukan evaluasi secara berkala atas penerapan manajemen risiko;
3. Mengevaluasi piagam Komite Pemantau Risiko secara berkala disesuaikan dengan perkembangan ketentuan peraturan perundang-undangan;
4. Melakukan identifikasi hal-hal lain yang menurut Komite Pemantau Risiko memerlukan perhatian Dewan Komisaris;
5. Melakukan penugasan lain dari Dewan Komisaris sepanjang penugasan tersebut sesuai dan telah ditetapkan dalam piagam Komite Pemantau Risiko.

Duties and Responsibilities of the Risk Monitoring Committee

1. Assess the effectiveness of risk management including assessing the risk tolerance that can be taken by the Company;
2. Conduct periodic evaluations of the implementation of risk management;
3. Evaluate the charter of the Risk Monitoring Committee periodically in accordance with the development of laws and regulations;
4. Identify other matters that the Risk Monitoring Committee believes require the attention of the Board of Commissioners;
5. Perform other assignments from the Board of Commissioners to the extent that such assignments are appropriate and have been set out in the Risk Monitoring Committee charter.

Hak dan Wewenang Komite Pemantau Risiko

Komite dapat mengakses semua data risiko yang dihadapi Perusahaan, toleransi risiko yang diambil oleh Perusahaan, efektivitas pelaksanaan manajemen risiko dan data lainnya yang berkaitan dengan wewenang dan/atau pelaksanaan tugas sebagai Komite Pemantau Risiko.

Rapat Komite Pemantau Risiko

Komite harus melakukan rapat Komite setidaknya 1 (satu) kali dalam 3 (tiga) bulan, baik secara langsung melalui telekonferensi, video konferensi atau sarana media elektronik lainnya dengan agenda yang telah disetujui sebelumnya untuk setiap pertemuan.

Sepanjang tahun 2022, Komite Pemantau Risiko telah menyelenggarakan rapat sebanyak 12 kali dengan agenda dan frekuensi kehadiran sebagai berikut:

Rights and Authorities of the Risk Monitoring Committee

The Committee may access all risk data faced by the Company, the risk tolerance taken by the Company, the effectiveness of risk management implementation and other data related to the authority and/or implementation of duties as the Risk Monitoring Committee.

Risk Monitoring Committee Meeting

The Committee shall conduct Committee meetings at least 1 (one) time in 3 (three) months, either in person via teleconference, video conference or other electronic media means with a preapproved agenda for each meeting.

Throughout 2022, the Risk Monitoring Committee has held meetings 12 times with the following agenda and frequency of attendance:

Tanggal Rapat	Agenda	Agenda
Rabu, 19 Januari 2022 Wednesday, January 19, 2022	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Desember 2021.	Discussion of the PRU Committee's analysis of risk management as of December 31, 2021.
Kamis, 17 Februari 2022 Thursday, February 17, 2022	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Januari 2022.	Discussion of the PRU Committee's analysis of risk management as of January 31, 2022.
Kamis, 17 Maret 2022 Thursday, March 17, 2022	Pembahasan analisis Komite PRU atas manajemen risiko per 28 Februari 2022.	Discussion of the PRU Committee's analysis of risk management as of February 28, 2022.
Senin, 18 April 2022 Monday, April 18, 2022	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Maret 2022.	Discussion of the PRU Committee's analysis of risk management as of March 31, 2022.
Rabu, 25 Mei 2022 Wednesday, May 25, 2022	Pembahasan analisis Komite PRU atas manajemen risiko per 30 April 2022.	Discussion of the PRU Committee's analysis of risk management as of April 30, 2022.
Senin, 20 Juni 2022 Monday, June 20, 2022	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Mei 2022.	Discussion of the PRU Committee's analysis of risk management as of May 31, 2022.
Selasa, 19 Juli 2022 Tuesday, July 19, 2022	Pembahasan analisis Komite PRU atas manajemen risiko per 30 Juni 2022.	Discussion of the PRU Committee's analysis of risk management as of June 30, 2022.
Selasa, 16 Agustus 2022 Tuesday, August 16, 2022	Pembahasan analisis Komite PRU atas manajemen risiko Per 31 Juli 2022.	Discussion of PRU Committee's analysis of risk management as of July 31, 2022.
Senin, 19 September 2022 Monday, September 19, 2022	Pembahasan analisis Komite PRU atas manajemen risiko Per 31 Agustus 2022.	Discussion of PRU Committee's analysis of risk management as of August 31, 2022.
Kamis, 20 Oktober 2022 Thursday, October 20, 2022	Pembahasan analisis Komite PRU atas manajemen risiko Per 30 September 2022.	Discussion of the PRU Committee's analysis of risk management as of September 30, 2022.
Jum'at, 18 November 2022 Friday, November 18, 2022	Pembahasan analisa komite audit atas LHU Per 31 Oktober 2022.	Discussion of the audit committee's analysis of the LHU as of October 31, 2022.
Jum'at, 16 Desember 2022 Friday, December 16, 2022	Pembahasan analisa komite audit atas LHU Per 30 November 2022.	Discussion of the audit committee's analysis of the LHU as of November 30, 2022.

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Adapun tingkat kehadiran masing-masing anggota komite adalah sebagai berikut:

The attendance level of each committee member is as follows:

Nama Name	**Jabatan** Position	**Jumlah Rapat** Number of Meetings	**Jumlah Kehadiran** Total Attendance	**Persentase Kehadiran** Attendance Percentage **(%)**
Julian Noor	Ketua | Chair	12	12	100
Dadang Iskandar	Anggota | Member	12	12	100
Meryati Bandjarnahor*)	Anggota | Member	12	12	100

*) Diangkat pada Februari 2022 | Appointed in February 2022

Remunerasi Komite Pemantau Risiko

Sesuai PER-06/MBU/04/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN dan No. KEP-03/DK-INDONESIARE/II/2022 tentang Pembentukan Komite Pemantau Risiko PT Reasuransi Indonesia Utama (Persero), remunerasi komite Pemantau Risiko adalah 20% dari gaji Direktur Utama setiap bulannya yang dibebankan pada anggaran Perusahaan.

Risk Monitoring Committee Remuneration

In accordance with PER-06/MBU/04/2021 concerning Supporting Organs of the Board of Commissioners / Supervisory Board of SOEs and No. KEP-03/DK-INDONESIARE/II/2022 concerning the Establishment of the Risk Monitoring Committee of PT Reasuransi Indonesia Utama (Persero), the remuneration of the Risk Monitoring Committee is 20% of the President Director's salary each month which is charged to the Company's budget.

Pelaksanaan Program Kerja Komite Pemantau Risiko

Implementation of the Risk Monitoring Committee Work Program

No.	Program	Uraian Pelaksanaan
1	Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan manajemen risiko Assist the Board of Commissioners in supervising the implementation of risk management.	a. Menilai efektivitas penerapan manajemen risiko, termasuk menilai toleransi risiko yang dapat diambil oleh Perusahaan. b. Memberikan masukan mengenai hal-hal yang perlu mendapat perhatian Dewan Komisaris dalam rangka memberikan nasihat kepada Direksi terkait pengelolaan investasi dan risiko. c. Menganalisa dan memberikan rekomendasi atas laporan hasil evaluasi Divisi Manajemen Risiko dan Quality Assurance. a. Assessing the effectiveness of risk management implementation, including assessing the risk tolerance that can be taken by the Company. b. Provide input on matters that need the attention of the Board of Commissioners in order to provide advice to the Board of Directors regarding investment and risk management. c. Analyze and provide recommendations on the evaluation report of the Risk Management and Quality Assurance Division.
2	Mendukung upaya peningkatan kinerja Divisi Manajemen Risiko dan Quality Assurance. Support efforts to improve the performance of the Risk Management and Quality Assurance Division.	a. Membahas dengan Divisi Manajemen Risiko dan Quality Assurance yang meliputi: - Risiko bisnis yang merupakan risiko-risio yang Diterima Perusahaan melalui kegiatan usaha reasuransinya atau risiko yang terkait dengan risiko underwriting. - Risiko investasi, berkaitan dengan pengelolaan dana Perusahaan. - Risiko operasional, risiko hadir pada setiap aspek sebuah perusahaan dan tidak berasal dari kegiatan bisnis, namun berpotensi mengancam kelangsungan hidup Perusahaan. b. Melakukan pemantauan terhadap tindak lanjut atas hasil review Divisi Manajemen Risiko dan Quality Assurance. c. Memantau penerapan prinsip tata kelola perusahaan yang baik (Good Corporate Governance). d. Melakkukan evaluasi kegiatan KAP dan memantau tidak lanjut termuan KAP. e. Melakukan evaluasi atas Piagam Komite Pemantau Risiko.

No.	Program	Uraian Pelaksanaan
		a. Discuss with the Risk Management and Quality Assurance Division which includes: - Business risks are risks that the Company accepts through its reinsurance business activities or risks associated with underwriting risks. - Investment risk, relating to the management of the Company's funds. - Operational risk, a risk present in every aspect of a company and does not originate from business activities, but has the potential to threaten the Company's survival. b. Monitoring the follow-up on the results of the Risk Management and Quality Assurance Division review. c. Monitor the implementation of good corporate governance principles. d. Conducting an evaluation of KAP activities and monitoring the follow-up of KAP's findings. e. Evaluating the Risk Monitoring Committee Charter.

Pengembangan Kompetensi Komite Pemantau Risiko

Competency Development of Risk Monitoring Committee

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Julian Noor	Leading From The Chair: Wisdom & Skills for Board	ISEA	11 Februari 2022 February 11, 2022 Zoom Meeting
	In recognition of attendance and completion as PARTICIPANT at 8th AAUI International Insurance Seminar with theme Capturing sustainability & Competitiveness : Respone to Global Change	AAUI	29 Maret 2022 March 29, 2022 Zoom Meeting
	AAMAI Internasional Webinar Managing Environmental, Social and Governance Risks In Insurance Business	AAMAI	22 Maret 2022 March 22, 2022 Zoom Meeting
	Asia Insurtech Conference	Asia Insurance Review	27-28 April 2022 April 27-28, 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	30-31 Mei 2022 May 30-31, 2022 Zoom Meeting
	"Nonbank Financial Institution (NBFI) Assesor Summit 2022"	OJK	11 Oktober 2022 October 11, 2022 Jakarta
	Indonesia Rendezvous "Toward Sustainable Future and Inclusive Growth"	AAUI	12-15 Oktober 2022 October 12-15, 2022 Bali
	"Supporting A Strong, Inclusive and Subtainable Recovery"	AAUI	16-18 Oktober 2022 October 16-18, 2022 Bali
	Sebagai Pembicara seminar "Potensi Resesi Ekonomi Global dan Dampaknya Pada Risiko Usaha Perasuransian di Indonesia" As a seminar speaker on the Potential of Global Economic Recession and its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Bali
Dadang Iskandar	Managing Retational Risk In Time Of Crisis	RAP	25-26 Agustus 2022 August 25-26, 2022 Zoom Meeting
	Risk Assesment Technique ISO 31010	GRC Manajemen	25 - 26 April 2022 April 25-26, 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	31 Mei 2022 May 31, 2022 Zoom Meeting

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Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
	Tata Kelola Korporat di Indonesia serta perkembangannya selama 10 tahun terakhir Corporate Governance in Indonesia and its development over the last 10 years	Indonesia Instiitute For Corporate Directorship	09 Agustus 2022 August 09, 2022 Zoom Meeting
	Internal Audit, Fraud Detection and Investigation	GRC Manajemen	18 November 2022 Via Zoom Meeting
	Potensi Resesi Ekonomi Global dan Dampaknya pada risiko usaha Perasuransian di Indonesia Potential Global Economic Recession and Its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 November 25, 2022 Zoom Meeting
Meryati Bandjarnahor*)	Sosialisasi Peraturan Menteri Nomor PER-5/MBU/09/2022 Tentang Penerapan Manajemen Risiko pada BUMN Socialization of Ministerial Regulation Number PER-5/MBU/09/2022 on the Implementation of Risk Management in SOEs	KBUMN	07 Oktober 2022 October 07, 2022 Zoom Meeting
	Tindak Lanjut Sosialisasi Permen BUMN Nomor PER-5/MBU/09/2022 Follow-up Socialization of SOE Regulation Number PER-5/MBU/09/2022	KBUMN	14 Oktober 2022 October 14, 2022 Zoom Meeting
	Memperkuat Peran Komite Audit Strengthening the Role of the Audit Committee	KBUMN	17 November 2022 November 17, 2022 Zoom Meeting
	Peran Organ Pengelola Risiko dalam Risk Management Role of Risk Management Organizations in Risk Management	KBUMN	08 Desember 2022 December 08, 2022 Zoom Meeting

*) Diangkat pada Februari 2022 | Appointed in February 2022

KOMITE TATA KELOLA TERINTEGRASI

Komite Tata Kelola Terintegrasi dibentuk untuk membantu Dewan Komisaris dalam mengevaluasi pelaksanaan Tata Kelola Terintegrasi paling sedikit melalui penilaian kecukupan pengendalian intern dan pelaksanaan fungsi kepatuhan secara terintegrasi serta memberikan rekomendasi kepada Dewan Komisaris Entitas Utama untuk penyempurnaan Pedoman Tata Kelola Terintegrasi.

Dasar Hukum

Pembentukan Komite Tata Kelola Terintegrasi mengacu pada dasar hukum yang, yaitu:

1. Undang-Undang Republik Indonesia No. 40 Tahun 2007 tanggal 16 Agustus 2007 tentang Perseroan Terbatas;
2. Undang-Undang Republik Indonesia No. 40 Tahun 2014 tanggal 17 Oktober 2014 tentang Perasuransian;
3. Peraturan Otoritas Jasa Keuangan No. 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik bagi Perusahaan Perasuransian;
4. Peraturan Menteri Badan Usaha Milik Negara Per-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik pada Badan Usaha Milik Negara;
5. Peraturan Menteri Badan Usaha Milik Negara Per-09/MBU/2012 tentang Perubahan atas Peraturan Pemerintah BUMN No. Per-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara;

INTEGRATED GOVERNANCE COMMITTEE

The Integrated Governance Committee was established to assist the Board of Commissioners in evaluating the implementation of Integrated Governance at least through assessing the adequacy of internal control and the implementation of the integrated compliance function and providing recommendations to the Board of Commissioners of the Main Entity for the improvement of the Integrated Governance Guidelines.

Legal Basis

The establishment of the Integrated Governance Committee refers to the legal basis, namely:

1. Law of the Republic of Indonesia No. 40 of 2007 dated August 16, 2007 concerning Limited Liability Companies;
2. Law of the Republic of Indonesia No. 40 of 2014 dated October 17, 2014 concerning Insurance;
3. Financial Services Authority Regulation No. 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies;
4. Regulation of the Minister of State-Owned Enterprises Per-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises;
5. Regulation of the Minister of State-Owned Enterprises Per-09 / MBU / 2012 concerning Amendments to BUMN Government Regulation No. Per-01 / MBU / 2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises;

6. Peraturan Menteri Badan Usaha Milik Negara Per-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN;
7. Surat Edaran Otoritas Jasa Keuangan No. 14/SEOJK.05/2019 tentang Pembentukan, Susunan Keanggotaan, dan Masa Kerja Komite pada Dewan Komisaris Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah;
8. SK Dewan Komisaris No.KEP-03/DK-IndonesiaRe/XII/2016 tentang Pengangkatan Keanggotaan Komite Pemantau Risiko Usaha Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama (Persero);

Pedoman Komite Tata Kelola Terintegrasi

Piagam Komite Tata Kelola Terintegrasi Perusahaan telah disahkan Dewan Komisaris pada tanggal 15 November 2021 sebagai acuan dan pedoman kerja bagi para anggota dalam menjalankan tugas dan tanggung jawabnya.

Pedoman berisikan antara lain:
1. Dasar Pembentukan
2. Tujuan Pembentukan
3. Keanggotaan Komite
4. Persyaratan Komite
5. Masa Kerja Komite
6. Independensi Komite
7. Ruang Lingkup Kerja Komite
8. Tata Tertib dan Kode Etik Komite
9. Laporan Komite

Kriteria Anggota Komite Tata Kelola Terintegrasi

1. Persyaratan Umum
   a. Memiliki integritas yang tinggi, kemampuan, pengetahuan, integritas yang baik, pengalaman kerja yang cukup serta mampu berkomunikasi secara efektif;
   b. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif bagi Perusahaan dan benturan kepentingan (conflict of interest).
2 Persyaratan Keahlian
   Anggota Komite Tata Kelola Terintegrasi memiliki pengetahuan dan pemahaman yang memadai tentang:
   a. Tata kelola perusahaan yang baik;
   b. peraturan yang terkait dengan bidang usaha asuransi dan reasuransi.

6. Regulation of the Minister of State-Owned Enterprises Per-12/MBU/2012 on Supporting Organs of the Board of Commissioners/Supervisory Board of SOEs;
7. Circular Letter of the Financial Services Authority No. 14/SEOJK.05/2019 on the Establishment, Membership Composition, and Working Period of Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies;
8. Decree of the Board of Commissioners No.KEP-03/DK-IndonesiaRe/XII/2016 on the Appointment of Membership of the Business Risk Monitoring Committee of the Company (Persero) PT Reasuransi Indonesia Utama (Persero);

Integrated Governance Committee Charter/Guidelines

The Company's Integrated Corporate Governance Committee Charter was approved by the Board of Commissioners on November 15, 2021 as a reference and work guideline for members in carrying out their duties and responsibilities.

The guidelines include:
1. Formation Basis
2. Establishment Objective
3. Committee Membership
4. Committee Requirements
5. Committee Tenure
6. Committee Independence
7. Scope of Work of the Committee
8. Rules of Procedure and Code of Ethics of the Committee
9. Committee Report

Criteria for Integrated Governance Committee Members

1. General Requirements
   a. Have high integrity, ability, knowledge, good integrity, sufficient work experience and able to communicate effectively;
   b. Have no personal interests/relationships that could have a negative impact on the Company and conflicts of interest.
2. Skill Requirements
   Members of the Integrated Governance Committee have adequate knowledge and understanding of:
   a. Good corporate governance;
   b. regulations related to the field of insurance and reinsurance business.

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3. Anggota Komite Tata Kelola Terintegrasi yang berasal dari Pihak Independen harus memenuhi ketentuan sebagai berikut:
   a. Memenuhi seluruh kompetensi yang dipersyaratkan;
   b. Memenuhi kriteria independensi;
   c. Mampu menjaga rahasia perusahaan
   d. Memperhatikan kode etik yang berlaku;
   e. Tidak mengabaikan pelaksanaan tugas dan tanggung jawab sebagai Komite; dan
   f. Persyaratan lain yang ditetapkan sesuai peraturan yang berlaku.

Pengangkatan dan Pemberhentian Komite Tata Kelola Terintegrasi

Anggota Komite diangkat dan diberhentikan berdasarkan hasil keputusan rapat Dewan Komisaris dan dituangkan ke dalam Keputusan Dewan Komisaris.

Komposisi Anggota Komite Tata Kelola Terintegrasi

Komite Tata Kelola Terintegrasi paling sedikit terdiri dari:

1. Seorang Komisaris Independen yang menjadi Ketua pada salah satu Komite pada Entitas Utama, sebagai ketua merangkap anggota;
2. Komisaris Independen yang mewakili dan ditunjuk dari LJK dalam Konglomerasi Keuangan, sebagai anggota;
3. Seorang pihak independen, sebagai anggota; dan
4. Anggota Dewan Pengawas Syariah dari LJK dalam Konglomerasi Keuangan, sebagai anggota.

Keanggotaan Komisaris Independen yang mewakili dan ditunjuk dari LJK dalam Konglomerasi Keuangan pada Komite Tata Kelola Terintegrasi dapat berupa keanggotaan tetap atau tidak tetap, sesuai dengan kebutuhan Konglomerasi Keuangan.

Per 31 Desember 2022, susunan keanggotaan Komite Tata Kelola Terintegrasi terdiri dari 5 (lima) orang dengan komposisi sebagai berikut:

3. Members of the Integrated Governance Committee from Independent Parties must fulfill the following conditions:
   a. Meet all required competencies;
   b. Meet the independence criteria;
   c. Able to maintain company secrets
   d. Observe the applicable code of ethics;
   e. Not neglecting the implementation of duties and responsibilities as a Committee; and
   f. Other requirements determined in accordance with applicable regulations.

Appointment and Dismissal of Integrated Governance Committee

Members of the Committee are appointed and dismissed based on the decision of the Board of Commissioners meeting and set forth in the Decision of the Board of Commissioners.

Composition of Integrated Governance Committee Members

The Integrated Governance Committee shall at least consist of:

1. An Independent Commissioner who is the Chairman of one of the Committees of the Main Entity, as chairman and member;
2. Independent Commissioner representing and appointed from the FSIs in the Financial Conglomerate, as member;
3. An independent party, as a member; and
4. Member of the Sharia Supervisory Board of a Financial Institution within the Financial Conglomerate, as member.

Membership of Independent Commissioners representing and appointed from FSIs in the Financial Conglomerate on the Integrated Governance Committee may be in the form of permanent or non-permanent membership, in accordance with the needs of the Financial Conglomerate.

As of December 31, 2022, the membership of the Integrated Corporate Governance Committee consisted of 5 (five) persons with the following composition:

Nama Name	**Jabatan** Position	**Jabatan di Indonesia Re** Position in Indonesia Re	**Dasar Penetapan** Basis for Determination	**Masa Jabatan** Term of Office
Julian Noor	Ketua Chair	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Surat Keputusan Dewan Komisaris No. KEP-10/DK-INDONESIARE/ XII/2022 Board of Commissioners Decree No. KEP-10/DK-INDONESIARE/XII/2022	Mengikuti masa jabatan sebagai Komisaris Independen 22 Juli 2021 s.d 22 Juli 2026 Following the term of office as Independent Commissioner July 22, 2021 to July 22, 2026

Nama Name	**Jabatan** Position	**Jabatan di Indonesia Re** Position in Indonesia Re	**Dasar Penetapan** Basis for Determination	**Masa Jabatan** Term of Office
Setiawan	Anggota Member	Komisaris Independent PT ASEI Independent Commissioner of PT ASEI	Surat Keputusan Dewan Komisaris No. KEP-10/DK-INDONESIARE/ XII/2022 Board of Commissioners Decree No. KEP-10/DK-INDONESIARE/XII/2022	Mengikuti masa jabatan sebagai Komisaris Independen PT.AAI Following the term of office as Independent Commissioner of PT.AAI
Eko Wari Santoso	Anggota Member	Komisaris Independen PT RSI Independent Commissioner of PT RSI	Surat Keputusan Dewan Komisaris No. KEP-10/DK-INDONESIARE/ XII/2022 Board of Commissioners Decree No. KEP-10/DK-INDONESIARE/XII/2022	Mengikuti masa jabatan sebagai Komisaris Independen PT RSI Following the term of office as Independent Commissioner of PT RSI
Jaenal Effendi	Anggota Member	Dewan Pengawas PT RSI PT RSI Supervisory Board	Surat Keputusan Dewan Komisaris No. KEP-10/DK-INDONESIARE/ XII/2022 Board of Commissioners Decree No. KEP-10/DK-INDONESIARE/XII/2022	Mengikuti masa jabatan sebagai Dewan Pengawas PT RSI Following the term of office as Supervisory Board of PT RSI
Meryati Bandjarnahor	Anggota Member	Pihak Independen Independent Party	Surat Keputusan Dewan Komisaris No. KEP-10/DK-INDONESIARE/ XII/2022 Board of Commissioners Decree No. KEP-10/DK-INDONESIARE/XII/2022	Mengikuti pengangkatan sebagai komite pemantau risiko 11 Februari 2022 s.d 11 Februari 2025 Following appointment as risk monitoring committee February 11, 2022 to February 11, 2025

Profil Anggota Komite Tata Kelola Terintegrasi

Penjelasan terkait profil Ketua dan Anggota Komite Tata Kelola Terintegrasi disajikan pada bab Profil Perusahaan dalam buku Laporan Tahunan ini.

Profile of Integrated Governance Committee Members

An explanation of the profile of the Chairman and Members of the Integrated Corporate Governance Committee is presented in the Company Profile chapter in this Annual Re-port.

Independensi Anggota Komite Tata Kelola Terintegrasi

Komite yang dibentuk Dewan Komisaris harus bertindak secara independen, mandiri, dan profesional serta bebas dari benturan kepentingan dan pengaruh atau tekanan dari pihak manapun dalam melaksanakan tugas dan tanggung jawab yang dimilikinya.

Independence of Integrated Governance Committee Members

Committees formed by the Board of Commissioners must act in an independent, autonomous, and professional manner and free from conflicts of interest and influence or pressure from any party in carrying out their duties and responsibilities.

Aspek Independensi Independence Aspect	**Julian Noor**	**Setiawan**	**Eko Wari Santoso**	**Jaenal Effendi**	**Meryati Bandjarnahor**
Tidak memiliki hubungan kepengurusan di Perusahaan Has no management relationship in Company	√	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan No shareholding relationship in Company	√	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan Direksi No family relationship with the holder shares, Board of Commissioners and Directors	√	√	√	√	√

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Masa Jabatan Anggota Komite Tata Kelola Terintegrasi

Masa kerja anggota Komite sesuai PER-06/MBU/04/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN dan No. KEP-10/DK-INDONESIARE/XII/2022 tentang Pembentukan Tata Kelola Terintegrasi PT Reasuransi Indonesia Utama (Persero), Masa jabatan Anggota Komite Tata Kelola Terintegrasi paling lama 3 (tiga) tahun dan dapat diperpanjang 1 (satu) kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris/Dewan Pengawas untuk memberhentikannya sewaktu-waktu.

Term of Office of Integrated Governance Committee Members

The term of office of Committee members is in accordance with PER-06/MBU/04/2021 concerning Supporting Organs of the Board of Commissioners / Supervisory Board of SOEs and No. KEP-10/DK-INDONESIARE/XII/2022 concerning the Establishment of Integrated Governance of PT Reasuransi Indonesia Utama (Persero), The term of office of Inte-grated Governance Committee members is a maximum of 3 (three) years and can be ex-tended 1 (one) time for 2 (two) years of service, without prejudice to the right of the Board of Commissioners / Supervisory Board to dismiss them at any time.

Tugas dan Tanggung Jawab Komite Tata Kelola Terintegrasi

Komite Tata Kelola Terintegrasi mempunyai tugas dan tanggung jawab sekurang-kurangnya dalam:

1. Mengevaluasi pelaksanaan Tata Kelola Terintegrasi paling sedikit melalui penilaian kecukupan pengendalian intern dan pelaksanaan fungsi kepatuhan secara terintegrasi;
2. Memberikan rekomendasi kepada Dewan Komisaris Entitas Utama dalam penyempurnaan Pedoman Tata Kelola Terintegrasi;
3. Melakukan pertemuan secara berkala dengan Satuan Kerja Audit Intern Terintegrasi untuk memantau pelaksanaan audit intern pada masing-masing Unit Kerja dalam Konglomerasi Keuangan;
4. Melakukan pertemuan secara berkala dengan Satuan Kerja Kepatuhan Terintegrasi untuk memantau dan mengevaluasi pelaksanaan fungsi kepatuhan pada masing-masing Unit Kerja dalam Konglomerasi Keuangan;
5. Mengevaluasi piagam Komite Tata Kelola Terintegrasi secara berkala disesuaikan dengan perkembangan ketentuan peraturan perundang-undangan;
6. Melakukan identifikasi hal-hal lain yang menurut Komite Audit memerlukan perhatian Dewan Komisaris.

Duties and Responsibilities of Integrated Governance Committee

The Integrated Governance Committee has duties and responsibilities at least in:

1. Evaluate the implementation of Integrated Governance at least through assessing the adequacy of internal control and the implementation of the integrated compliance function;
2. Provide recommendations to the Board of Commissioners of the Main Entity in improving the Integrated Governance Guidelines;
3. Conduct periodic meetings with the Integrated Internal Audit Working Unit to monitor the implementation of internal audit in each Working Unit in the Financial Conglomerate;
4. Conduct periodic meetings with the Integrated Compliance Working Unit to monitor and evaluate the implementation of the compliance function at each Working Unit in the Financial Conglomerate;
5. Evaluate the Integrated Corporate Governance Committee charter periodically in accordance with the development of laws and regulations;
6. Identify other matters that the Audit Committee believes require the attention of the Board of Commissioners.

Hak dan Wewenang Komite Tata Kelola Terintegrasi

Komite dapat mengakses catatan atau informasi terkait dengan penerapan tata kelola terintegrasi milik Perusahaan yang berkaitan dengan wewenang dan/atau pelaksanaan tugas Komite Tata Kelola Terintegrasi.

Rights and Authorities of Integrated Governance Committee

The Committee may access records or information related to the implementation of the Company's integrated governance related to the authority and/or duties of the Integrated Governance Committee.

Rapat Komite Tata Kelola Terintegrasi

Komite harus melakukan rapat Komite setidaknya 1 (satu) kali dalam 6 (enam) bulan, baik secara langsung melalui telekonferensi, video konferensi atau sarana media elektronik lainnya dengan agenda yang telah disetujui sebelumnya untuk setiap pertemuan.

Integrated Governance Committee Meeting

The Committee shall conduct Committee meetings at least 1 (one) time in 6 (six) months, either in person via teleconference, video conference or other electronic media means with a pre-approved agenda for each meeting.

Pada tahun 2022, Komite Tata Kelola Terintegrasi melangsungkan rapat sebanyak 2 (dua) kali dengan agenda dan frekuensi kehadiran sebagai berikut:

In 2022, the Integrated Governance Committee held 2 (two) meetings with the following agenda and frequency of attendance:

No.	Tanggal Date	Agenda Agenda	Peserta Rapat Meeting Participants
1	13 Juli 2022 July 13, 2022	1. Perkenalan dengan Dewan Komisaris PT. RSI 2. Lain-lain 1. Introduction to the Board of Commissioners of PT RSI 2. Other	4 orang | people
2	14 Juli 2022 July 14, 2022	1. Perkenalan dengan Dewan Komisaris PT. RSI 2. Lain-lain 1. Introduction to the Board of Commissioners of PT RSI 2. Miscellaneous	4 orang | people

Adapun tingkat kehadiran masing-masing anggota komite adalah sebagai berikut:

The attendance level of each committee member is as follows:

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Total Attendance	Persentase Kehadiran Attendance Percentage (%)
Julian Noor	Ketua | Chair	2	2	100
Jaenal Effendi	Anggota | Member	2	1	50
Djoko Sumarsono	Anggota | Member	2	2	100
Setiawan	Anggota | Member	2	1	50
Eko Wari Santoso	Anggota | Member	2	2	100
Meryati Bandjarnahor	Anggota | Member	0	0	0

Remunerasi Komite Tata Kelola Terintegrasi

Remunerasi diberikan sesuai PER-06/MBU/04/2021 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN dan No. KEP-10/DK-INDONESIARE/XII/2022 tentang Pembentukan Komite Tata Kelola Terintegrasi PT Reasuransi Indonesia Utama (Persero), remunerasi komite tata kelola terintegrasi adalah 20% dari gaji Direktur Utama setiap bulannya yang dibebankan pada anggaran Perusahaan.

Remuneration of Integrated Governance Committee

Remuneration is provided in accordance with PER-06/MBU/04/2021 concerning Supporting Organs of the Board of Commissioners / Supervisory Board of SOEs and No. KEP-10/DK-INDONESIARE/XII/2022 concerning the Establishment of the Integrated Governance Committee of PT Reasuransi Indonesia Utama (Persero), the remuneration of the integrated governance committee is 20% of the President Director's salary each month which is charged to the Company's budget.

Tata Kelola Perusahaan
Good Corporate Governance

Pelaksanaan Program Kerja Komite Tata Kelola Terintegrasi

Sepanjang tahun 2022, Komite Tata Kelola Terintegrasi telah merealisasikan kegiatan komite, yang meliputi:

Implementation of Integrated Governance Committee Work Program

Throughout 2022, the Integrated Governance Committee has realized committee activities, which include:

No.	Program Program	Uraian Pelaksanaan Implementation Description
1	Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan tata kelola terintegrasi. Assist the Board of Commissioners in supervising the implementation of integrated governance.	a. Mengevaluasi efektivitas pelaksanaan Tata Kelola Terintegrasi melalui penilaian atas kecukupan pengendalian intern serta pelaksanaan fungsi kepatuhan secara terintegrasi. b. Memberikan rekomendasi kepada Dewan Komisaris untuk penyempurnaan pedoman Tata Kelola Terintegrasi. c. Memantau penerapan pedoman Tata Kelola Terintegrasi dan tindak lanjut hasil evaluasi penerapan Tata Kelola Terintegrasi. d. Melakukan evaluasi atas Piagam Koite Tata Kelola Terintegrasi a. Evaluate the effectiveness of the implementation of Integrated Governance through an assessment of the adequacy of internal control and the implementation of an integrated compliance function. b. Provide recommendations to the Board of Commissioners for the improvement of Integrated Governance guidelines. c. Monitor the implementation of Integrated Governance guidelines and follow-up on the evaluation results of Integrated Governance implementation. d. Evaluating the Integrated Governance Committee Charter
2	Menyusun Laporan Berkala kegiatan Komite Tata Kelola Terintegrasi. Prepare periodic reports on the activities of the Integrated Governance Committee.	a. Menyusun laporan kegiatan Triwulanan. b. Menyusun laporan kegiatan tahun 2022. a. Compile quarterly activity reports. b. Compile an activity report for 2022.
3	Peningkatan kompetensi Komite Tata Kelola Terintegrasi. Increased competency of the Integrated Governance Committee.	a. Mengikuti workshop/seminar. a. Attend workshops/seminars.
4	Menjalankan penugasan khusus yang diberikan Dewan Komisaris. Carry out special assignments given by the Board of Commissioners.	

Pengembangan Kompetensi Komite Tata Kelola Terintegrasi

Competency Development of Integrated Governance Committee

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Julian Noor	Leading From The Chair: Wisdom & Skills for Board	ISEA	11 Februari 2022 February 11, 2022 Zoom Meeting
	In recognition of attendance and completion as PARTICIPANT at 8th AAUI International Insurance Seminar with theme Capturing sustainability & Competitiveness : Respone to Global Change	AAUI	29 Maret 2022 March 29, 2022 Zoom Meeting
	AAMAI Internasional Webinar Managing Environmental, Social and Governance Risks In Insurance Business	AAMAI	22 Maret 2022 March 22, 2022 Zoom Meeting
	Asia Insurtech Conference	Asia Insurance Review	27-28 April 2022 April 27-28, 2022 Zoom Meeting
	IFG International Conference "Insurance and Pension Fund: Transiting into Digital & Green Ecosystem"	IFG	30-31 Mei 2022 May 30-31, 2022 Zoom Meeting

Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
	"Nonbank Financial Institution (NBFI) Assesor Summit 2022"	OJK	11 Oktober 2022 October 11, 2022 Jakarta
	Indonesia Rendezvous "Toward Sustainable Future and Inclusive Growth"	AAUI	12-15 Oktober 2022 October 12-15, 2022 Bali
	"Supporting A Strong, Inclusive and Subtainable Recovery"	AAUI	16-18 Oktober 2022 October 16-18, 2022 Bali
	Sebagai Pembicara seminar "Potensi Resesi Ekonomi Global dan Dampaknya Pada Risiko Usaha Perasuransian di Indonesia" As a seminar speaker on the Potential of Global Economic Recession and its Impact on Insurance Business Risk in Indonesia	ISEA	25 November 2022 October 25, 2022 Bali
Jaenal Effendi	CRGP LEVEL IV ISO 31000 & COSO	RAP	12 - 13 April 2022(Untuk Pelatihan) dan 14 April 2022 (Tanggal Ujian) Zoom Meeting April 12 - 13, 2022 (For Training) and April 14, 2022 (Exam Date) Zoom Meeting
	Managing Retational Risk In Time Of Crisis	RAP	25-26 Agustus 2022 August 25-26, 2022 Zoom Meeting
Djoko Sumarsono	Kawal Produk Dalam Negeri Untuk Bangsa Mandiri Guard Domestic Products for an Independent Nation	BPKP	14 Juni 2022 June 14, 2022 Zoom Meeting
	Rapat Koordinasi Teknis Pengawasan Intern Internal Audit Technical Coordination Meeting	BPKP	28 Juni 2022 June 28, 2022 Zoom Meeting
	Memperkuat Peran Komite Audit Strengthening the Role of the Audit Committee	KBUMN	17 November 2022 November 17, 2022 Zoom Meeting
	Peran Organ Pengelola Risiko dalam Risk Management Role of Risk Management Organizations in Risk Management	KBUMN	08 Desember 2022 December 08, 2022 Zoom Meeting
Setiawan	Managing Enviromental, social and governance risk in insurance business	AAMAI	22 Maret 2022 March 22, 2022 Zoom Meeting
	IndonesiaRe International conference 2022	IndonesiaRE	28-29 September 2022 September 28-29, 2022 Jakarta
	26th Indonesia Rendezvous "Towards sustainable future and inclusive growth"	AAUI	12-15 Oktober 2022 October 12-15, 2022 Bali
Eko Wari	Profesional tata kelola risiko berkualifikasi Qualified risk governance professionals	LSPMKS	4 Oktober 2022 October 4, 2022 Jakarta

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Nama Name	**Pendidikan/Pelatihan/Seminar** Education/Training/Seminar	**Penyelenggara** Organizer	**Waktu dan Tempat** Time and Place
Meryati Bandjarnahor	Sosialisasi Peraturan Menteri Nomor PER-5/MBU/09/2022 Tentang Penerapan Manajemen Risiko pada BUMN Socialization of Ministerial Regulation Number PER-5/MBU/09/2022 on the Implementation of Risk Management in SOEs	AAMAI	07 Oktober 2022 October 07, 2022 Zoom Meeting
	Tindak Lanjut Sosialisasi Permen BUMN Nomor PER-5/MBU/09/2022 Follow-up Socialization of SOE Regulation Number PER-5/MBU/09/2022	AAMAI	14 Oktober 2022 October 14, 2022 Zoom Meeting
	Memperkuat Peran Komite Audit Strengthening the Role of the Audit Committee	AAMAI	17 November 2022 November 17, 2022 Zoom Meeting
	Peran Organ Pengelola Risiko dalam Risk Management Role of Risk Management Organizations in Risk Management	AAMAI	08 Desember 2022 December 08, 2022 Zoom Meeting

Sekretaris Perusahaan
Corporate Secretary

Sebagai bagian dari implementasi tata kelola perusahaan yang baik, Perusahaan mengangkat pejabat Sekretaris Perusahaan. Sekretaris Perusahaan memiliki peran yang penting yakni memperlancar hubungan antar organ perusahaan, hubungan antara Perusahaan dengan Pemangku Kepentingan (Naradamping) serta untuk memenuhi ketentuan peraturan perundang-undangan yang berlaku. Fungsi Sekretaris Perusahaan berada langsung di bawah Direksi.

As part of the implementation of good corporate governance, the Company has appointed a Corporate Secretary. The Corporate Secretary has an important role in facilitating relationships between company organs, relationships between the Company and Stakeholders and to fulfill the provisions of applicable laws and regulations. The Corporate Secretary reports directly to the Board of Directors.

Profil Sekretaris Perusahaan

Corporate Secretary Profile

Aji Irawan	Sekretaris Perusahaan	Corporate Secretary
Warga Negara | Citizen	**Indonesia**	
Domisili | Domicile	Tangerang Selatan	South Tangerang
Usia | Age	36 tahun pada akhir tahun buku 2022	36 years old at the end of financial year 2022
Tempat, Tanggal Lahir Place, Date of Birth	Jakarta, 16 January 1986	Jakarta, 16 January 16, 1986
Riwayat Pendidikan Education History	Universitas Gadjah Mada, Kandidat Magister Hukum, Hukum Bisnis, Kampus Jakarta. Sarjana Hukum Universitas Diponegoro	Gadjah Mada University, Master of Law candidate, Business Law, Jakarta Campus. Bachelor of Law Diponegoro University
Dasar Hukum Penunjukan Legal Basis for Appointment	Surat keputusan Direksi Nomor : 00025/65. HK.01.01/00/Indonesia Re/12/2022 Tanggal 26 Desember 2022	Decree of the Board of Directors Number: 00025/65. HK.01.01/00/Indonesia Re/12/2022 Dated December 26, 2022
Rangkap Jabatan Dual Position	Tidak memiliki rangkap jabatan	No concurrent positions
Pengalaman Kerja Work Experience	• Sekretaris Perusahaan & Legal Manager, PT Wicaksana Overseas International Tbk (DKSH Holding Group) (Maret 2020 – sekarang) • Sekretaris Perusahaan & Governance, PT Sawit Sumbermas Sarana Tbk (November 2018 – Februari 2020) • Pengacara, Sumantri Saidi & Associates (Desember 2017 - November 2018) • Risk Management Compliance Assurance, PT XL Axiata Tbk (Maret 2017 – November 2017) • Governance & Compliance Analyst, PT XL Axiata Tbk (Maret 2014 – Maret 2017) • Account Executive - Leased & Cost Management, PT XL Axiata Tbk (Maret 2012 – Februari 2014) • Business Counsel, PT Aldo Imaji Nasional (Mei 2011 – Maret 2012) • Legal Specialist, PT Huawei Tech Investment (Oktober 2008 – Mei 2011) • Legal - Site Acquisiton, PT Infratech Indonesia (United Engineers Pte Ltd Group) (Maret 2008 - Oktober 2008)	• Corporate Secretary & Legal Manager, PT Wicaksana Overseas International Tbk (DKSH Holding Group) (March 2020 – present) • Corporate Secretary & Governance, PT Sawit Sumbermas Sarana Tbk (November 2018 – February 2020) • Lawyer, Sumantri Saidi & Associates (December 2017 - November 2018) • Risk Management Compliance Assurance, PT XL Axiata Tbk (March 2017 – November 2017) • Governance & Compliance Analyst, PT XL Axiata Tbk (March 2014 – March 2017) • Account Executive - Leased & Cost Management, PT XL Axiata Tbk (March 2012 – February 2014) • Business Counsel, PT Aldo Imaji Nasional (May 2011 – March 2012) • Legal Specialist, PT Huawei Tech Investment (October 2008 – May 2011) • Legal - Site Acquisiton, PT Infratech Indonesia (United Engineers Pte Ltd Group) (March 2008 - October 2008)
Hubungan Afiliasi Affiliate Relationship	Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, maupun Pemegang Saham Utama	Has no affiliation with the Board of Commissioners, Board of Directors, or Major Shareholders.

Tata Kelola Perusahaan
Good Corporate Governance

Fungsi Sekretaris Perusahaan

Perusahaan telah menetapkan fungsi dari Sekretaris Perusahaan yang mencakup:

1. Memastikan bahwa Perusahaan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip GCG;
2. Memberikan informasi yang dibutuhkan oleh Direksi dan Dewan Komisaris/Dewan Pengawas secara berkala dan/atau sewaktu-waktu apabila diminta;
3. Sebagai penghubung;
4. Menatausahakan serta menyimpan dokumen perusahaan, termasuk tetapi tidak terbatas pada Daftar Pemegang Saham, Daftar Khusus dan risalah rapat Direksi, rapat Dewan Komisaris dan RUPS.

Corporate Secretary Function

The Company has established the functions of the Corporate Secretary which include:

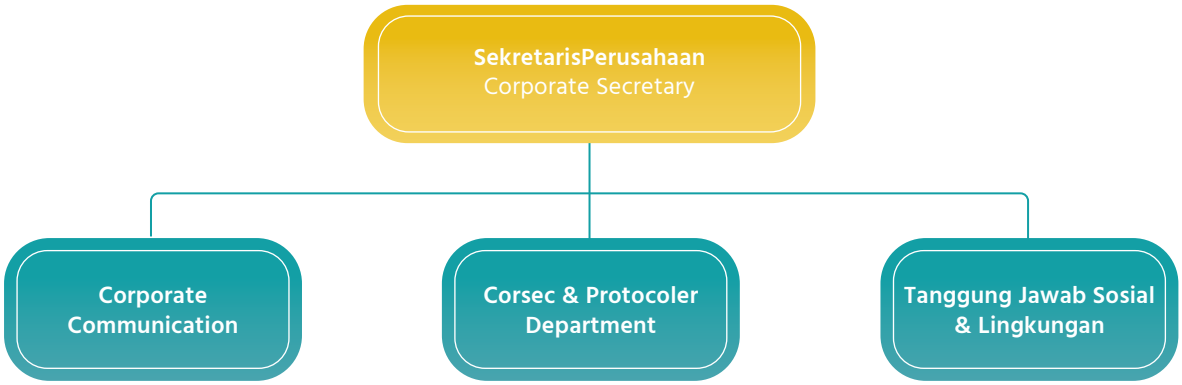
1. Ensure that the Company complies with regulations on disclosure requirements in line with the implementation of GCG principles;
2. Provide information required by the Board of Directors and the Board of Commissioners/Supervisory Board periodically and/or at any time if requested;
3. As a connector;
4. Organize and store company documents, including but not limited to the Register of Shareholders, Special Register and minutes of Board of Directors meetings, Board of Commissioners meetings and GMS.

Struktur Organisasi

Berikut adalah bagan struktur organisasi SekretarisPerusahaan Indonesia Re:

Organization Structure

The following is the organizational structure of the Corporate Secretary unit of Indonesia Re:



Hingga akhir 2022 pejabat Sekretaris Perusahaan adalah:

Until the end of 2022, officials in the Corporate Secretary unit are:

Nama Name	**Jabatan** Position
Aji Irawan	Sekretaris Perusahaan | Corporate Secretary
Candi Vitara Prameswari	Corporate Communication Dept Head | Corporate Communication Dept Head
Karno Erson Prijono	TJSL Dept Head | TJSL Dept Head
Arthur Daniel P. Sitorus	Corsec & Protocoler Dept Head | Corsec & Protocoler Dept Head

Kualifikasi Sekretaris Perusahaan

Sekretaris Perusahaan Indonesia Re harus memiliki kualifikasi sebagai berikut:

1. Pendidikan
   Sarjana (S1) semua jurusan, diutamakan dari Fakultas Hukum.

Qualification of Corporate Secretary

The Company Secretary of Indonesia Re must have the following qualifications:

1. Education
   Bachelor (S1) degree in any major, preferably from the Faculty of Law.

2. Pengalaman Kerja Telah bekerja selama 8 (delapan) tahun di bidang Hukum/Kehumasan, diutamakan dari perusahaan asuransi/reasuransi/jasa keuangan lain, 5 (lima) tahun di antaranya pada tingkat manajerial.

3. Pemahaman
   - Memahami proses bisnis asuransi/reasuransi dan kehumasan;
   - Memahami berbagai aspek dalam bidang legal;
   - Memahami dengan baik masalah manajemen perkantoran;
   - Memahami dengan baik masalah protokoler dan sekretariat;
   - Memiliki keterampilan manajemen yang baik untuk mengelola divisi.
4. Kualitas Pribadi
   - Memiliki integritas, matang, dinamis, dan fleksibel;
   - Memiliki kemampuan komunikasi, diplomasi dan hubungan interpersonal yang baik;
   - Memiliki ketahanan terhadap situasi stres/konflik yang timbul;
   - Memiliki logika berpikir yang baik dan pemahaman masalah secara menyeluruh;
   - Memiliki minat dan perhatian yang tinggi terhadap masalah kehumasan;
   - Memiliki potensi kepemimpinan yang baik dan efektif untuk level divisi;
5. Kualifikasi Lain
   Memiliki *sense of business* yang tinggi;
   - Mampu menggunakan komputer untuk mendukung kelancaran tugas kerjanya;
   - Mampu berbahasa Inggris secara aktif baik lisan maupun tulisan.

Pengangkatan dan Pemberhentian Sekretaris Perusahaan

Pengangkatan dan pemberhentian Sekretaris Perusahaan dilakukan oleh Direksi berdasarkan mekanisme internal Perusahaan dengan persetujuan Dewan Komisaris.

Tugas dan Tanggung Jawab

Sekretaris Perusahaan memiliki tugas dan tanggung jawab sebagai berikut:

1. Mengatur pelaksanaan Rapat Umum Pemegang Saham Tahunan dan Luar Biasa;
2. Mengorganisir dan turut serta dalam penyusunan Laporan Tahunan Perseroan;
3. Membuat dan mempersiapkan prosedur dan kebijakan yang relevan sebagaimana diatur dalam Pedoman Tata Kelola Perusahaan yang dikeluarkan oleh OJK;

2. Work Experience
   Has worked for 8 (eight) years in the field of Law / Public Relations, preferably from an insurance / reinsurance / other financial services company, 5 (five) years of which at the managerial level.
3. Have knowledge of:
   - Understand the business process of insurance/ reinsurance and public relations;
   - Understand various aspects of the legal field;
   - Good understanding of office management issues;
   - Good understanding of protocol and secretariat issues;
   - Have good management skills to manage the division.
4. Personal Qualities
   - Have integrity, mature, dynamic and flexible;
   - Good communication, diplomacy and interpersonal relationship skills;
   - Have resilience to stress/conflict situations that arise;
   - Have a good logic of thinking and a thorough understanding of the problem;
   - Have a high interest and attention to public relations issues;
   - Have good and effective leadership potential for division level;
5. Other Qualifications
   - Have a high sense of business;
   - Able to use computers to support the smooth running of work tasks;
   - Able to speak English actively both spoken and written.

Appointment and Dismissal of Corporate Secretary

The appointment and dismissal of the Corporate Secretary is carried out by the Board of Directors based on the Company's internal mechanism with the approval of the Board of Commissioners.

Duties and Responsibilities

The Corporate Secretary has the following duties and responsibilities:

1. Organize the implementation of the Annual and Extraordinary General Meeting of Shareholders;
2. Organize and participate in the preparation of the Company's Annual Report;
3. Create and prepare relevant procedures and policies as stipulated in the Corporate Governance Guidelines issued by OJK;

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4. Mengikuti perkembangan industri perasuransian dan perbankan, khususnya dengan ketentuan-ketentuan yang berkaitan langsung dan tidak langsung dengan produk-produk Indonesia Re;
5. Menjalin dan memelihara hubungan dengan pihak-pihak regulator di bidang perasuransian, Bank Indonesia, dan pihak-pihak lainnya untuk memperoleh informasi yang relevan dalam rangka memberikan masukan kepada Direksi untuk menyusun strategi dan mengembangkan produk-produk;
6. Membuat analisis dan memberikan opini hukum atas masalah-masalah yang berkaitan dengan litigasi dan kerja sama dengan pihak ketiga;
7. Memberikan masukan-masukan kepada Direksi mengenai pengembangan organisasi Perusahaan;
8. Menyelenggarakan rapat-rapat kerja untuk me-review kinerja Perusahaan dan pemasaran serta unit-unit kerja lainnya, produk, biaya operasional, dan produktivitas pegawai;
9. Memastikan bahwa Perseroan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip Good Corporate Governance;
10. Membuat agenda rapat Direksi atas usulan/ arahan dari Anggota Direksi, dan membuat Risalah Rapat (Notulen), kemudian mengadministrasikannya serta apabila dipandang perlu mendistribusikan Berita Acara/ Risalah Rapat tersebut;
11. Memimpin, mengelola, mengembangkan dan melaksanakan strategi dan program kehumasan baik melalui website maupun media publikasi Indonesia Re lainnya;
12. Menyusun panduan dan mengelola aktivitas Program TJSL.

Pelaksanaan Tugas Tahun 2022

Selama tahun 2022, Corporate Secretary PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re", "Perusahaan") telah melaksanakan tugas sesuai dengan tugas dan tanggung jawabnya antara lain sebagai berikut:

Bidang Corporate Secretary & Protocoler

1. Memberikan persetujuan atas setiap informasi dan konsep komunikasi yang akan disampaikan ke pihak eksternal;
2. Mengikuti perkembangan Peraturan Perundang-undangan yang berkaitan dengan usaha perasuransian, tata kelola perusahaan yang baik (*Good Corporate Governance/GCG*) dan peraturan yang relevan lainnya;
3. Menyediakan dan menyampaikan informasi kepada DIreksi dan Dewan Komisaris yang berkaitan dengan isu-isu GCG;
4. Mempersiapkan dan menyelenggarakan RUPS Persetujuan Laporan Keuangan Tahunan Induk dan Anak Perusahaan tahun buku 2021;

4. Keep abreast of developments in the insurance and banking industries, particularly with provisions relating directly and indirectly to Indonesia Re products;
5. Establish and maintain relationships with insurance regulators, Bank Indonesia, and other parties to obtain relevant information in order to provide input to the Board of Directors to strategic and develop products;
6. Analyze and provide legal opinions on issues related to litigation and cooperation with third parties;
7. Provide inputs to the Board of Directors regarding the development of the Company's organization;
8. Organize working meetings to review the performance of the Company and marketing and other work units, products, operational costs, and employee productivity;
9. Ensure that the Company complies with regulations on disclosure requirements in line with the implementation of Good Corporate Governance principles;
10. Prepare the agenda of the Board of Directors meeting based on the proposal/direction of the Members of the Board of Directors, and make Minutes of the Meeting (Minutes), then administer it and if deemed necessary distribute the Minutes of the Meeting;
11. Lead, manage, develop and implement public relations strategies and programs both through the website and other Indonesia Re publication media;
12. Develop guidelines and manage the activities of the CSR Program.

Implementation of Duties in 2022

During 2022, the Corporate Secretary of Indonesia Re has performed duties in accordance with its duties and responsibilities, among others, as follows:

Corporate Secretary & Protocols

1. Provide approval for any information and communication concepts that will be sub-mitted to external parties;
2. Following the development of laws and regulations relating to insurance business, good corporate governance (GCG) and other relevant regulations;
3. Provide and submit information to the Board of Directors and Board of Commissioners relating to GCG issues;
4. Preparing and organizing the GMS to approve the Annual Financial Statements of the Parent and Subsidiaries for the 2021 financial year;

5. Memonitor dan menyusun jadwal dan agenda perjalanan dinas dari Direksi;
6. Memonitor berbagai kegiatan kesekretariatan korporasi dan protokoler dalam kaitannya dengan Direksi dan Dewan Komisaris;
7. Menjaga hubungan baik Perusahaan dengan Regulator (OJK), Pemegang Saham (Kementerian BUMN), instansi Pemerintahan (i.e. Kejaksaan, Kemenkumham, Kemenkeu, BPKP), lembaga pemeringkatan (Fitch Rating & PEFINDO) dan Profesi pendukung lainnya;
8. Mengorganisir buku-buku bacaan, *company profile*, laporan tahunan media cetak, dan sumber informasi lainnya yang bermanfaat bagi internal melalui perpustakaan Indonesia Re;
9. Mempersiapkan dan menyelenggarakan Rapat Direksi dan Rapat Gabungan antara Direksi serta Dewan Komisaris secara berkala;
10. Memastikan terlaksananya pelayanan pengiriman/ ekspedisi dokumen dokumen Perusahaan kepada pihak eksternal;
11. Mengorganisir pendataan, pemeliharaan, dan penataan arsip-arsip Perusahaan;
12. Melaksanakan penyempurnaan pedoman kearsipan Perusahaan;
13. Melaksanakan dan pendokumentasian Rapat Umum Pemegang Saham (RUPS), rapat Direksi, dan rapat Komite-komite Perusahaan;
14. Melaksanakan program pengenalan bagi anggota Direksi dan/atau anggota Dewan komisaris (program Induksi) yang baru diangkat
15. Penyediaan kebutuhan perlengkapan pendukung pekerjaan Direks;
16. Menjadi penanggung jawab atas pelaksanaan *Company Anniversary* ke 37 PT Reasuransi Indonesia Utama (Persero);
17. Menjaga hubungan baik dengan pemegang saham (*shareholders relationsip management*) antara lain dengan mengundang tim Kementerian BUMN dalam beberapa kegiatan Korporasi Perusahaan.

Bidang Corporate Communication

1. Melaksanakan fungsi Hubungan Masyarakat;
2. Menyusun Laporan Tahunan (*Annual Report*) Perusahaan;
3. Mengelola dan mengembangkan materi komunikasi korporasi Indonesia Re seperti publikasi laporan keuangan, iklan hari besar, pemberitaan dan sebagainya;
4. Melakukan aktivitas yang mendukung pelaksanaan prinsip keterbukaan, terutama yang menyangkut kinerja Indonesia Re melalui komunikasi kepada pihak-pihak yang berkepentingan;

5. Monitor and compile the schedule and agenda of official travel of the Board of Directors;
6. Monitor various corporate secretarial and protocol activities in relation to the Board of Directors and Board of Commissioners;
7. Maintain the Company's good relations with Regulators (OJK), Shareholders (Ministry of SOEs), Government agencies (i.e. Attorney, Ministry of Law and Human Rights, Ministry of Finance, BPKP), rating agencies (Fitch Rating & PEFINDO) and other sup-porting professionals;
8. Organize reading books, company profiles, print media annual reports, and other in-formation sources that are useful for internal use through the Indonesia Re library;
9. Prepare and organize Board of Directors Meetings and Joint Meetings between the Board of Directors and the Board of Commissioners on a regular basis;
10. Ensure the implementation of delivery services/expedition of Company documents to external parties;
11. Organize data collection, maintenance, and arrangement of Company archives;
12. Carry out the improvement of the Company's archival guidelines;
13. Conducting and documenting the General Meeting of Shareholders (GMS), Board of Directors meetings, and Company Committee meetings;
14. Implement an introduction program for newly appointed members of the Board of Directors and/or members of the Board of Commissioners (Induction program).
15. Provision of equipment to support the work of the Director;
16. Being responsible for the implementation of the 37th Company Anniversary of PT Reasuransi Indonesia Utama (Persero);
17. Maintaining good relations with shareholders (shareholders relations management), among others, by inviting the Ministry of SOEs team in several of the Company's corporate activities.

Corporate Communication

1. Carry out the Public Relations function;
2. Prepare the Company's Annual Report;
3. Manage and develop Indonesia Re's corporate communication materials such as financial report publications, holiday advertisements, news and so on;
4. Conduct activities that support the implementation of the principle of transparency, especially those concerning the performance of Indonesia Re through communication to interested parties;

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5. Memproyeksikan seluruh kegiatan bisnis dan operasional Perusahaan kepada pihak internal dan eksternal melalui channel media komunikasi Perusahaan;
6. Menjalin komunikasi dan memelihara hubungan dengan pihak-pihak Humas Asosiasi, Kementerian, regulator, relasi Indonesia Re, serta publik;
7. Memastikan terselenggaranya semua kegiatan yang berkaitan dengan Kehumasan Perusahaan termasuk masalah dokumentasi kegiatan perusahaan;
8. Menaikkan persepsi, menjaga image, menciptakan reputasi yang baik bagi Perusahaan.

Bidang Tanggung Jawab Sosial & Lingkungan (TJSL)

1. Mengembangkan dan mengimplementasikan pelaksanaan program TJSL Indonesia Re sebagai upaya untuk melakukan pembinaan dengan pemangku kepentingan (Stakeholders);
2. Melaksanakan program TJSL berdasarkan Peraturan Menteri BUMN;
3. Melaksanakan program TJSL sesuai dengan peraturan dan kebijakan Keasdepan TJSL Kementerian BUMN;
4. Melaksanakan program TJSL sesuai dengan Pilar Pembangunan Sosial, Ekonomi, Lingkungan dan Hukum dan Tata Kelola;
5. Melaksanakan program TJSL sesuai dengan Tujuan Pembangunan Berkelanjutan (TPB)
6. Membuat dan melaksanakan program prioritas TJSL BUMN yaitu dibidang pendidikan, lingkungan dan pengembangan UMK;
7. Melaksanakan program TJSL dengan menerapkan prinsip terintegrasi, terarah, terukur dampaknya dan akuntabilitas;
8. Melaksanakan program Pendanaan UMK untuk meningkatkan kemampuan usaha mikro dan usaha kecil agar menjadi tangguh dan mandiri;
9. Melaksanakan program dengan menerapkan Created Sharing Value yang bisa membuat dampak lebih baik untuk binisnis perusahaan dan masyarakat;
10. Melakukan pembinaan kepada UMK baik maupun bukan Mitra Binaan Indonesia Re;
11. Melakukan monitoring terhadap piutang Mitra Binaan;
12. Program TJSL BUMN dilakukan secara sistematis dan terpadu untuk menjamin pelaksanaan, pencapaian keberhasilan serta pengelolaan dampak Program TJSL BUMN sesuai dengan prioritas dan/atau pencapaian dari tujuan Program TJSL BUMN yang berpedoman pada rencana kerja;

5. Projecting all business and operational activities of the Company to internal and external parties through the Company's communication media channels;
6. Establish communication and maintain relationships with PR Associations, Ministries, regulators, Indonesia Re relations, and the public;
7. Ensure the implementation of all activities related to Corporate Public Relations including documentation issues of company activities;
8. Improve perception, maintain image, create a good reputation for the Company.

Social & Environmental Responsibility (CSR) Division

1. Develop and implement Indonesia Re's CSR program as an effort to engage with stakeholders;
2. Implement the TJSL program based on the Regulation of the Minister of SOEs;
3. Implement the TJSL program in accordance with the regulations and policies of the TJSL Headquarters of the Ministry of SOEs;
4. Implement TJSL programs in accordance with the Pillars of Social, Economic, Environmental and Legal Development and Governance;
5. Implement TJSL programs in accordance with the Sustainable Development Goals (SDGs)
6. Create and implement SOE CSR priority programs in the fields of education, environment and MSE development;
7. Implement TJSL programs by applying the principles of integration, direction, measurable impact and accountability;
8. Implement the MSE Funding program to improve the ability of micro and small enterprises to become resilient and independent;
9. Implement programs by applying Created Sharing Value that can make a better impact for the company's business and society;
10. Conducting coaching to MSEs both and not Indonesia Re's Assisted Partners;
11. Monitoring the receivables of Assisted Partners;
12. The SOE TJSL Program is carried out in a systematic and integrated manner to ensure the implementation, achievement of success and management of the impact of the SOE TJSL Program in accordance with the priorities and/or achievement of the objectives of the SOE TJSL Program guided by a work plan;

13. Program TJSL BUMN dilakukan dengan tahapan perencanaan, pelaksanaan, pengawasan dan pelaporan;
14. Melakukan evaluasi atas pelaksanaan Program TJSL BUMN untuk mengukur kinerja dan capaian manfaat baik kepada BUMN maupun kepada lingkungan;
15. Menyusun laporan keuangan dan pelaksanaan Program TJSL BUMN
16. Melaporkan Laporan TJSL ke Keasdepan TJSL Kementerian BUMN:
17. Laporan keuangan Program Pendanaan UMK tahunan harus diaudit oleh kantor akuntan publik secara terpisah dari audit laporan keuangan BUMN yang disusun sesuai standar akuntansi keuangan;
18. Membentuk Komite TJSL melaksanakan evaluasi atas pelaksanaan Program TJSL BUMN;
19. Menyusun Laporan Keberlanjutan (*Sustainability Report*) Perusahaan.

13. The SOE TJSL program is carried out through the stages of planning, implementation, monitoring and reporting;
14. Evaluate the implementation of the SOE's CSR Program to measure the performance and achievement of benefits both to the SOE and to the environment;
15. Preparing financial reports and implementation of the SOE CSR Program
16. Reporting the TJSL Report to the TJSL Headquarters of the Ministry of SOEs:
17. The annual MSE Funding Program financial statements must be audited by a public accounting firm separately from the audit of SOE financial statements prepared in accordance with financial accounting standards;
18. Form a TJSL Committee to evaluate the implementation of the SOE TJSL Program;
19. Prepare the Company's Sustainability Report.

Unit Audit Internal
Internal Audit Unit

Ruang lingkup pekerjaan internal audit yaitu mengevaluasi dan meningkatkan efektivitas pengelolaan risiko Perusahaan sehingga audit internal merupakan bagian dari struktur Satuan Pengawas Internal Perusahaan. Selain itu, audit internal juga merupakan unit kerja perusahaan yang melaksanakan kegiatan assurance dan konsultasi manajemen dalam memberikan nilai tambah, meningkatkan kegiatan operasi Perusahaan, membantu perusahaan dalam mencapai tujuan, memperbaiki pengendalian internal, serta penerapan manajemen risiko.

The scope of internal audit work is to evaluate and improve the effectiveness of the Company's risk management so that internal audit is part of the structure of the Company's Internal Supervisory Unit. In addition, internal audit is also a company work unit that carries out assurance and management consulting activities in providing added value, improving the Company's operations, assisting companies in achieving goals, improving internal control, and implementing risk management.

Piagam Audit

Piagam Audit Internal sebagai pedoman dan tata tertib kerja unit Audit Internal telah disahkan pada tanggal 5 Januari 2017, untuk meningkatkan efektivitas Sistem Pengendalian Internal perusahaan serta komitmen pimpinan untuk berfungsinya Audit Internal. Piagam Audit Internal memuat tentang visi, misi, wewenang, tugas serta tanggung jawab dari Audit Internal dalam memastikan efektivitas sistem pengendalian internal.

Internal Audit Charter

The Internal Audit Charter as a guideline and work order of the Internal Audit unit was approved on January 5, 2017, to improve the effectiveness of the company's Internal Control System and the leadership's commitment to the functioning of Internal Audit. The Internal Audit Charter contains the vision, mission, authority, duties and responsibilities of Internal Audit in ensuring the effectiveness of internal control.

Hingga akhir tahun buku 2022, Piagam audit masih dianggap sesuai dengan kondisi dan peraturan perundang-undangan sehingga Direksi masih menganggap belum memerlukan perubahan.

Until the end of the 2022 financial year, the Internal Audit Charter is still considered to be in accordance with the conditions and laws and regulations, so the Board of Directors still considers that no changes are needed.

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Profil Kepala Audit Internal

Profile of Head of Internal Audit

Alison E. Ritonga	Chief Internal Audit	Chief Internal Audit
Warga Negara | Citizen	**Indonesia**	
Domisili | Domicile	Depok, Jawa Barat	Depok, West Java
Riwayat Pendidikan Education History	Accounting, Universitas Sumatera Utara	Accounting, Universitas Sumatera Utara
Dasar Hukum Penunjukan Legal Basis for Appointment	SKD No. 00056/65.HK.01.01/00/IndonesiaRe/11/2021	SKD No. 00056/65.HK.01.01/00/IndonesiaRe/11/2021
Rangkap Jabatan Dual Position	Tidak memiliki rangkap jabatan	No concurrent positions
Pengalaman Kerja Work Experience	• Chief Internal Audit (2021-now) • Kadep. Subsidiary management (April 2021-November 2021) • Kadep. Strategic Planning (2019- 2021) • Kadep. Risk Management & Strategic Planning (2016-2019) • Treaty Underwriter (2014-1026) • Kasie Adm.General Reinsurance (2008-2014) • Kasie. Akuntansi Keuangan (2004-2008) • Auditor – SPI (1998-2004) • Management Trainee (1997-1998)	• Chief Internal Audit (2021-present) • Head of Department - Subsidiary Management (April 2021-November 2021) • Head of Department - Strategic Planning (2019-2021) • Head of Department - Risk Management & Strategic Planning (2016-2019) • Treaty Underwriter (2014-1026) • Head of Adm. - General Reinsurance (2008-2014) • Section Head - Financial Accounting (2004-2008) • Auditor - SPI (1998-2004) • Management Trainee (1997-1998)
Hubungan Afiliasi Affiliate Relationship	Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, maupun Pemegang Saham Utama	Has no affiliation with the Board of Commissioners, Board of Directors, or Major Shareholders.

Jumlah Personel

Personil Unit Audit Internal Indonesia Re terdiri dari 6 (enam) orang, yaitu 1 (satu) orang Chief Internal Audit dan 5 (lima) orang auditor. Seluruh personel memiliki kualifikasi sesuaidengan peraturan yang berlaku dan memiliki kompetensi yang memadai agar dapat melaksanakan tugas dan tanggung jawabnya.

Number of Personnel

Indonesia Re Internal Audit Unit consist of 6 (six) personnel, namely 1 (one) Chief Internal Audit and 5 (five) auditors. All personnel have qualifications in accordance with applicable regulations and have adequate competence in order to carry out their duties and responsibilities.

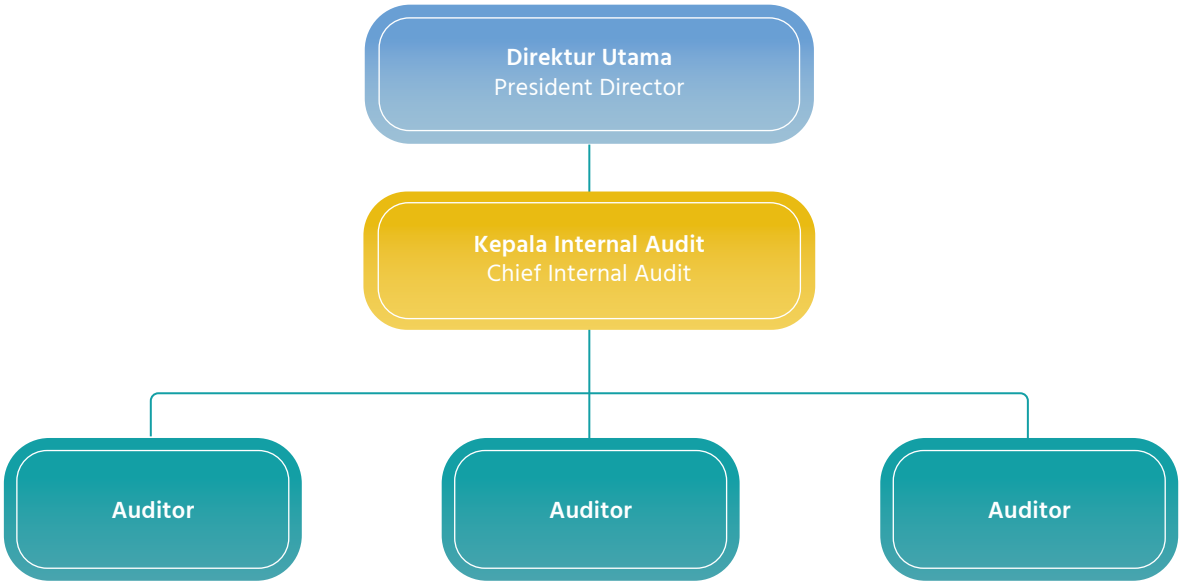
Nama Name	**Jabatan** Position	**Keahlian/Sertifikasi** Expertise/Certification
Alison E. Ritonga	Chief Internal Audit	CA, QIA, CRMP, CRGP, ANZIIF (Assoc) CIP
A. Rasmoko Duto	Auditor	On proses QIA
Dewa Teges Surya M.	Auditor	AAAIJ on proses PIA
Rini Novitasari	Auditor	AAAIK, PIA
Yuristi Amitha	Auditor	On proeses QIA

Kedudukan Unit Audit Internal

Internal Audit berkedudukan langsung di bawah Direktur Utama, sebagai pelaku tugas di bidang pengawasan intern perusahaan dengan dipimpin oleh Kepala Unit Audit Internal yang melapor secara administratif langsung kepada Direktur Utama dan secara fungsional kepada Dewan Komisaris.

Position of Internal Audit Unit

Internal Audit reports directly to the President Director, as the performer of duties in the field of internal supervision of the company, led by the Head of Internal Audit Unit who reports administratively directly to the President Director and functionally to the Board of Commissioners.



Tugas dan Tanggung Jawab

Perusahaan telah menetapkan tugas dan tanggung jawab Audit Internal yaitu:

1. Melaksanakan Audit terhadap jalannya Sistem Pengendalian Internal pada penerapan Tata Kelola Perusahaan yang Baik dalam hal penilaian, kebijakan dan peraturan perusahaan yang berlaku.
2. Melaksanakan evaluasi tingkat efektivitas dan efisiensi dari kegiatan operasi dalam penggunaan sarana/sumber daya yang tersedia.
3. Melaksanakan evaluasi terhadap pencapaian tujuan dan sasaran perusahaan sesuai dengan perencanaan.
4. Melaksanakan evaluasi pengendalian internal dan penerapan manajemen risiko sesuai dengan kebijakan perusahaan.
5. Melaksanakan pengawasan dan evaluasi atas hasil-hasil temuan audit serta menyampaikan saran perbaikan kepada auditee.
6. Melaksanakan tugas khusus dalam lingkup pengendalian internal yang ditugaskan oleh Direktur Utama.
7. Memberikan informasi tentang laporan yang berkaitan dengan pelaksanaan tugas kepada Dewan Komisaris.
8. Bermitra dengan Komite Audit dalam menjalankan fungsi Audit.

Duties and Responsibilities

The Company has established the duties and responsibilities of Internal Audit, namely:

1. Carry out an audit of the operation of the Internal Control System on the implementation of Good Corporate Governance in terms of assessment, policies and applicable company regulations.
2. Evaluate the effectiveness and efficiency of operations in the use of available facilities/resources.
3. Evaluate the achievement of company goals and objectives in accordance with the plan.
4. Carry out evaluation of internal control and risk management implementation in accordance with company policy.
5. Carry out supervision and evaluation of the results of audit findings and submit suggestions for improvement to the auditee.
6. Carry out special tasks within the scope of internal control assigned by the President Director.
7. Provide information on reports related to the implementation of duties to the Board of Commissioners.
8. Partner with the Audit Committee in performing the Audit function.

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Good Corporate Governance

Hak dan Wewenang Audit Internal

Selain tugas dan tanggung jawab, Audit Internal juga memiliki hak dan wewenang yang mencakup:

1. Memiliki akses terhadap seluruh dokumen, pencatatan, laporan, fisik dan informasi yang relevan.
2. Mendapatkan bantuan yang diperlukan dari karyawan di berbagai divisi di mana auditor melaksanakan audit.
3. Mendapatkan bantuan ahli, profesional dan lain-lain jika dianggap perlu dari dalam dan atau dari luar perusahaan.
4. Verifikasi dan uji keandalan terhadap data dan informasi yang diperoleh.
5. Chief Internal Audit dapat melakukan evaluasi terhadap Piagam Audit Internal.

Independensi Audit Internal

Dalam menjalankan tugasnya, Internal Audit Indonesia Re harus bersikap independen. Internal Audit bebas dari situasi yang dapat mengancam kemampuan aktivitas auditor internal untuk dapat melaksanakan tanggung jawabnya secara tidak memihak. Internal auditor dalam melakukan aktivitas pemeriksaan dapat melaksanakan tugasnya dengan baik kepada seluruh unit organisasi dan bertanggung jawab langsung kepada Direktur Utama.

Pihak yang Mengangkat dan Memberhentikan Ketua Unit Audit Internal

Pihak yang mengangkat dan memberhentikan Kepala Audit Internal adalah Direktur Utama mengacu pada mekanisme internal Perusahaan dengan persetujuan Dewan Komisaris.

Kode Etik Audit Internal

Untuk mengatur etika kerja dalam melaksanakan tugasnya, Audit Internal Indonesia Re memiliki kode etik yang berisi prinsip dasar perilaku yang dalam pelaksanaannya memerlukan pertimbangan yang seksama dari masing-masing auditor. Pelanggaran kode etik akan dikenakan sanksi berupa peringatan hingga diberhentikan dari tugas audit. Untuk itu Audit Internal harus berpegang teguh dan mematuhi kode etik. Adapun standar perilaku internal auditor adalah sebagai berikut:

1. Integritas
   - Melakukan audit dengan kejujuran, ketekunan dan tanggung jawab;
   - Tidak melakukan aktivitas ilegal atau terlibat dalam tindakan-tindakan yang dapat menodai profesi Audit Internal;
   - Menghormati dan berkontribusi untuk tujuan yang sah dan etis dari Perusahaan.

Internal Audit Rights and Authorities

In addition to duties and responsibilities, Internal Audit also has rights and authorities that include:

1. Have access to all documents, records, reports, physical and relevant information.
2. Obtain necessary assistance from employees in the various divisions where the auditor is conducting the audit.
3. Obtain expert, professional and other assistance if deemed necessary from within and or from outside the company.
4. Verify and test the reliability of the data and information obtained.
5. The Chief Internal Auditor may evaluate the Internal Audit Charter.

Internal Audit Independence

In carrying out its duties, Internal Audit Indonesia Re must be independent. Internal Audit is free from situations that can threaten the ability of internal auditor activities to be able to carry out their responsibilities impartially. Internal auditors in carrying out inspection activities can carry out their duties properly to all organizational units and are directly responsible to the President Director.

Appointment and Dismissal of Head of Internal Audit Unit

The party that appoints and dismisses the Head of Internal Audit is the President Director referring to the Company's internal mechanism with the approval of the Board of Commissioners.

Internal Audit Code of Ethics

To regulate work ethics in carrying out its duties, Indonesia Re Internal Audit has a code of ethics that contains basic principles of behavior which in its implementation requires careful consideration from each auditor. Violations of the code of ethics will be subject to sanctions in the form of warnings to be dismissed from audit duties. For this reason, Internal Audit must uphold and comply with the code of ethics. The standards of internal auditor behavior are as follows:

1. Integrity
   - Conduct audits with honesty, diligence and responsibility;
   - Do not conduct illegal activities or engage in actions that could tarnish the Internal Audit profession;
   - Respect and contribute to the legitimate and ethical objectives of the Company.

2. Objektivitas
   - Tidak berpartisipasi dalam aktivitas atau hubungan yang dapat mengganggu atau dianggap merusak penilaian yang tidak memihak. Partisipasi ini mencakup kegiatan-kegiatan atau hubungan yang mungkin bertentangan dengan kepentingan organisasi;
   - Tidak menerima apa pun yang dapat mengganggu atau dianggap merusak penilaian profesional;
   - Mengungkapkan semua fakta material yang diketahui.
3. Kerahasiaan
   - Menjaga informasi yang diterima dalam menjalankan tugas sesuai dengan ketentuan yang berlaku;
   - Tidak menggunakan informasi untuk keuntungan pribadi atau dengan cara apa pun yang bertentangan dengan hukum atau merugikan tujuan yang sah dan etika organisasi.
4. Kompetensi
   - Hanya terlibat dalam jasa yang sesuai dengan pengetahuan, keahlian dan pengalaman;
   - Melaksanakan proses audit internal sesuai standar profesional yang diterbitkan oleh Asosiasi Audit Internal;
   - Meningkatkan kemampuan dan efektivitas serta kualitas jasa audit.

2. Objectivity
   - Not participating in activities or relationships that may interfere with or be perceived as undermining impartial judgment. This participation includes activities or relationships that may conflict with the interests of the organization;
   - Accept nothing that may interfere with or be perceived as impairing professional judgment;
   - Disclose all known material facts.
3. Confidentiality
   - Maintain information received in carrying out duties in accordance with applicable regulations;
   - Do not use information for personal gain or in any way that is contrary to the law or detrimental to the legitimate and ethical objectives of the organization.
4. Competence
   - Only engage in services that match your knowledge, skills and experience;
   - Carry out the internal audit process in accordance with professional standards issued by the Internal Audit Association;
   - Improve the ability and effectiveness as well as the quality of audit services.

Ruang Lingkup Kerja Audit Internal

1. Audit internal rutin, investigasi, verifikasi fisik asset tetap dan tugas lainnya yang diperlukan oleh manajemen untuk mempertahankan transparansi dan akuntabilitas.
2. Evaluasi kepatuhan terhadap peraturan, kebijakan, serta tata kelola yang baik (GCG).
3. Penelaahan kehematan/ekonomis dan efisiensi/daya guna kegiatan operasi penggunaan sarana/daya guna yang tersedia.
4. Evaluasi terhadap pencapaian tujuan dan sasaran perusahaan sesuai dengan Rencana Kerja dan Anggaran Perusahaan (RKAP) yang ada serta memberikan rekomendasi untuk perbaikan.
5. Evaluasi efektivitas dari Standar Operasional Prosedur (SOP).
6. Evaluasi pengendalian internal dan penerapan manajemen risiko sesuai dengan kebijakan perusahaan.
7. Pengawasan dan evaluasi atas hasil-hasil temuan audit serta menyampaikan saran perbaikan kepada auditee.
8. Tugas khusus dalam lingkup pengendalian internal yang ditugaskan oleh Direktur Utama.

Internal Audit Scope of Work

1. Routine internal audits, investigations, physical verification of fixed assets and other tasks required by management to maintain transparency and accountability.
2. Evaluation of compliance with regulations, policies, and good governance (GCG).
3. Review of the economy and efficiency/utility of operating activities using available facilities/utilities.
4. Evaluate the achievement of the company's goals and objectives in accordance with the existing Work Plan and Budget (RKAP) and provide recommendations for improvement.
5. Evaluate the effectiveness of the Standard Operating Procedure (SOP).
6. Evaluation of internal control and risk management implementation in accordance with company policy.
7. Monitoring and evaluating the audit findings and providing suggestions for improvement to the auditee.
8. Special tasks within the scope of internal control assigned by the President Director.

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Pelaksanaan Kegiatan Unit Audit Internal Tahun 2022

Pelaksanaan audit dilakukan dengan menggunakan Audit Berbasis Risiko (Risk Based Audit) dimana semua kegiatan audit dimulai dari perencanaan, pelaksanaan dan pelaporan hasil audit berbasis pada profil risiko perusahaan.

Pelaksanaan Tugas Internal Audit 2022 sesuai dengan Program kerja Pengawasan Tahunan (PKPT) 2022 yang telah ditandatangani oleh Direksi Utama taggal 31 Desember 2021.

Implementation of Internal Audit Unit Activities in 2022

An audit is implemented using the Risk-Based Audit method, with all audit activities starting from audit planning, implementation, and audit result reporting are based on the Company's risk profile.

The implementation of the 2022 Internal Audit Tasks in 2022 accordance with the 2022 Annual Supervisory Work Program (PKPT) which has been signed by the President Director on December 31, 2021.

No.	Unit Kerja Work Unit	Objek Audit Audit Object	Jenis Audit Audit Type	Bulan Pelaksanaan Month of Implementation
1	Finance DIvision	Kas Posisi tiap akhir bulan Cash Position at the end of each month	Audit Keuangan Financial Audit	Tiap Bulan Every Month
2	Finance Division Accounting Division General Reins Facultative Division Port Management & Claim Division Life Reins, Underwriting & CEM Division General Reins, Treaty Division	Utang Piutang Posisi Per 31 Maret 2022 Utang Piutang teknik dan suspen Dan lain-lain yang dianggap perlu Accounts Payable Position as of March 31, 2022 Technical receivables and suspensions And others deemed necessary	Audit Non Keuangan Non Financial Audit	Februari-April February-April
3	HC & CS Division	Pengelolaan Aset, Belanja Modal & Biaya Usaha Posisi Per 31 Maret 2022 Biaya Operasional Teknik dan Non Teknik Pencatatan dan Pengelolaan Aset Belanja Modal terhadap Gedung, Kendaraan Dinas, Perabot dan Peralatan Dan lain-lain yang dianggap perlu Asset Management, Capital Expenditure & Operating Expenses Position as of March 31, 2022 Engineering and Non-Engineering Operational Costs Asset Recording and Management Capital Expenditure on Buildings, Service Vehicles, Furniture and Equipment And others deemed necessary	Audit Non Keuangan Non Financial Audit	Februari-April February-April
4	Business Development Division	Pembinaan anak usaha posisi per 31 Maret 2022 Transformasi binis AAI Sengketa klaim RSI & Al Amin Perkembangan anak usaha Subsidiary development position as of March 31, 2022 AAI's business transformation RSI & Al Amin claim dispute Subsidiary development	Audit Non Keuangan Non Financial Audit	Februari-April February-April

No.	Unit Kerja Work Unit	Objek Audit Audit Object	Jenis Audit Audit Type	Bulan Pelaksanaan Month of Implementation
5	Comliance & Risk Management HC & CS Division Corporate Secretary Division	Operasional dan kepatuhan terhadap regulasi posisi per 31 Maret 2022 Kepatuhan Pelaporan ke Reulator Service Level Agreement (SLA) Pengadaan Barang & Jasa Operasional HCCS sesuai dengan peraturan yang berlaku Operasional Corsec Dan lain-lain yang dipandang perlu Operational and regulatory compliance position as of March 31, 2022 Reporting Compliance to Regulators Service Level Agreement (SLA) Procurement of Goods & Services HCCS operations in accordance with applicable regulations Corsec Operations And others deemed necessary	Audit Non Keuangan Non Financial Audit	Februari-April February-April
6	Life Reins, Claim & Admin Division Actuarial & Life Reins Port. Mng. Division General Reins. Facultative Division General Reins. Treaty Division Portofolio Management & Claim Division Corporate Solution	Administrasi, Marketing, Underwriting dan Klaim Teknik RU & RJ Posisi per 30 Juni 2022 Penerapan Underwriting Guideline dalam proses akseptasi Kecepatan response time akseptasi Kecepatan dan ketepatan administrasi RJ & RU Realisasi kegiatan dan Anggaran Corsol Kecepatan dan ketepatan administrasi Stoa & proses klaim Dan lain-lain yang dianggap perlu Administration, Marketing, Underwriting and Claims Engineering RU & RJ Position as of June 30, 2022 Implementation of Underwriting Guideline in acceptance process Acceptance response time Speed and accuracy of RJ & RU administration Activity and Budget Realization of Corporate Solution Speed and accuracy of Stoa administration & claims process And others deemed necessary	Audit Non Keuangan Non Financial Audit	Mei-Juli May-July
7	Information Tech Division	Management Information System Porisi per 30 September 2022 Belanja Modal IT Perkembangan Sistem IT Dan lain-lain yang dianggap perlu Management Information System Portion as of September 30, 2022 IT Capital Expenditure IT System Development	Audit Non Keuangan Non-Financial Audit	Agustus-Oktober August-October

Tata Kelola Perusahaan
Good Corporate Governance

No.	Unit Kerja Work Unit	Objek Audit Audit Object	Jenis Audit Audit Type	Bulan Pelaksanaan Month of Implementation
8	Finance Division Accounting Division	Nilai, Hasil Investasi dan Perpajakan Posisi per 30 September 2022 Operasional pengelolaan investasi Operasional Perpajakan Dan lain-lain yang dianggap perlu Value, Return on Investment and Taxation Position as of September 30, 2022 Investment management operations Operational Taxation And others deemed necessary	Audit Keuangan Financial Audit	Agustus-Oktober August-October
9	Seluruh Unit Kerja All Work Units	Monitoring Tindak Lanjut LHA 2021 dan 2022 atas temuan hasil audit Monitoring Follow-up of LHA 2021 and 2022 on audit findings	Audit Keuangan & Non Keuangan Financial & Non Financial Audit	Januari-September January-September

Penyimpangan Internal
Internal Deviations

Penyimpangan Internal Internal Deviations	Jumlah Kasus yang dilakukan oleh number of cases conducted by		
	Pengurus Manager	Pegawai Tetap Permanent Employees	Pegawai tidak Tetap Non-permanent employees
Telah diselesaikan Completed	Nil	Nil	Nil
Dalam proses penyelesaian di internal In the internal resolution process	Nil	Nil	Nil
Belum diupayakan penyelesaiannya Not yet pursued for resolution	Nil	Nil	Nil
Telah ditindaklanjuti melalui proses hukum Followed up through legal process	Nil	Nil	Nil
Total penyimpanan internal Total internal storage	Nil	Nil	Nil

Pelatihan Audit Internal

Dalam rangka meningkatkan kualitas Auditor dari segi pengetahuan audit dan pengembangan audit berbasis resiko, SPI mengirim auditor mengikuti pelatihan, seminar dan pendidikan pada bidang-bidang yang relevan dengan objek pemeriksaan sebagai berikut :

- 1 orang mengikuti training CRMO
- 3 orang mengikuti workshop penilaian risiko dan pengendalian penyuapan ISO 37001 : 2016
- 1 orang mengikuti seminar nasional internal audit
- 2 orang mengikuti pelatihan ISO 9001 : 2015
- 1 orang mengikuti pelatihan ISO 27001:2013

Internal Audit Training

In order to improve the quality of auditors in terms of audit knowledge and risk-based audit development, SPI sends auditors to attend training, seminars and education in areas relevant to the object of examination as follows:

- 1 personnel participated in CRMO training
- 3 personnel attended the ISO 37001: 2016 bribery risk assessment and control workshop
- 1 personnel participated in the national internal audit seminar
- 2 personnel participated in ISO 9001: 2015 training
- 1 personnel attended ISO 27001: 2013 training

Program Kerja 2023 **2023 Work Program**

No.	Unit Kerja Work Unit	Objek Audit Audit Object	Bulan Audit Audit Month	Bulan Rencana Terbit Laporan Month Report Publication Plan
1	Finance Division	Pemeriksaan Fisik Kas Posisi tiap akhir bulan Cash Physical Examination Position at the end of each month	Tiap bulan Every month	Minggu ke-1 tiap bulan 1st week of every month
2	HC & GA Division	Pemeriksaan P3DN, TKDN, dan xxx UMK Koperasi Posisi per 31 Maret 2023 **Inspection of P3DN, TKDN, and xxx MSEs of Cooperatives** Position as of March 31, 2023	Tiap bulan Every month	Minggu ke-3 tiap bulan 3rd week of every month
3	Finance Division Accounting & Tax Division General Reins Underwriting Business Management Life Reins Underwriting	Posisi Piutang Posisi per 31 Maret 2023 **Receivables Position** Position as of March 31, 2023	April-Juni April-June	Juni June
4	- HC & GA Division - Accounting & Tax Division Corporate Secretary	Performa HCGA Posisi per 31 Maret 2023 **HCGA Performance** Position as of March 31, 2023	April-Juni April-June	Juni June
5	- Legal, Compliance & RM - Corporate Secretary Business Development	Operasional dan Kepatuhan Posisi per 30 Juni 2023 **Operations and Compliance** Position as of June 30, 2023	Juni-Sept July-Sept	September September
6	- General Reins Underwriting - Client Market & Treaty - Business Management Actuarial Division	Pemeriksaan Reasuransi Umum Posisi per 30 Juni 2023 **General Reinsurance Review** Position as of June 30, 2023	Juli-Sept July-Sept	September September
7	- IT Division HC & GA Division	Performa IT Posisi per 30 September 2023 **IT Performance** Position as of September 30, 2023	Okt-Des Oct-Dec	Desember December
8	- Life Reins Underwriting Actuarial Division	Pemeriksaan reasuransi Jiwa Posisi per 30 September 2023 **Life reinsurance check** Position as of September 30, 2023	Okt-Des Oct-Dec	Desember December
9	- Finance Division Accounting & Tax Division	**Investasi & Perpajakan** Posisi per 30 September 2023 **Investment & Taxation** Position as of September 30, 2023	Okt-Des Oct-Dec	Desember December
10	Seluruh Unit Kerja All Work Units	Monitoring Tindak Lanjut LHA 2022 dan 2023 atas temuan hasil Monitoring Follow-up of LHA 2022 and 2023 on the findings of results	Jan-Des Jan-Dec	Jan-Des 2023 Jan-Dec 2023

Fungsi Kepatuhan
Compliance Function

Indonesia Re senantiasa berkomitmen untuk mengimplementasikan aspek dan fungsi kepatuhan dalam mengelola risiko kepatuhan untuk setiap aktivitas usaha dan operasional Perusahaan. Pelaksanaan tersebut mengacu pada peraturan-perundangan yang berlaku, antara lain:

- Undang-Undang Republik Indonesia No. 40 Tahun 2007 tentang Perseroan Terbatas;
- Undang-Undang Republik Indonesia No. 40 Tahun 2014 tentang Perasuransian;
- Peraturan Menteri Negara Badan Usaha Milik Negara No. Per-01/MBU/2011 tentang Penerapan Good Corporate Governance pada Badan Usaha Milik Negara;
- POJK No. 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian;
- SEOJK No. 14/SEOJK.05/2016 tentang Pembentukan, Susunan Keanggotaan dan Masa Kerja Komite pada Dewan Komisaris Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi dan Perusahaan Reasuransi Syariah;
- POJK No. 18/POJK.03/2014 tentang Penerapan Tata Kelola Terintegrasi bagi Konglomerasi Keuangan;
- SEOJK No. 15/SEOJK.03/2015 tentang Penerapan Tata Kelola Terintegrasi bagi Konglomerasi Keuangan

Komitmen tersebut juga didukung oleh keterlibatan Direksi dalam pelaksanaan fungsi kepatuhan. Direksi Indonesia Re berupaya menjadi panutan dalam pelaksanaan kepatuhan, salah satunya dengan menandatangani pakta integritas untuk menjalankan Perusahaan sesuai dengan prinsip-prinsip GCG dan kepatuhan terhadap seluruh peraturan yang berlaku baik internal maupun eksternal.

Dewan Komisaris dan Direksi juga menandatangani Komitmen Kebijakan Anti Penyuapan serta memantau dan mengevaluasi fungsi kepatuhan pada masing-masing anak perusahaan dalam konglomerasi keuangan dan menyusun laporan kepatuhan terintegrasi.

Dalam pelaksanaannya, fungsi kepatuhan di lingkungan Indonesia Re dipimpin oleh Compliance & Risk Management Division Head. Profil lengkap disajikan dalam bagian "Manajemen Risiko".

Perusahaan telah mengatur tugas dan tanggung Fungsi Kepatuhan yaitu mengelola sistem manajemen kepatuhan melalui pengintegrasian kewajiban kepatuhan dalam kebijakan prosedur dan proses untuk memastikan seluruh kegiatan perusahaan, sistem pelaporan dan dokumentasi sesuai

Indonesia Re is always committed to implementing compliance aspects and functions in managing compliance risk for every business activity and operation of the Company. The implementation refers to the prevailing laws and regulations, among others:

- Law of the Republic of Indonesia No. 40 Year 2007 on Limited Liability Companies;
- Law of the Republic of Indonesia No. 40 of 2014 concerning Insurance;
- Regulation of the Minister of State-Owned Enterprises No. Per-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises;
- POJK No. 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies;
- SEOJK No. 14/SEOJK.05/2016 concerning the Establishment, Membership Composition and Working Period of the Committee on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies and Sharia Reinsurance Companies;
- POJK No. 18/POJK.03/2014 on the Implementation of Integrated Governance for Financial Conglomerates;
- SEOJK No. 15/SEOJK.03/2015 on the Implementation of Integrated Governance for Financial Conglomerates

This commitment is also supported by the involvement of the Board of Directors in the implementation of the compliance function. The Board of Directors of Indonesia Re strives to be a role model in the implementation of compliance, one of which is by signing an integrity pact to run the Company in accordance with GCG principles and compliance with all applicable regulations both internal and external.

The Board of Commissioners and Board of Directors also signed the Anti-Bribery Policy Commitment and monitored and evaluated the compliance function at each subsidiary in the financial conglomerate and prepared an integrated compliance report.

In its implementation, the compliance function within Indonesia Re is led by the Compliance & Risk Management Division Head. The full profile is presented in the "Risk Management" section.

The Company has regulated the duties and responsibilities of the Compliance Function, namely managing the compliance management system through integrating compliance obligations in policies procedures and processes to ensure that all company activities, reporting systems and documentation

dengan ketentuan dan peraturan perundang-undangan yang berlaku dan melakukan evaluasi kebijakan sistem manajemen kepatuhan agar efektif dan responsif terhadap perubahan yang ada.

Dalam rangka memenuhi seluruh ketentuan regulator serta praktik terbaik yang diterapkan di lingkungan Indonesia Re, fungsi kepatuhan Perusahaan terus melakukan pemantauan komitmen Indonesia Re kepada Otoritas jasa Keuangan, Kementerian BUMN dan regulator lainnya bersama unit terkait. Selain itu, Fungsi Kepatuhan Perusahaan juga sudah memiliki sistem GRC yang bertujuan untuk melakukan *monitoring* pelaporan terhadap regulator dan laporan gratifikasi secara *seamless, audit center, knowlegde management,* dan data *prudential corporate* yang berisi pemantauan nilai-nilai prudential perusahaan yang mengacu pada regulasi eksternal. Perusahaan juga telah menjalankan sosialisasi mengenai gratifikasi bersama KPK untuk seluruh karyawan Indonesia Re serta diperkuat dengan penandatanganan Pakta Integritas.

Sosialisasi Kepatuhan

Perusahaan telah melaksanakan beberapa kegiatan sosialisasi, pada tahun 2022 sebagai bentuk dari pencegahan tindak pidana korupsi di lingkungan Perusahaan, Sosialisasi yang dilakukan yakni :

- Sosialisasi Pengendalian Gratifikasi,
- Sosialiasi Benturan Kepentingan
- Sosialisasi SMAP 37001: 2016.

Selusuh sosialisasi di atas diikuti oleh seluruh karyawan Perusahaan.

Kegiatan Kepatuhan Tahun 2022

1. Melakukan sosialisasi/menginformasikan ketentuan baru kepada Direksi dan Dewan Komisaris.
2. Melakukan diseminasi ketentuan baru dari regulator kepada unit terkait. Melakukan sosialisasi peraturan kepada Insan Indonesia Re.
3. Menyediakan informasi peraturan regulator ke dalam sistem yang dapat diakses oleh Insan Indonesia Re.
4. Melaksanakan fungsi konsultatif terkait dengan penerapan peraturan yang berlaku melalui pemberian saran/ tanggapan atas pertanyaan dari unit terkait.
5. Melakukan pengawasan ISO 37001:2016 Sistem Manajemen Anti Penyuapan (SMAP). Pelaksanaan pengawasan SMAP merupakan bagian dari persyaratan dalam rangka mempertahankan sertifikasi SO 37001:2016 Sistem Manajemen Anti Penyuapan yang telah didapatkan Perseroan pada tahun 2020. Keberadaan SMAP tentunya bukan sekadar karena adanya tuntutan eksternal, akan tetapi lebih bersifat menunjukkan keberadaan internal perusahaan yang stabil dan mapan.

are in accordance with applicable laws and regulations and evaluating the policy si stem compliance management to be effective and responsive to existing changes.

In order to fulfill all regulatory requirements and best practices applied within Indonesia Re, the Company's compliance function continues to monitor Indonesia Re's commitments to the Financial Services Authority, the Ministry of SOEs and other regulators with related units. In addition, the Company's Compliance Function also has a GRC system for a seamless monitoring of regulatrory and gratuity reporting, audit center, knowledge management, and the prudential corporate data base that monitors the corporate prudential values with reference to external regulations. The Company has also carried out socialization on gratuities with the KPK for all Indonesia Re employees and strengthened by signing the Integrity Pact.

Compliance Socialization

The Company has carried out several socialization activities in 2022 as a form of prevention of corruption within the Company. The socialization carried out are:

- Socialization of Gratification Control,
- Conflict of Interest Socialization
- Socialization of SMAP 37001: 2016.

All of the above socializations were attended by all employees of the Company.

Compliance Activities in 2022

1. Socialize/inform the Board of Directors and Board of Commissioners of new regulations.
2. Disseminate new regulations from regulators to related units. Conducting socialization of regulations to Indonesia Re personnel.
3. Provide regulatory information into a system that can be accessed by Indonesia Re personnel.
4. Carry out consultative functions related to the application of applicable regulations through providing advice/ responses to questions from related units.
5. Conducting supervision of ISO 37001:2016 Anti-Bribery Management System (SMAP). The implementation of SMAP supervision is part of the requirements in order to maintain the SO 37001:2016 Anti-Bribery Management System certification that the Company has obtained in 2020. The existence of SMAP is certainly not just because of external demands, but rather shows the existence of a stable and established internal company.

Tata Kelola Perusahaan
Good Corporate Governance

ANTI PENCUCIAN UANG DAN PENCEGAHAN PENDANAAN TERORISME

Indonesia Re telah menerapkan prosedur uji tuntas nasabah berdasarkan peraturan perundangan yang berlaku mengenai Anti Pencucian Uang (APU) dan Pencegahan Pendanaan Terorisme. Penerapan ini diberlakukan ke semua Ceding Companies dan Mitra Kerja Luar Negeri. Indonesia Re harus memastikan bahwa klien Indonesia Re memiliki legalitas dan terhindar dari bisnis Pencucian Uang dan Pendanaan Terorisme.

Kebijakan Anti Pencucian Uang

Upaya Perusahaan dalam mengatasi kecurangan dilakukan melalui adanya Sistem Pelaporan Pelanggaran. Indonesia Re menerapkan sistem pelaporan pelanggaran yang tertuang dalam Pedoman Sistem Pelaporan Pelanggaran. Pedoman ini berisi panduan untuk mengelola pengaduan mengenai perilaku melawan hukum, perbuatan tidak etis yang disampaikan secara rahasia, anonim dan independen oleh Insan Indonesia Re dalam mengungkapkan pelanggaran yang terjadi di lingkungan Perusahaan.

Pemangku Kepentingan/Pelapor dalam menyampaikan laporan tindakan pelanggaran dapat melalui sarana yang ditujukan kepada:

ANTI-MONEY LAUNDERING AND PREVENTION OF TERRORISM FINANCING

Indonesia Re has implemented customer due diligence procedures based on the prevailing laws and regulations regarding Anti-Money Laundering (AML) and Prevention of Terrorism Financing. This applied to all Ceding Companies and Overseas Partners. Indonesia Re must ensure that Indonesia Re's clients have due legality and avoid involvement in Money Laundering and Terrorism Financing.

Anti-Money Laundering Policy

The Company's efforts to overcome fraud are carried out through the existence of a Whistleblowing System. Indonesia Re implements a whistleblowing system as set out in the Whistleblowing System Guidelines. This contains guidelines for managing complaints regarding unlawful behavior, unethical acts submitted confidentially, anonymously and independently by Indonesia Re personnel in revealing violations that occur within the Company.

Stakeholders / Reporters in submitting reports of violations can be through means ad-dressed to:

Surat yang ditujukan kepada Chief Internal Audit, dalam amplop tertutup dan ditulis di pojok kiri atas "RAHASIA PRIBADI", dialamatkan ke: PT Reasuransi Indonesia Utama (Persero) Gedung Indonesia Re Jl. Salemba Raya No. 30 Jakarta Pusat 10430 Up: Chief Internal Audit

Letters addressed to the Chief Internal Audit, in a sealed envelope and written in the upper left corner "PERSONAL CONFIDENTIAL", addressed to: PT Reasuransi Indonesia Utama (Persero) Indonesia Re Building Jl. Salemba Raya No. 30 Central Jakarta 10430 Up: Chief Internal Audit

E-mail: auditor@indonesiare.co.id

Website: www.indonesiare.co.id | www.lapor.go.id

Pelaksana Tugas

Indonesia Re tidak memiliki pelaksana tugas APU di lingkungan Perusahaan. Hal itu didukung oleh Peraturan OJK No. 23/POJK.01/2019 perubahan atas Peraturan OJK No. 12/POJK.01/2017 tentang Penerapan Program Anti Pencucian Uang dan Pencegahan Pendanaan Terorisme di Sektor Jasa Keuangan. Bisnis reasuransi tidak termasuk dalam penyedia jasa keuangan yang diatur dalam regulasi tersebut karena bisnis reasuransi adalah *business to business* atau B to B.

Task Executor

Indonesia Re does not have an AML task force within the Company. This is supported by OJK Regulation No. 23/POJK.01/2019, an amendment to OJK Regulation No. 12/POJK.01/2017 concerning the Implementation of Anti-Money Laundering and Countering the Financing of Terrorism Programs in the Financial Services Sector. The reinsurance business is not included in the financial service providers regulated in the regulation because the reinsurance business is business to business or B to B.

Sistem Pengendalian Internal
Internal Control System

Perusahaan memiliki Sistem Pengendalian Internal (SPI) yang merupakan dasar bagi kegiatan operasional yang sehat dan aman. SPI mampu membantu pengendalian atas risiko yang semakin kompleks melalui proses yang terintegrasi pada tindakan dan kegiatan yang dilakukan terus menerus oleh Perusahaan. Kegiatan tersebut untuk memberikan keyakinan atau disebut reasonable assurance atas tercapainya tujuan organisasi yang terdiri dari kegiatan yang efektif dan efisien, keandalan pelaporan keuangan, pengamanan aset Perusahaan dan ketaatan terhadap peraturan perundang-undangan.

Sebagai tindak lanjut dari SPI dan guna memastikan kegiatan usaha Perusahaan dapat berjalan dengan baik, maka secara khusus dibentuk Internal Audit. Internal Audit bertanggung jawab langsung kepada Direktur Utama dan menjalankan fungsi assurance dan consultancy terkait dengan implementasi GCG di Perusahaan.

Dalam menjalankan fungsinya, Internal Audit bermitra dengan Komite Audit, Komite Kebijakan Risiko, dan Auditor Eksternal. Unit ini juga menjalankan pola relasi koordinatif dengan Sekretaris Perusahaan. Terkait dengan cara-cara mengendalikan kondisi internal Perusahaan, Internal Audit memiliki kewenangan sebagai berikut:

1. Menata, mengubah dan melaksanakan kebijakan Audit Internal termasuk antara lain menentukan prosedur dan lingkup pelaksanaan pekerjaan audit;
2. Dapat mengakses seluruh dokumen, pencatatan, karyawan, informasi objek audit yang dilaksanakannya, untuk mendapat data dan informasi yang berkaitan dengan pelaksanaan tugasnya;
3. Melakukan verifikasi dan uji keandalan terhadap informasi yang diperolehnya, dalam kaitan dengan penilaian efektivitas sistem yang diauditnya;
4. Bekerja sama dengan Komite Audit untuk memberikan informasi tentang karyawan, dana, aset serta sumber daya perusahaan lain yang berkaitan dengan pelaksanaan tugas;
5. Internal Audit tidak mempunyai kewenangan dan tanggung jawab atas aktivitas yang di-reviu atau diaudit, akan tetapi tanggung jawab pada penilaian dan analisis atas aktivitas tersebut.

Kesesuaian Sistem Pengendalian Intern dengan COSO

Dalam melakukan proses penyusunan Program Kerja Pemeriksaan Tahunan (PKPT), Perusahaan menyesuaikan dengan kerangka kerja dari *Committee of Sponsoring*

The Company has an Internal Control System (ICC) which is the basis for healthy and safe operations. SPI is able to help control increasingly complex risks through a process that is integrated in actions and activities carried out continuously by the Company. These activities are to provide reasonable assurance on the achievement of organizational objectives consisting of effective and efficient activities, reliability of financial reporting, safeguarding the Company's assets and compliance with laws and regulations.

As a follow-up to SPI and to ensure that the Company's business activities can run well, an Internal Audit was specifically established. Internal Audit is directly responsible to the President Director and performs assurance and consultancy functions related to the implementation of GCG in the Company.

In performing its functions, Internal Audit partners with the Audit Committee, Risk Policy Committee, and External Auditor. This unit also maintains a coordinative relationship with the Corporate Secretary. Regarding ways to control the Company's internal conditions, Internal Audit has the following authorities:

1. Organizing, changing and implementing Internal Audit policies including, among others, determining the procedures and scope of audit work;
2. Can access all documents, records, employees, information of the audit object it carries out, to obtain data and information related to the implementation of its duties;
3. Verify and test the reliability of the information obtained, in relation to assessing the effectiveness of the system being audited;
4. Cooperate with the Audit Committee to provide information on employees, funds, assets and other company resources related to the performance of duties;
5. Internal Audit does not have the authority and responsibility for the activity being reviewed or audited, but is responsible for the assessment and analysis of the activity.

Internal Control System Conformity with COSO

In the process of preparing the Annual Audit Work Program (PKPT), the Company adapts to the framework of the Committee of Sponsoring Organizations of the Treadway

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Organizations of Treadway Commissions (COSO). Pihak audit internal melakukan reviu atas aktivitas Perusahaan, mengidentifikasi risiko Perusahaan yang memang perlu untuk diaudit, mengukur tingkat efektivitas pelaksanaan pengendalian intern pada Perusahaan, serta menentukan faktor-faktor yang dapat mempengaruhi tingkat keberhasilan pelaksanaan audit pada Perusahaan dan bertanggung jawab terhadap manajemen.

Sistem Pengendalian Keuangan

1. Pedoman Pengendalian Gratifikasi Pedoman ini memberikan panduan kepada seluruh insan Indonesia Re untuk memahami landasan hukum, pengertian umum, tujuan dan manfaat, ruang lingkup gratifikasi, penghargaan dari mitra kerja, membina hubungan baik dengan mitra kerja, mekanisme pelaporan serta pemantauan dan sanksi atas pelanggarannya.
2. Pedoman Kepatuhan Laporan Harta Kekayaan Penyelenggara Negara (LHKPN) Pedoman ini memuat tentang panduan bagi seluruh insan Indonesia Re untuk memahami tujuan dan manfaat, pengertian umum, pelaporan LHKPN, pemantauan pelaporan LHKPN, hubungan antara Komisi Pemberantasan Korupsi (KPK) dengan Perusahaan, dan sanksi atas pelanggarannya

Sistem Pengendalian Operasional

1. Underwriting Guidelines memberikan panduan bagi para underwriter Perusahaan dalam bisnis reasuransi.
2. Pedoman Pengadaan Barang dan Jasa ini memuat tentang acuan bagi pelaksana pengadaan dalam proses pengadaan barang dan jasa.

Sistem Pengendalian terkait Kepatuhan terhadap Peraturan Perundang-undangan

Perusahaan telah memantau dan menjaga kepatuhan terhadap seluruh perjanjian dan komitmen terhadap pihak ketiga sebagaimana terdapat dalam Laporan Audit Kepatuhan tahun buku 2020 No. R/185.AAT/bis/2022 tanggal 26 April 2022 KAP Amir Abadi Jusuf, Aryanto, Mawar & Rekan yang menunjukkan perusahaan telah mematuhi dalam semua hal material, pasal-pasal tertentu dalam hukum, peraturan, kontrak dan persyaratan bantuan.

Evaluasi Efektivitas Pengendalian Internal Tahun 2022

Penerapan manajemen risiko Indonesia Re sudah berjalan dengan efektif dan sesuai Peraturan OJK No. 44/POJK.05/2020 tanggal 28 Agustus 2020, Indonesia Re telah menetapkan kebijakan Manajemen Risiko sebagaimana diatur dalam Surat Keputusan Direksi No. 00070/60.HK.01.01/00/ IndonesiaRe/03/2018 tanggal 29 Maret 2018 tentang Kebijakan

Commissions (COSO). The internal audit party reviews the Company's activities, identifies Company risks that need to be audited, measures the effectiveness of the implementation of internal control in the Company, and determines factors that can affect the level of success of the audit implementation in the Company and is responsible to management.

Financial Control System

1. This guideline provides guidance to all I ndonesia Re people to understand the legal basis, general understanding, objectives and benefits, scope of gratuities, awards from partners, fostering good relations with partners, reporting mechanisms and monitoring and sanctions for violations.
2. This guideline contains guidelines for all Indonesia Re people to understand the purpose and benefits, general understanding, LHKPN reporting, monitoring of LHKPN re-porting, the relationship between the Corruption Eradication Commission (KPK) and the Company, and sanctions for violations.

Operational Control System

1. Underwriting Guidelines provide guidance to the Company's underwriters in the reinsurance business.
2. Guidelines for Procurement of Goods and Services contain references for procurement executors in the process of procuring goods and services.

Control System related to Compliance with Laws and Regulations

The company has monitored and maintained compliance with all agreements and commitments to third parties as contained in the Compliance Audit Report for the 2020 financial year No. R/185.AAT/bis/2022 dated April 26, 2022 KAP Amir Abadi Jusuf, Aryanto, Mawar & Rekan which shows that the company has complied in all material respects with certain articles of law, regulations, contracts and terms of assistance.

Evaluation of Internal Control Effectiveness in 2022

Indonesia Re's risk management implementation has been running effectively and in accordance with OJK Regulation No. 44/POJK.05/2020 dated August 28, 2020, Indonesia Re has established a Risk Management policy as stipulated in Board of Directors Decree No. 00070/60.HK.01.01/00/ IndonesiaRe/03/2018 dated March 29, 2018 concerning

Penerapan Manajemen Risiko PT Reasuransi Indonesia Utama (Persero) yang menjadi landasan pelaksanaan fungsi dan peran dari masing-masing unit kerja.

Selain itu, pelaksanaan sistem pengendalian internal telah di review oleh KAP Amir Abadi yusuf, Aryanti & rekan dan tercermin dalam Laporan kepatuhan terhadap peraturan perundang-undangan dan pengendalian internal yang menyatakan PT Reasuransi Indonesia Utama (Persero) telah memenuhi semua material dan pasal yang berkaitan dengan pengendalian internal perusahaan.

Pernyataan Direksi dan/atau Dewan Komisaris atas Kecukupan Sistem Pengendalian Internal

Sepanjang tahun 2022, Direksi dan Dewan Komisaris telah melaksanakan pengawasan aktif penerapan manajemen risiko, dengan ikhtisar pengawasan antara lain:

1. Direksi dan Dewan Komisaris, sesuai dengan ruang lingkup kewenangan masing-masing, memastikan penerapan manajemen risiko telah berjalan dengan baik sesuai dengan karakteristik, kompleksitas dan profil risiko Perusahaan sebagaimana diatur dalam *Board Manual* yang ditetapkan dengan Surat Keputusan Direksi No. 00126/60. HK.01.01/01/IndonesiaRe/07/2019 tanggal 16 Juli 2019.

2. Direksi dan Dewan Komisaris sesuai dengan ruang lingkup kewenangan masing-masing bertanggung jawab terhadap efektivitas penerapan manajemen risiko di Perusahaan. Keterlibatan Direksi dan Dewan Komisaris di dalam implementasi manajemen risiko mencakup:
   - Memahami dengan baik jenis dan tingkat risiko yang melekat pada kegiatan usaha Perusahaan.
   - Memberikan arahan yang jelas dalam penerapan manajemen risiko.
   - Melakukan pengawasan dan mitigasi risiko secara aktif.
   - Mengembangkan budaya manajemen risiko di Perusahaan.
   - Memastikan struktur organisasi yang memadai untuk mendukung penerapan manajemen risiko yang efektif.
   - Menetapkan tugas dan tanggung jawab yang jelas dalam penerapan manajemen risiko pada masing-masing fungsi; dan
   - Memastikan kecukupan kuantitas dan kualitas sumber daya manusia untuk mendukung penerapan manajemen risiko secara efektif.

Risk Management Implementation Policy of PT Reasuransi Indonesia Utama (Persero) which is the basis for implementing the functions and roles of each work unit.

In addition, the implementation of the internal control system has been reviewed by KAP Amir Abadi Yusuf, Aryanti & Partners and is reflected in the Report on compliance with laws and regulations and internal control which states that PT Reasuransi Indonesia Utama (Persero) has fulfilled all materials and articles relating to the company's internal control.

Statement of the Board of Directors and/or Board of Commissioners on the Adequacy of the Internal Control System

Throughout 2022, the Board of Directors and Board of Commissioners have carried out active supervision of the implementation of risk management, with an overview of super-vision, among others:

1. The Board of Directors and the Board of Commissioners, in accordance with the scope of their respective authorities, ensure the implementation of risk management has been running properly in accordance with the characteristics, complexity and risk profile of the Company as stipulated in the Board Manual stipulated in the Decree of the Board of Directors No. 00126/60.HK.01.01/01/IndonesiaRe/07/2019 dated July 16, 2019.
2. The Board of Directors and Board of Commissioners in accordance with the scope of their respective authorities are responsible for the effectiveness of risk management implementation in the Company. The involvement of the Board of Directors and Board of Commissioners in the implementation of risk management includes:
   - Understand well the type and level of risk inherent in the Company's business activities.
   - Provide clear direction in the implementation of risk management.
   - Actively monitor and mitigate risks.
   - Developing a risk management culture in the Company.
   - Ensure adequate organizational structure to support effective risk management implementation.
   - Establish clear duties and responsibilities in the implementation of risk management in each function; and
   - Ensure adequate quantity and quality of human resources to support the effective implementation of risk management.

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3. Direksi dan Dewan Komisaris mengevaluasi kebijakan dan strategi manajemen risiko paling sedikit satu kali dalam satu tahun atau dalam frekuensi yang lebih sering dalam hal terdapat perubahan faktor yang mempengaruhi kegiatan usaha perusahaan secara signifikan.
4. Direksi dan Dewan Komisaris menetapkan kebijakan Manajemen Risiko serta perubahannya, termasuk strategi Manajemen Risiko, tingkat Risiko yang diambil dan toleransi Risiko, kerangka Manajemen Risiko serta rencana kontijensi untuk mengantisipasi terjadinya kondisi tidak normal, meliputi:
   - Penyempurnaan proses Manajemen Risiko secara berkala maupun bersifat insidentil sebagai akibat dari suatu perubahan kondisi eksternal dan internal perusahaan yang mempengaruhi kecukupan permodalan, profil risiko dan tidak efektifnya penerapan Manajemen Risiko berdasarkan hasil evaluasi.
   - Penetapan kebijakan dan/atau keputusan bisnis yang menyimpang dari prosedur normal, seperti pelampauan ekspansi usaha yang signifikan dibandingkan dengan rencana bisnis perusahaan yang telah ditetapkan sebelumnya atau pengambilan posisi/eksposur Risiko yang melampaui limit yang telah ditetapkan.

3. The Board of Directors and Board of Commissioners evaluate risk management policies and strategies at least once a year or more frequently if there are changes in factors that significantly affect the company's business activities.
4. The Board of Directors and Board of Commissioners determine the Risk Management policy and its changes, including Risk Management strategies, the level of risk taken and risk tolerance, Risk Management framework and contingency plans to anticipate the occurrence of abnormal conditions, including:
   - Improvement of the Risk Management process periodically or incidentally as a result of changes in external and internal conditions that affect the adequacy of capital, risk profile and ineffective implementation of Risk Management based on evaluation results.
   - Determination of policies and/or business decisions that deviate from normal procedures, such as significant business expansion compared to the company's previously established business plan or taking positions / risk exposures that exceed predetermined limits.

Manajemen Risiko
Risk Management

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re", "Perusahaan") memahami ketidakpastian selalu membayangi kegiatan bisnis yang dijalankan, yang mampu menjadi kendala perusahaan dalam mencapai tujuan yang telah ditetapkan. Mengingat hal tersebut, Perusahaan berkomitmen untuk mengelola risiko bisnis melalui mekanisme manajemen risiko.

Dalam aktivitas bisnis, Manajemen Risiko Indonesia Re berkontribusi melalui peningkatan kemungkinan pencapaian sasaran yang telah ditetapkan serta memberikan perbaikan dalam aspek kesehatan kerja, kepatuhan terhadap peraturan perundangan, persepsi publik, kualitas produk, reputasi, tata kelola perusahaan, efisiensi operasi, dan lain-lain.

Manajemen Risiko Indonesia Re juga sudah memanfaatkan teknologi dalam proses manajemen risiko yaitu dengan menggunaan sistem SIMRI. Sistem ini akan terus dikembangkan dan dioptimalkan mengikuti kebutuhan Perusahaan.

Dasar Penerapan Manajemen Risiko

Dalam menjalankan sistem manajemen risiko, Perusahaan mengacu pada beragam aturan yaitu sebagai berikut:

1. Undang-Undang Republik Indonesia No. 19 Tahun 2003 tanggal 19 Juni 2003 tentang Badan Usaha Milik Negara;
2. Undang-Undang Republik Indonesia No. 40 Tahun 2007 tanggal 16 Agustus 2007 tentang Perseroan Terbatas;
3. Undang-Undang Republik Indonesia No. 40 Tahun 2014 tentang Perasuransian;
4. Peraturan Otoritas Jasa Keuangan No. 44/ POJK.05/2020 tentang Penerapan Manajemen Risiko Bagi Lembaga Jasa Keuangan Non-Bank;
5. Surat Edaran Otoritas Jasa Keuangan No. 8/ SEOJK.05/2021 tentang Penerapan Manajemen Risiko Bagi Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah;
6. SK Kebijakan Manajemen Risiko PT Reasuransi Indonesia Utama (Persero) No. 00070/60.HK.01.01/00/ IndonesiaRe/03/2018 tanggal 29 Maret 2018.
7. Permen BUMN No PER 5/MBU/09/2022 Tahun 2022 tentang Penerapan Manajemen Risiko pada Badan Usaha Milik Negara.

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re", "the Company") understands that uncertainty always overshadows the business activities carried out, which can become an obstacle for the company in achieving the goals set. Given this, the Company is committed to managing business risks through risk management mechanisms.

In business activities, Indonesia Re's Risk Management contributes by increasing the likeli-hood of achieving set goals and providing improvements in occupational health, regulatory compliance, public perception, product quality, reputation, corporate governance, operating efficiency, and others.

Indonesia Re's Risk Management has also utilizes technology in risk management processes through the use of the SIMRI system. This system will continue to be further developed and optimized according to the needs of the Company.

Basis for Risk Management Implementation

In carrying out the risk management system, the Company refers to various rules as fol-lows:

1. Law of the Republic of Indonesia No. 19 of 2003 dated June 19, 2003 concerning State-Owned Enterprises;
2. Law of the Republic of Indonesia No. 40 of 2007 dated August 16, 2007 concerning Limited Liability Companies;
3. Law of the Republic of Indonesia No. 40 of 2014 concerning Insurance;
4. Financial Services Authority Regulation No. 44/ POJK.05/2020 on the Implementation of Risk Management for Non-Bank Financial Services Institutions;
5. Circular Letter of the Financial Services Authority No. 8/ SEJK.05/2021 concerning the Implementation of Risk Management for Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies;
6. Risk Management Policy Decree of PT Reasuransi Indonesia Utama (Persero) No. 00070/60.HK.01.01/00/ IndonesiaRe/03/2018 dated March 29, 2018.
7. Minister of SOEs Regulation No. PER 5/MBU/09/2022 of 2022 concerning the Implementation of Risk Management in State-Owned Enterprises.

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Prinsip-prinsip Manajemen Risiko

Prinsip-prinsip pengelolaan Manajemen Risiko di Indonesia Re mengacu kepada ISO 31000:2018, yang dijelaskan dalam tabel di bawah ini:

1. Terintegrasi
   Manajemen Risiko merupakan bagian dari seluruh aktivitas perusahaan termasuk perencanaan dan pelaksanaan strategi, *change management* dan pengambilan keputusan strategis.

2. Terstruktur dan Komprehensif
   Manajemen risiko harus dijalankan dengan menggunakan pendekatan yang terstruktur dan komprehensif dengan tata kelola risiko yang mengatur dengan jelas mengenai kewenangan, peran dan tanggung jawab dari setiap divisi Perusahaan

3. Disesuaikan Dengan Konteks
   Prinsip-prinsip Perusahaan dalam kerangka kerja dan proses manajemen risiko yang diatur dalam kebijakan, prosedur, dan petunjuk pelaksanaan manajemen risiko Perusahaan harus diselaraskan secara khusus dengan konteks internal dan eksternal yang relevan dengan kegiatan usaha Perusahaan.

4. Inklusif
   Manajemen risiko harus bersifat inklusif, yaitu dalam penerapannya melibatkan para pemangku kepentingan, terutama dalam pengambilan keputusan di tingkat manajerial dalam setiap unit operasional. Secara konkret, manajemen risiko harus menerapkan prinsip keterbukaan dalam proses pengelolaan risiko, termasuk saat pelaporan risiko yang melibatkan seluruh pemilik risiko.

5. Dinamis
   Manajemen risiko harus peka, responsif, dan adaptif terhadap perubahan-perubahan yang mempengaruhi perusahaan saat ini dan di masa depan. Risiko dapat muncul, berubah, atau hilang seiring dengan perubahan konteks internal dan eksternal perusahaan. Manajemen risiko harus dapat mengantisipasi, mendeteksi, mengakui, dan merespon terhadap perubahan dengan cara yang sesuai dan tepat waktu. Perubahan konteks internal dan eksternal merupakan hal yang tidak dapat dihindari dan dapat menyebabkan munculnya risiko baru atau menyebabkan perubahan atau hilangnya risiko yang sudah teridentifikasi sebelumnya.

6. Berdasarkan pada Informasi Terbaik yang Tersedia
   Proses manajemen risiko dapat menggunakan sumber-sumber data informasi seperti data historis, observasi kondisi saat ini, dan hasil proyeksi di masa mendatang dengan memperhitungkan akurasi dan reliabilitas sumber

Principles of Risk Management

The principles of Risk Management in Indonesia Re refer to ISO 31000:2018, which are described in the table below:

1. Integrated
   Risk Management is part of all corporate activities including strategy planning and execution, change management and strategic decision making.

2. Structured and Comprehensive
   Risk management must be carried out using a structured and comprehensive approach with risk governance that clearly regulates the authority, roles and responsibilities of each division of the Company.

3. Customized with Context
   The Company's principles in the risk management framework and processes set out in the Company's risk management policies, procedures and guidelines shall be specifically aligned with the internal and external context relevant to the Company's business activities.

4. Inclusive
   Risk management must be inclusive, i.e. in its implementation it involves stakeholders, especially in decision-making at the managerial level in each operational unit. Concretely, risk management must apply the principle of transparency in the risk management process, including during risk reporting that involves all risk owners.

5. Dynamic
   Risk management must be sensitive, responsive, and adaptive to changes that affect the company now and in the future. Risks may emerge, change, or disappear as the internal and external context of the company changes. Risk management must be able to anticipate, detect, recognize, and respond to changes in an appropriate and timely manner. Changes in the internal and external context are inevitable and may lead to the emergence of new risks or cause changes or loss of previously identified risks.

6. Based on the Best Available Information
   The risk management process can use data and information sources such as historical data, observations of current conditions, and future projections, taking into account

dan informasi yang digunakan. Manajemen risiko secara eksplisit mempertimbangkan segala keterbatasan dan ketidakpastian yang terkait dengan data dan informasi. Untuk itu, perlu adanya pertimbangan tersendiri dari pengambil keputusan termasuk memperhitungkan keterbatasan-keterbatasan tersebut. Dalam hal ini, peran Kepala Divisi dan karyawan yang berada di unit kerjanya adalah membantu menyediakan data dan informasi dan pandangan yang berkaitan dengan divisi masing-masing.

7. Faktor Budaya dan Manajemen Risiko
   Penerapan manajemen risiko perusahaan sangat dipengaruhi dengan budaya dan perilaku dari seluruh karyawan perusahaan. Untuk itu penerapan manajemen risiko perusahaan harus diikuti dengan peningkatan budaya manajemen risiko termasuk dalam hal kepemimpinan, akuntabilitas manajemen risiko, efektivitas komunikasi dalam manajemen risiko, dan mekanisme pemberian penghargaan dan sanksi. Perusahaan mendorong komitmen penuh untuk membangun budaya risiko di seluruh organisasi, antara lain dengan melakukan sosialisasi secara konsisten, pengembangan program-program budaya risiko, serta melakukan siklus proses manajemen risiko sesuai siklus PDCA (plan, do, control and action).

8. Memfasilitasi Perbaikan Berkesinambungan
   Penerapan manajemen risiko harus selalu ditingkatkan melalui pembelajaran dan pengalaman yang didapatkan dari hasil pengelolaan risiko sebelumnya serta dijadikan sebagai dasar untuk melakukan perbaikan berkelanjutan.

Kebijakan Manajemen Risiko

Kebijakan manajemen risiko merupakan arahan tertulis dalam menerapkan manajemen risiko dan harus sejalan dengan visi, misi, dan strategi Perusahaan yang dalam penyusunannya harus dikoordinasikan dengan fungsi terkait. Di dalam kebijakan tersebut terdapat prosedur manajemen risiko yang merupakan tata cara atau mekanisme untuk menerapkan kebijakan manajemen risiko, termasuk kebijakan dalam identifikasi, pengukuran, pengendalian, dan pemantauan risiko.

Kebijakan dan prosedur tersebut harus didesain dan diimplementasikan dengan memperhatikan karakteristik dan kompleksitas kegiatan usaha, tingkat risiko yang akan diambil dan toleransi risiko, profil risiko serta peraturan yang ditetapkan otoritas atau praktik perusahaan yang sehat. Kebijakan dan prosedur manajemen risiko didokumentasikan secara memadai dan dikomunikasikan kepada seluruh

the accuracy and reliability of the sources and information used. Risk management explicitly considers all limitations and uncertainties associated with data and information. For this reason, it is necessary for decision makers to consider these limitations. In this case, the role of Division Heads and employees in their work units is to help provide data and information and views related to their respective divisions.

7. Cultural Factors and Risk Management
   The implementation of enterprise risk management is strongly influenced by the culture and behavior of all company employees. For this reason, the implementation of corporate risk management must be followed by an increase in risk management culture including in terms of leadership, risk management accountability, communication effectiveness in risk management, and reward and sanction mechanisms. The Company encourages full commitment to build a risk culture throughout the organization, among others by conducting socialization consistently, developing risk culture programs, and conducting risk management process cycles according to the PDCA cycle (plan, do, control and action).

8. Facilitating Continuous Improvement
   The implementation of risk management must always be improved through learning and experience gained from the results of previous risk management and used as a basis for continuous improvement.

Risk Management Policy

Risk management policy is a written direction in implementing risk management and must be in line with the Company's vision, mission and strategy, which in its preparation must be coordinated with related functions. In the policy, there are risk management procedures which are procedures or mechanisms to implement risk management policies, including policies on risk identification, measurement, control, and monitoring.

Such policies and procedures must be designed and implemented with due regard to the characteristics and complexity of business activities, the level of risk to be taken and risk tolerance, risk profile and regulations set by the authorities or sound corporate practices. Risk management policies and procedures are adequately documented and communicated to all employees and are periodically reviewed

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karyawan serta dilakukan kaji ulang secara berkala dan dimutakhirkan untuk mengakomodasi perubahan atas faktor-faktor yang berdampak terhadap risiko perusahaan.

Berdasarkan hal-hal tersebut, kebijakan dalam menjalakan manajemen risiko di lingkungan Perusahaan mencakup hal-hal sebagai berikut:

1. Kebijakan manajemen risiko Perusahaan harus:
   - Relevan dengan jenis risiko yang telah ditentukan, baik risiko yang terkait dengan strategi maupun terkait dengan operasional sehari-hari Perusahaan;
   - Menjabarkan hubungan antara batas toleransi Perusahaan, regulasi mengenai permodalan, dan metode pemantauan risiko;
   - Menjelaskan hubungan antara manajemen risiko dengan tujuan, strategi, dan kondisi terkini Perusahaan.

2. Kebijakan manajemen risiko paling sedikit memuat:
   - Penetapan risiko yang terkait dengan kegiatan Perusahaan yang didasarkan atas hasil analisis Perusahaan terhadap risiko yang melekat pada kegiatan usaha, termasuk setiap produk dan transaksi Perusahaan yang telah dan akan dilakukan;
   - Penetapan metode dan sistem informasi dalam melakukan identifikasi, pengukuran, pengendalian dan pemantauan risiko pada kegiatan usaha Perusahaan, termasuk setiap produk dan transaksi Perusahaan;
   - Penetapan risiko yang akan diambil, toleransi risiko, dan limit risiko;
   - Penetapan data yang harus dilaporkan, format laporan, dan jenis informasi yang harus dimasukkan dalam laporan terkait penerapan manajemen risiko sehingga mencerminkan eksposur risiko yang menjadi pertimbangan dalam rangka pengambilan keputusan dengan tetap memperhatikan prinsip kehati-hatian;
   - Penetapan kewenangan dan besaran limit secara berjenjang termasuk batasan transaksi yang memerlukan persetujuan Direksi;
   - Penetapan peringkat profil risiko sebagai dasar bagi Perusahaan untuk menentukan langkah-langkah perbaikan terhadap kegiatan usaha Perusahaan dan area aktivitas Perusahaan tertentu dan mengevaluasi hasil pelaksanaan kebijakan dan strategi manajemen risiko;

and updated to accommodate changes in factors that impact the company's risks.

Based on these matters, the policy in carrying out risk management within the Company includes the following matters:

1. The Company's risk management policy shall be:
   - Relevant to the type of risk that has been determined, both risks related to strategy and related to the Company's daily operations;
   - Outline the relationship between the Company's tolerance limits, capital regulations, and risk monitoring methods;
   - Explain the relationship between risk management and the Company's objectives, strategies, and current conditions.
2. The risk management policy at least contains:
   - Determination of risks associated with the Company's activities based on the results of the Company's analysis of the risks inherent in business activities, including every product and transaction of the Company that has been and will be carried out;
   - Determination of methods and information systems in identifying, measuring, controlling and monitoring risks in the Company's business activities, including each product and transaction of the Company;
   - Determination of risks to be taken, risk tolerance, and risk limits;
   - Determination of data that must be reported, the format of the report, and the type of information that must be included in the report related to the implementation of risk management so that it reflects the risk exposure that is taken into consideration in the context of decision making with due regard to the prudential principle;
   - Determination of authority and limit amount in stages, including transaction limits that require the approval of the Board of Directors;
   - Determination of risk profile rating as a basis for the Company to determine corrective measures for the Company's business activities and certain areas of the Company's activities and evaluate the results of the implementation of risk management policies and strategies;

- Struktur organisasi yang secara jelas merumuskan peran dan tanggung jawab Direksi, Dewan Komisaris, Dewan Pengawas Syariah, komite-komite, fungsi manajemen risiko, fungsi bisnis dan operasional, fungsi audit internal, fungsi aktuaria dan fungsi pendukung lainnya;
- Kebijakan rencana kelangsungan usaha atas kemungkinan kondisi eksternal dan internal terburuk, sehingga kelangsungan kegiatan usaha Perusahaan dapat dipertahankan termasuk rencana pemulihan bencana dan rencana kontinjensi.

Penyusunan kebijakan rencana kelangsungan usaha memenuhi hal-hal antara lain sebagai berikut:

a. Melibatkan berbagai fungsi terkait;
b. Bersifat fleksibel untuk dapat merespons berbagai skenario gangguan yang sifatnya tidak terduga dan spesifik, yaitu gambaran kondisi tertentu dan tindakan yang dibutuhkan segera;
c. Pengujian dan evaluasi rencana kelangsungan usaha secara berkala; dan
d. Direksi harus memutakhirkan rencana kelangsungan usaha berdasarkan hasil pengajuan dan evaluasi untuk memastikan efektivitas rencana kelangsungan usaha yang telah disusun.
    - Penetapan sistem pengendalian internal dalam penerapan manajemen risiko guna memastikan kepatuhan terhadap ketentuan eksternal dan internal yang berlaku, efektivitas dan efisiensi kegiatan operasional Perusahaan, efektivitas budaya risiko pada setiap jenjang organisasi Perusahaan serta tersedianya informasi manajemen dan keuangan yang akurat, lengkap, tepat guna, dan tepat waktu;
    - Penetapan pengembangan produk, tarif premi, *underwriting*, penyelesaian klaim, retensi sendiri, reasuransi, penggunaan derivatif, diversifikasi/spesialisasi, dan manajemen aset dan liabilitas.

Struktur Manajemen Risiko

Struktur Organisasi Pengelolaan Risiko Indonesia Re telah dirancang untuk memastikan bahwa divisi yang berfungsi melakukan kegiatan operasional telah terpisah dan independen terhadap divisi yang melakukan fungsi pengendalian intern dan divisi yang melakukan fungsi manajemen risiko. Fungsi manajemen risiko dijalankan oleh Compliance & Risk Management Division. Adapun struktur organisasi manajemen risiko Perusahaan adalah sebagai berikut:

- An organizational structure that clearly defines the roles and responsibilities of the Board of Directors, Board of Commissioners, Sharia Supervisory Board, committees, risk management function, business and operational functions, internal audit function, actuarial function and other supporting functions;
- Business continuity plan policies for the worst possible external and internal conditions, so that the continuity of the Company's business activities can be maintained including disaster recovery plans and contingency plans.

The preparation of the business continuity plan policy fulfills the following matters, among others:

a. Involves various related functions;
b. Be flexible enough to respond to unexpected and specific disruption scenarios, i.e. descriptions of specific conditions and actions required immediately;
c. Periodic testing and evaluation of business continuity plans; and
d. The Board of Directors must update the business continuity plan based on the results of submission and evaluation to ensure the effectiveness of the business continuity plan that has been prepared.
    - Establishment of an internal control system in the implementation of risk management to ensure compliance with applicable external and internal regulations, effectiveness and efficiency of the Company's operational activities, effectiveness of risk culture at every level of the Company's organization and the availability of accurate, complete, appropriate and timely management and financial information;
    - Determination of product development, premium rates, underwriting, claims settlement, self-retention, reinsurance, use of derivatives, diversification/specialization, and asset and liability management.

Risk Management Structure

Indonesia Re's Risk Management Organizational Structure has been designed to ensure that divisions that perform operational activities are separate and independent from divisions that perform internal control functions and divisions that perform risk management functions. The risk management function is carried out by the Compliance & Risk Management Division. The Company's risk management organizational structure is as follows:

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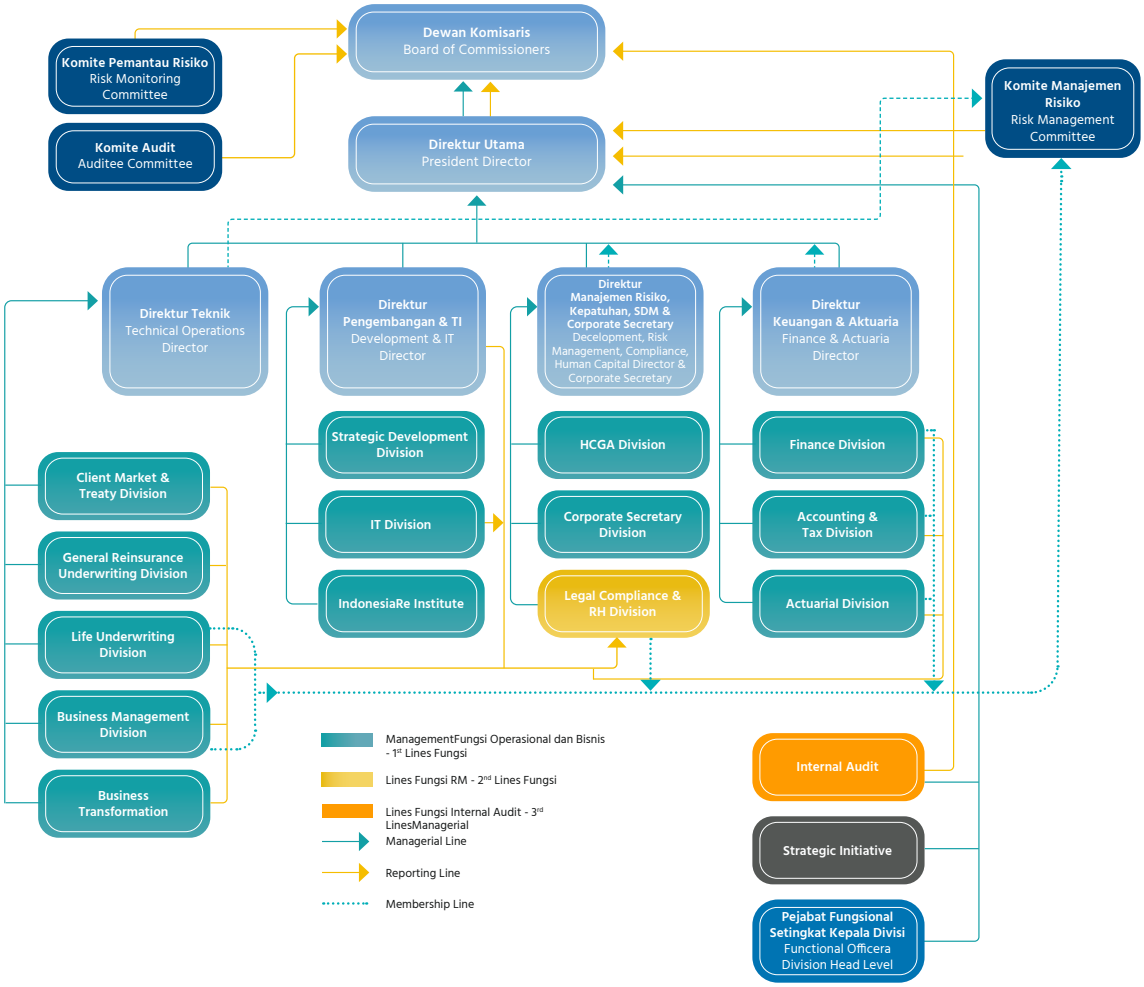

Jenis-jenis Risiko

Berdasarkan Peraturan Otoritas Jasa Keuangan No. 44/POJK.05/2020 tentang Penerapan Manajemen Risiko Bagi Lembaga Jasa Keuangan Non-Bank, terdapat 9 Jenis Risiko :

1. Risiko strategis: Risiko akibat ketidaktepatan dalam pengambilan dan/atau pelaksanaan suatu keputusan strategis serta kegagalan dalam mengantisipasi perubahan lingkungan bisnis.
2. Risiko operasional: Risiko akibat ketidakcukupan dan/atau tidak berfungsinya proses internal, kesalahan manusia, kegagalan sistem, dan/atau adanya kejadian eksternal yang mempengaruhi operasional Perusahaan.
3. Risiko asuransi: Risiko kegagalan Perusahaan untuk memenuhi kewajiban kepada Pemegang Polis, Tertanggung, atau Peserta sebagai akibat dari ketidakcukupan proses seleksi Risiko (*underwriting*), penetapan premi (*pricing*), penggunaan reasuransi, dan/atau penanganan klaim.

Types of Risk

Based on Financial Services Authority Regulation No. 44/POJK.05/2020 concerning the Implementation of Risk Management for Non-Bank Financial Services Institutions, there are 9 types of risk:

1. Strategic risk: Risk due to inaccuracies in making and/or implementing strategic decisions and failure to anticipate changes in the business environment.
2. Operational risk: Risk due to inadequate and/or malfunctioning internal processes, human error, system failure, and/or external events that affect the Company's operations.
3. Insurance risk: The risk of the Company's failure to fulfill obligations to Policyholders, Insured, or Participants as a result of inadequate underwriting, pricing, use of reinsurance, and/or claims handling.

4. Risiko kredit : Risiko akibat kegagalan pihak lain dalam memenuhi kewajiban kepada Perusahaan, termasuk dalam Risiko Kredit, yaitu Risiko Kredit akibat terkonsentrasinya penempatan investasi (Risiko konsentrasi investasi), Risiko Kredit akibat kegagalan pihak lawan (*counterparty credit risk*), Risiko Kredit akibat kegagalan *settlement* (*settlement risk*), dan Risiko Kredit akibat *country risk.*
5. Risiko pasar: Risiko pada posisi aset, liabilitas, ekuitas, dan/atau rekening administratif termasuk transaksi derivatif akibat perubahan secara keseluruhan dari kondisi pasar.
6. Risiko likuiditas: Risiko akibat ketidakmampuan Perusahaan untuk memenuhi kewajiban yang jatuh tempo dari sumber pendanaan arus kas dan/atau dari aset likuid yang dapat dengan mudah dikonversi menjadi kas, tanpa mengganggu aktivitas dan kondisi keuangan Perusahaan.
7. Risiko hukum: Risiko yang timbul akibat tuntutan hukum dan/atau kelemahan aspek hukum.
8. Risiko kepatuhan: Risiko akibat Perusahaan tidak mematuhi dan/atau tidak melaksanakan peraturan perundang-undangan dan ketentuan yang berlaku bagi Perusahaan.
9. Risiko reputasi: Risiko akibat menurunnya tingkat kepercayaan pemangku kepentingan (*stakeholder*) yang bersumber dari persepsi negatif terhadap Perusahaan.

Dalam pengelolaan risiko sebagaimana diatur dalam POJK No. 44/POJK.05/2020 tentang Penerapan Manajemen Risiko Bagi Lembaga Jasa Keuangan Nonbank, Perusahaan wajib menerapkan Manajemen Risiko secara efektif, yang paling sedikit mencakup 4 (empat) pilar yaitu:

1. Pengawasan aktif Direksi, Dewan Komisaris, dan Dewan Pengawas Syariah;
2. Kecukupan kebijakan dan prosedur Manajemen risiko serta penetapan limit Risiko;
3. Kecukupan proses identifikasi, pengukuran, pengendalian, dan pemantauan Risiko, serta sistem informasi Manajemen Risiko; dan
4. Sistem pengendalian internal yang menyeluruh.

Budaya Manajemen Risiko

Prinsip-prinsip Perusahaan dalam kerangka kerja dan proses manajemen risiko yang diatur dalam kebijakan, prosedur, dan petunjuk pelaksanaan manajemen risiko harus diselaraskan secara khusus dengan konteks internal dan eksternal yang relevan dengan kegiatan usaha Perusahaan. Penerapan manajemen risiko perusahaan harus diikuti dengan peningkatan budaya manajemen risiko termasuk dalam hal kepemimpinan, akuntabilitas manajemen risiko, efektivitas komunikasi dalam manajemen risiko, dan mekanisme pemberian penghargaan dan sanksi.

4. Credit Risk: Risk due to the failure of other parties to fulfill their obligations to the Company, including Credit Risk, namely Credit Risk due to the concentration of in-vestment placements (Investment concentration risk), Credit Risk due to counter-party failure (counterparty credit risk), Credit Risk due to settlement failure (settlement risk), and Credit Risk due to country risk.
5. Market risk: The risk to asset positions, liabilities, equity, and/or administrative accounts including derivative transactions due to an overall change in market conditions.
6. Liquidity risk: Risk resulting from the Company's inability to meet its maturing obligations from cash flow funding sources and/or from liquid assets that can be easily converted into cash, without disrupting the Company's activities and financial condition.
7. Legal risk: Risks arising from lawsuits and/or weaknesses in legal aspects.
8. Compliance risk: Risk due to the Company not complying and/or not implementing laws and regulations applicable to the Company.
9. Reputation risk: Risk due to a decrease in the level of trust of stakeholders stemming from negative perceptions of the Company.

In managing risks as stipulated in POJK No. 44/POJK.05/2020 concerning the Implementation of Risk Management for Nonbank Financial Services Institutions, the Company is required to implement Risk Management effectively, which at least includes 4 (four) pillars, namely:

1. Active supervision of the Board of Directors, Board of Commissioners and Sharia Supervisory Board;
2. Adequacy of risk management policies and procedures and establishment of risk limits;
3. Adequacy of risk identification, measurement, control, and monitoring processes, as well as Risk Management information systems; and
4. Comprehensive internal control system.

Risk Management Culture

The Company's principles in the risk management framework and process stipulated in the risk management policies, procedures, and implementation guidelines must be specifically aligned with the internal and external context relevant to the Company's business activities. The implementation of enterprise risk management should be followed by an improved risk management culture including in terms of leadership, risk management accountability, communication effectiveness in risk management, and reward and sanction mechanisms.

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Perusahaan mendorong komitmen penuh untuk membangun budaya risiko di seluruh organisasi. Di antaranya, dengan melakukan sosialisasi secara konsisten, pengembangan program-program budaya risiko, serta melakukan siklus proses manajemen risiko sesuai siklus PDCA (plan, do, control and action).

The Company encourages full commitment to building a risk culture throughout the organization. Among others, by conducting consistent socialization, developing risk culture programs, and conducting risk management process cycles according to the PDCA cycle (plan, do, control and action).

Tinjauan atas Efektivitas Sistem Manajemen Risiko

Untuk memastikan bahwa manajemen risiko telah efektif dan menunjang kinerja organisasi, Indonesia Re telah melakukan pengukuran tingkat kematangan (*Risk Maturity*) dalam pengelolaan risiko oleh konsultan independen. Program ini merupakan pengukuran efektivitas implementasi manajemen risiko, dalam rangka memberikan arah perbaikan terhadap sistem manajemen risiko yang sedang dilaksanakan di perusahaan, dengan tujuan sebagai berikut:

1. Mendapatkan gambaran kondisi penerapan Manajemen Risiko beserta identifikasi aspek-aspek di dalam perencanaan Kerangka Kerja Manajemen Risiko.
2. Mendapatkan data atas gap sejauh mana implementasi Manajemen Risiko di Perusahaan.
3. Mendapatkan rekomendasi (*Strength* dan *Opportunity For Improvement*) dan sekaligus mendapatkan arah dan saran perbaikan dalam rangka implementasi manajemen risiko ke depan.

Review of the Effectiveness of Risk Management System

To ensure that risk management is effective and supports the performance of the organization, Indonesia Re has measured the level of maturity (Risk Maturity) in risk management by an independent consultant. This program is a measurement of the effectiveness of risk management implementation, in order to provide direction for improvement of the risk management system being implemented in the company, with the following objectives:

1. Obtain an overview of the condition of Risk Management implementation along with the identification of aspects in the Risk Management Framework planning.
2. Obtain data on the gap in the extent of Risk Management implementation in the Company.
3. Obtain recommendations (Strength and Opportunity For Improvement) and at the same time get direction and suggestions for improvement in the context of implementing risk management in the future.

Tingkat kematangan (*Risk Maturity Level*) manajemen risiko perlu diukur untuk mengetahui sejauh mana tingkat keberhasilan penerapan manajemen risiko dalam organisasi Indonesia Re. Penilaian tingkat kematangan manajemen risiko juga diperlukan untuk identifikasi kekuatan dan kelemahan instrument organisasi yang dapat digunakan untuk meningkatkan tata kelola perusahaan dan manajemen risiko organisasi.

The Risk Maturity Level of risk management needs to be measured to determine the ex-tent of the successful implementation of risk management in the Indonesia Re organization. Assessment of risk management maturity level is also needed to identify the strengths and weaknesses of organizational instruments that can be used to improve corporate governance and organizational risk management.

Pengukuran *Risk Maturity Index* (RMI) 2021 dilaksanakan selama periode Januari-Maret 2022 dengan penyerahan laporan RMI Indonesia Re Group (Indonesia Re, Asuransi ASEI Indonesia, dan Reindo Syariah Indonesia) yang selesai pada bulan Mei 2022. Tingkat *maturity* implementasi manajemen risiko 2021 yang telah dianalisis dengan menggunakan framework ISO 31000 di Indonesia Re menghasilkan nilai ukuran 4,22 (Terkelola). Hal tersebut menunjukkan bahwa kegiatan manajemen risiko di lingkungan Perusahaan telah didukung oleh M=manajemen namun masih perlu penyempurnaan dalam penerapannya agar lebih terstruktur dan konsisten.

The 2021 Risk Maturity Index (RMI) measurement was carried out during the period January-March 2022 with the submission of the Indonesia Re Group (Indonesia Re, Asuransi ASEI Indonesia, and Reindo Syariah Indonesia) RMI report which was completed in May 2022. The maturity level of the 2021 risk management implementation that has been analyzed using the ISO 31000 framework at Indonesia Re resulted in a score of 4.22 (Man-aged). This shows that risk management activities within the Company have been sup-ported by management but still need improvement in its application to be more structured and consistent.

Keterlibatan Dewan Komisaris dan Direksi

Direksi dan Dewan Komisaris bertanggung jawab atas efektivitas penerapan manajemen risiko di Perusahaan. Keterlibatan Direksi dan Dewan Komisaris di dalam implementasi manajemen risiko mencakup:

Board Involvement

The Board of Directors and Board of Commissioners are responsible for the effectiveness of risk management implementation in the Company. The involvement of the Board of Directors and Board of Commissioners in the implementation of risk management includes:

1. Memahami dengan baik jenis dan tingkat risiko yang melekat pada kegiatan usaha Perusahaan;
2. Memberikan arahan yang jelas dalam penerapan manajemen risiko;
3. Melakukan pengawasan dan mitigasi risiko secara aktif;
4. Mengembangkan budaya manajemen risiko di Perusahaan;
5. Memastikan struktur organisasi yang memadai untuk mendukung penerapan manajemen risiko yang efektif;
6. Menetapkan tugas dan tanggung jawab yang jelas dalam penerapan manajemen risiko pada masing-masing fungsi; dan
7. Memastikan kecukupan kuantitas dan kualitas sumber daya manusia untuk mendukung penerapan manajemen risiko secara efektif.

Dalam pelaksanaan pengawasan aktif, Direksi dan Dewan Komisaris memiliki kewenangan dan tanggung jawab paling sedikit meliputi:

1. Direksi dan Dewan Komisaris sesuai dengan ruang lingkup kewenangan masing-masing bertanggung jawab untuk memastikan penerapan manajemen risiko telah efektif sesuai dengan karakteristik, kompleksitas dan profil risiko Perusahaan.
2. Direksi dan Dewan Komisaris harus memastikan masing-masing fungsi di Perusahaan dalam menerapkan manajemen risiko.

Pernyataan Direksi dan/atau Dewan Komisaris atau Komite Audit atas Kecukupan Sistem Manajemen Risiko

Direksi dan Dewan Komisaris telah melaksanakan pengawasan aktif penerapan manajemen risiko, dengan ikhtisar pengawasan antara lain:

1. Direksi dan Dewan Komisaris sesuai dengan ruang lingkup kewenangan masing-masing memastikan penerapan manajemen risiko telah berjalan dengan baik sesuai dengan karakteristik, kompleksitas dan profil risiko Perusahaan sebagaimana diatur dalam Board Manual yang ditetapkan dengan Surat Keputusan Direksi No. 00126/60. HK.01.01/01/IndonesiaRe/07/2019 tanggal 16 Juli 2019.

2. Direksi dan Dewan Komisaris sesuai dengan ruang lingkup kewenangan masing-masing bertanggung jawab terhadap efektivitas penerapan manajemen risiko di Perusahaan. Keterlibatan Direksi dan Dewan Komisaris di dalam implementasi manajemen risiko mencakup:

   a. Memahami dengan baik jenis dan tingkat risiko yang melekat pada kegiatan usaha Perusahaan.
   b. Memberikan arahan yang jelas dalam penerapan manajemen risiko.

1. Understand well the type and level of risk inherent in the Company's business activities;
2. Provide clear direction in the implementation of risk management;
3. Actively monitor and mitigate risks;
4. Developing a risk management culture in the Company;
5. Ensure adequate organizational structure to support effective risk management implementation;
6. Establish clear duties and responsibilities in the implementation of risk management in each function; and
7. Ensure adequate quantity and quality of human resources to support the effective implementation of risk management.

In the implementation of active supervision, the Board of Directors and the Board of Commissioners have the authority and responsibility to at least include:

1. The Board of Directors and the Board of Commissioners in accordance with the scope of their respective authorities are responsible for ensuring the effective implementation of risk management in accordance with the characteristics, complexity and risk profile of the Company.
2. The Board of Directors and Board of Commissioners must ensure that each function in the Company implements risk management.

Statement of the Board of Directors and/or Board of Commissioners or Audit Committee on the Adequacy of the Risk Management System

The Board of Directors and Board of Commissioners have carried out active supervision of the implementation of risk management, with an overview of supervision, among others:

1. The Board of Directors and the Board of Commissioners in accordance with the scope of their respective authorities ensure the implementation of risk management has been running properly in accordance with the characteristics, complexity and risk profile of the Company as stipulated in the Board Manual stipulated in the Decree of the Board of Directors No. 00126/60.HK.01.01/01/IndonesiaRe/07/2019 dated Ju-ly 16, 2019.

2. The Board of Directors and Board of Commissioners in accordance with the scope of their respective authorities are responsible for the effectiveness of risk management implementation in the Company. The involvement of the Board of Directors and Board of Commissioners in the implementation of risk management includes:

   a. Understand well the type and level of risk inherent in the Company's business activities.
   b. Provide clear direction in the implementation of risk management.

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c. Melakukan pengawasan dan mitigasi risiko secara aktif.
d. Mengembangkan budaya manajemen risiko di Perusahaan.
e. Memastikan struktur organisasi yang memadai untuk mendukung penerapan manajemen risiko yang efektif.
f. Menetapkan tugas dan tanggung jawab yang jelas dalam penerapan manajemen risiko pada masing-masing fungsi; dan
g. Memastikan kecukupan kuantitas dan kualitas sumber daya manusia untuk mendukung penerapan manajemen risiko secara efektif.

3. Direksi dan Dewan Komisaris mengevaluasi kebijakan dan strategi manajemen risiko paling sedikit satu kali dalam satu tahun atau dalam frekuensi yang lebih sering dalam hal terdapat perubahan faktor yang mempengaruhi kegiatan usaha perusahaan secara signifikan.

4. Direksi dan Dewan Komisaris menetapkan kebijakan Manajemen Risiko serta perubahannya, termasuk strategi Manajemen Risiko, tingkat Risiko yang diambil dan toleransi Risiko, kerangka Manajemen Risiko serta rencana kontijensi untuk mengantisipasi terjadinya kondisi tidak normal, meliputi:
   a. Penyempurnaan proses Manajemen Risiko secara berkala maupun bersifat insidentil sebagai akibat dari suatu perubahan kondisi eksternal dan internal perusahaan yang mempengaruhi kecukupan permodalan, profil risiko dan tidak efektifnya penerapan Manajemen Risiko berdasarkan hasil evaluasi.
   b. Penetapan kebijakan dan/atau keputusan bisnis yang menyimpang dari prosedur normal, seperti pelampauan ekspansi usaha yang signifikan dibandingkan dengan rencana bisnis perusahaan yang telah ditetapkan sebelumnya atau pengambilan posisi/eksposur Risiko yang melampaui limit yang telah ditetapkan.

c. Actively monitor and mitigate risks.
d. Developing a risk management culture in the Company.
e. Ensure adequate organizational structure to support effective risk management implementation.
f. Establish clear duties and responsibilities in the implementation of risk management in each function; and
g. Ensure adequate quantity and quality of human resources to support the effective implementation of risk management.

3. The Board of Directors and Board of Commissioners evaluate risk management policies and strategies at least once a year or more frequently if there are changes in factors that significantly affect the company's business activities.

4. The Board of Directors and the Board of Commissioners determine the Risk Management policy and its changes, including the Risk Management strategy, the level of risk taken and risk tolerance, the Risk Management framework and contingency plans to anticipate the occurrence of abnormal conditions, including:
   a. Improvement of the Risk Management process periodically or incidentally as a result of changes in external and internal conditions that affect the adequacy of capital, risk profile and ineffective implementation of Risk Management based on evaluation results.
   b. Determination of policies and/or business decisions that deviate from normal procedures, such as significant business expansion compared to the company's previously established business plan or taking positions/risk exposures that exceed predetermined limits.

DIVISI LEGAL, COMPLIANCE & RISK MANAGEMENT

Divisi Legal, Compliance & Risk Management dipimpin oleh seorang Kepala Divisi yang bertanggung jawab langsung kepada Direksi. Berikut adalah profil Kepala Divisi Compliance & Risk Management.

LEGAL, COMPLIANCE & RISK MANAGEMENT DIVISION

The Legal, Compliance & Risk Management Division is led by a Division Head who is directly responsible to the Board of Directors. The following is the profile of the Head of Compliance & Risk Management Division.

Gadis Purwanti	Legal, Compliance & Risk Management Division Head	Legal, Compliance & Risk Management Division Head
Warga Negara | Citizen	**Indonesia**	
Domisili | Domicile	Tangerang	Tangerang
Riwayat Pendidikan Education History	Sarjana Biologi dari Institut Teknologi Bandung 1997	Bachelor of Biology from Institut Teknologi Bandung (1997)
Dasar Hukum Penunjukan Legal Basis for Appointment	SKD 00003/HK.04.02/00/IndonesiaRe/01/2023 - 13 Januari 2023	SKD 00003/HK.04.02/00/IndonesiaRe/01/2023 - January 13, 2023
Rangkap Jabatan Dual Position	Tidak memiliki rangkap jabatan	No concurrent positions
Pengalaman Kerja Work Experience	• Legal, Compliance & Risk Management Division Head (Januari 2023-Sekarang) • Life Reinsurance Underwriting Division Head (Juni 2022-Januari 2023) • General Reinsurance Facultative Division Head (April-Juni 2022) • Kepala Divisi Portfolio Management & Claim (2019-April 2021) • Marine Underwriting Group Head (2014-2019) • Underwriter Marine Cargo & Hull (2006-2014) • Section Head of General Reinsurance Sharia Division (Juni-November 2004) • Underwriter Marine Cargo (2002-2004) • Assisstant Claim Analyst (2000-2002)	• Legal, Compliance & Risk Management Division Head (January 2023-Present) • Life Reinsurance Underwriting Division Head (June 2022-January 2023) • General Reinsurance Facultative Division Head (April-June 2022) • Head of Portfolio Management & Claim Division (2019-April 2021) • Marine Underwriting Group Head (2014-2019) • Underwriter Marine Cargo & Hull (2006-2014) • Section Head of General Reinsurance Sharia Division (June-November 2004) • Underwriter Marine Cargo (2002-2004) • Assistant Claim Analyst (2000-2002)
Hubungan Afiliasi Affiliate Relationship	Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, maupun Pemegang Saham Utama	Has no affiliation with the Board of Commissioners, Board of Directors, or Major Shareholders.

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Good Corporate Governance

Legal
Legal

Penjelasan Tentang Fungsi Legal

Indonesia Re telah mengatur fungsi Corporate Legal di lingkungan perusahaan, termasuk namun tidak terbatas pada:

1. Memberikan konsultasi atau opini hukum yang akurat dan tepat waktu dalam berbagai topik hukum kepada Divisi dan Perusahaan.
2. Meneliti dan mengevaluasi berbagai faktor risiko terkait keputusan dan operasi bisnis.
3. Memberikan masukan dari aspek hukum kepada Direksi, berkaitan dengan operasional dan pengembangan usaha perusahaan.
4. Melakukan pembaharuan dan reviu ketentuan-ketentuan di Perusahaan terkait dengan peraturan perundang-undangan yang baru.
5. Mengurus dokumen-dokumen Perusahaan dan perizinan.
6. Menyusun rencana dan sasaran kerja serta anggaran dari Legal Department serta bertanggung jawab atas pelaksanaannya.
7. Memastikan kesiapan legalitas suatu transaksi material Perusahaan.
8. Berkomunikasi dan bernegosiasi dengan pihak eksternal (regulator, penasihat eksternal, otoritas publik, dll.) dan menciptakan hubungan kepercayaan.
9. Penyusunan kontrak (pengadaan, bisnis, MoU, dll).
10. Penanganan litigasi & penyelesaian sengketa perusahaan.
11. Menentukan kebijakan tata kelola internal dan secara teratur memantau kepatuhan.

Explanation of Legal Functions

Indonesia Re has regulated the Corporate Legal function within the company, including but not limited to:

1. Provide accurate and timely legal advice or opinions on various legal topics to the Division and the Company.
2. Research and evaluate various risk factors related to business decisions and operations.
3. Provide input from a legal aspect to the Board of Directors, related to the company's operations and business development.
4. Updating and reviewing provisions in the Company related to new laws and regulations.
5. Manage Company documents and licenses.
6. Develops work plans and objectives as well as budgets of the Legal Department and is responsible for their implementation.
7. Ensure the legality of the Company's material transactions.
8. Communicate and negotiate with external parties (regulators, external advisors, public authorities, etc.) and create relationships of trust.
9. Contract drafting (procurement, business, MoU, etc).
10. Litigation handling & corporate dispute resolution.
11. Define internal governance policies and regularly monitor compliance.

PERMASALAHAN HUKUM

Pada tahun 2022, Indonesia Re mengalami kasus hukum, yaitu:

LEGAL ISSUES

In 2022, Indonesia Re experienced legal cases, namely:

No.	Pokok Perkara Subject Matter	Status Penyelesaian Completion Status	Pengaruh terhadap Perusahaan Impact on the Company
1	Kasus hukum antara PT Reasuransi Indonesia Utama (Persero) dengan Equitas Limited dan Equitas Insurance Limited No. 177/PDT.G/2021/PN.JKT.PS	Saat ini Perusahaan masih dalam tahap sidang mediasi, perkembangan kasus terakhir pada tanggal 16 Januari 2023 dalam WAG disampaikan bahwa Perusahaan masih menunggu pihak Equitas untuk menyerahkan dokumen yang belum lengkap berdasarkan syarat – syarat yang telah didiskusikan.	Dikeluarkannya Penetapan Pengadilan Negeri Jakarta Pusat Nomor: 103/2015.Eks jo. Putusan Arbitrase Internasional, Putusan Sela Final (Interim Final Award) tanggal 26 Maret 2014 jo. Putusan Final (Final Award) tanggal 28 Mei 2014 jo. No: 07/PDT/ARB-INT/2015/PN.JKT.PST tanggal 28 Desember 2017 ("Penetapan Sita Eksekusi") tentang objek sita ekekusi atas aset Indonesia Re berupa: - 1 (satu) bidang tanah seluas 3.420 M berikut bangunan yang terletak diatasnya, yang terletak di Jalan Salemba Raya No. 30, Jakarta Pusat, atas nama PT Reasuransi Internasional Indonesia (sekarang bernama PT Reasuransi Indonesia Utama (Persero)); - 1 (satu) bidang tanah seluas 1.990 M berikut bangunan yang terletak diatasnya, yang terletak di Jalan Abdul Muis No. 110, Jakarta Pusat, atas nama PT Asuransi Ekspor Indonesia (sekarang bernama PT Reasuransi Indonesia Utama (Persero));

No.	Pokok Perkara Subject Matter	Status Penyelesaian Completion Status	Pengaruh terhadap Perusahaan Impact on the Company
			- Rekening No. 032901-003534-30-1 atas nama PT Reasuransi Indonesia Utama (Persero) yang disimpan pada Kantor Cabang Bank Rakyat Indonesia (BRI) Jalan Veteran No. 8, Jakarta Pusat; - Rekening (dalam mata uang Rupiah dan Dollar Amerika Serikat) PT Reasuransi Indonesia (Persero) yang disimpan pada Kantor Pusat Citibank Jalan Jenderal Sudirman No. 54-55, Jakarta Selatan; - Rekening No. 006 000 7652 666 atas nama PT Reasuransi Indonesia (Persero) yang disimpan pada Kantor Cabang Bank Mandiri Jalan Raya Jatinegara Timur No. 58, Jakarta Timur - 1 (satu) bidang tanah seluas 3.420 M berikut bangunan yang terletak di atasnya, yang terletak di Jalan Salemba Raya No. 30, Jakarta Pusat, atas nama PT Reasuransi Internasional Indonesia (sekarang bernama PT Reasuransi Indonesia Utama (Persero) pada tanggal 17 Mei 2018 dan 1 (satu) bidang tanah seluas 1.990 M berikut bangunan yang terletak diatasnya, yang terletak di Jalan Abdul Muis No. 110, Jakarta Pusat, atas nama PT Asuransi Ekspor Indonesia (sekarang Indonesia Re) pada tanggal 17 Mei 2018.
1	Legal case between PT Reasuransi Indonesia Utama (Persero) with Equitas Limited and Equitas Insurance Limited No. 177/PDT.G/2021/ PN.JKT.PS	Currently the Company is still in the mediation hearing stage, the latest case development on January 16, 2023 in the WAG stated that the Company is still waiting for Equitas to submit incomplete documents based on the terms that have been discussed.	Issuance of Stipulation of the Central Jakarta District Court Number: 103/2015.Eks jo. International Arbitration Award, Interim Final Award dated March 26, 2014 jo. Final Award dated May 28, 2014 jo. No: 07/PDT/ARB-INT/2015/PN.JKT. PST dated December 28, 2017 ("Stipulation of Seizure of Execution") regarding the object of seizure of execution on the assets of Indonesia Re in the form of: - 1 (one) plot of land measuring 3,420 M and the building located thereon, located at Jalan Salemba Raya No. 30, Central Jakarta, in the name of PT Reasuransi Internasional Indonesia (now named PT Reasuransi Indonesia Utama (Persero)); - 1 (one) plot of land measuring 1,990 M and the building located thereon, located at Jalan Abdul Muis No. 110, Central Jakarta, in the name of PT Asuransi Ekspor Indonesia (now named PT Reasuransi Indonesia Utama (Persero)); - Account No. 032901-003534-30-1 in the name of PT Reasuransi Indonesia Utama (Persero) which is kept at the Bank Rakyat Indonesia (BRI) Branch Office at Jalan Veteran No. 8, Central Jakarta; - Accounts (in Rupiah and US Dollar) of PT Reasuransi Indonesia (Persero) held at Citibank Head Office, Jalan Jenderal Sudirman No. 54-55, South Jakarta; - Account No. 006 000 7652 666 in the name of PT Reasuransi Indonesia (Persero) deposited at Bank Mandiri Branch Office Jalan Raya Jatinegara Timur No. 58, East Jakarta - 1 (one) plot of land measuring 3,420 M and the building located thereon, located at Jalan Salemba Raya No. 30, Central Jakarta, under the name of PT Reasuransi Internasional Indonesia (now PT Reasuransi Indonesia Utama (Persero) on May 17, 2018 and 1 (one) plot of land measuring 1,990 M and the building located thereon, located at Jalan Abdul Muis No. 110, Central Jakarta, under the name of PT Asuransi Ekspor Indonesia (now Indonesia Re) on May 17, 2018.

Sanksi Administratif
Administrative Sanctions

Pada tahun 2022, Indonesia Re mendapatkan sanksi administratif dari regulator, berkenaan dengan pelaporan layanan pengaduan konsumen. Perusahaan dinilai telah melanggar ketentuan pasal 43 ayat (2) POJK Nomor 18/2018 tentang Layanan Pengaduan Konsumen di Sektor Jasa Keuangan (POJK Nomor 18/2018). Dalam regulasi itu diatur bahwa Pelaku Usaha Jasa Keuangan (PUJK) wajib menyampaikan Laporan Layanan Pengaduan secara triwulanan paling lambat tanggal 10 bulan berikutnya setelah periode triwulanan berakhir.

Perusahaan telah melunasi sanksi administrasi senilai Rp50 juta.

In 2022, Indonesia Re received an administrative sanction from the regulator, Regarding to consumer complaint services report. The company is considered to have violated the provisions of article 43 paragraph (2) of POJK Number 18/2018 concerning Consumer Complaint Services in the Financial Services Sector (POJK Number 18/2018). The regulation stipulates that Financial Service Businesses (PUJK) must submit a Complaint Service Report on a quarterly basis no later than the 10th of the following month after the quarterly period ends.

The Company has paid the administrative sanction of Rp50 million.

Kode Etik
Code of Ethics

Bagi Indonesia Re kredibilitas serta kepercayaan dari publik, pemilik modal, dan pelanggan merupakan faktor yang sangat menentukan bagi perkembangan dan kelangsungan usaha Perusahaan. Hilangnya kredibilitas Perusahaan dan kepercayaan para pemangku kepentingan berpotensi menekan potensi peluang bisnis yang dapat mengancam kelangsungan usaha Perusahaan.

Kredibilitas Perusahaan dan kepercayaan sangat erat kaitannya dengan perilaku Perusahaan dalam berinteraksi dengan para Pemangku Kepentingan. Oleh karena itu, pengelolaan Perusahaan selalu patuh pada peraturan dan perundangan yang berlaku serta harus menjunjung tinggi norma dan nilai etika. Kesadaran menjalankan etika yang baik akan meningkatkan dan memperkuat citra positif Perusahaan.

Pedoman Etika Indonesia Re digunakan oleh seluruh Insan Perusahaan sebagai landasan dalam membentuk dan mengatur tingkah laku yang konsisten sesuai dengan peraturan yang berlaku di dalam maupun di luar Perusahaan.

Pokok-pokok Kode Etik

Pedoman Etika dan Perilaku Indonesia Re mengandung pokok-pokok kode etik, yang mencakup:

1. Komitmen Perusahaan terhadap Pemangku Kepentingan, Insan Indonesia Re, Pemegang Saham, tertanggung, pemasok, nasabah, masyarakat dan lingkungan, mitra usaha, pemerintah, pesaing dan media massa.

For Indonesia Re, the credibility and trust of the public, capital owners and customers are very important factors for the development and continuity of the Company's business. The loss of the Company's credibility and the trust of stakeholders could potentially sup-press potential business opportunities that could threaten the Company's business continuity.

The Company's credibility and trust are closely related to the Company's behavior in interacting with Stakeholders. Therefore, the Company's management always complies with the prevailing rules and regulations and must uphold ethical norms and values. The awareness of practicing good ethics will improve and strengthen the Company's positive image.

The Indonesia Re Code of Ethics is used by all Company personnel as a foundation in shaping and regulating consistent behavior in accordance with applicable regulations in-side and outside the Company.

Principles of the Code of Ethics

The Code of Ethics and Conduct of Indonesia Re contains the main points of the code of ethics, which include:

1. Company Commitment to Stakeholders, Indonesia Re People, Shareholders, insured, suppliers, customers, community and environment, business partners, government, competitors and mass media.

2. Komitmen dan perilaku kerja Insan Indonesia Re sebagai atasan, bawahan, rekan kerja.
3. Etika bisnis perusahaan.
4. Penerapan dan penegakan pedoman etika dan perilaku.

Tujuan Kode Etik

Tujuan dari penerapan Pedoman Etika dan Perilaku di lingkungan Perusahaan adalah sebagai berikut:

1. Mengidentifikasi nilai-nilai dan standar etika yang selaras dengan visi dan misi Indonesia Re.
2. Menjabarkan nilai-nilai perusahaan sebagai landasan etika yang harus diikuti oleh insan Indonesia Re dalam melaksanakan tugas.
3. Menjadi acuan perilaku insan Indonesia Re dalam melaksanakan tugas dan tanggung jawab masing-masing serta berinteraksi dengan para pemangku kepentingan.
4. Menjelaskan secara rinci standar etika agar insan Indonesia Re dapat menilai bentuk kegiatan yang diinginkan dan membantu memberikan pertimbangan jika menemui keragu-raguan dalam bertindak.

Pernyataan Bahwa Kode Etik Berlaku Bagi Seluruh Level Organisasi

Kode Etik yang dimiliki Indonesia Re berlaku bagi seluruh level organisasi dan seluruh Insan Indonesia Re. Dalam rangka menjaga komitmen secara berkelanjutan, Perusahaan mewajibkan setiap Insan Indonesia Re untuk mematuhi ketentuan yang diatur dalam Pedoman Etika Perusahaan. Hal tersebut diterapkan melalui penandatanganan Pakta Integritas yang dilakukan oleh Dewan Pengawas, Direksi, serta karyawan tetap.

Penyebarluasan dan Sosialisasi Kode Etik Perusahaan

Kode Etik Indonesia Re telah disebarluaskan disosialisasikan dan dikomunikasikan kepada Dewan Komisaris, Direksi, serta seluruh karyawan Perusahaan. Penyebarluasan dan Sosialisasi atas Kode Etik Perusahaan dimaksudkan untuk mendukung kesadaran dan pemahaman Insan Indonesia Re terhadap perilaku-perilaku yang sesuai dengan peraturan yang mengikat tersebut. Setiap karyawan yang baru direkrut akan memperoleh dokumen Kode Etik dan menandatangani pernyataan untuk mematuhi seluruh isi Kode Etik Perusahaan.

Sanksi Pelanggaran Kode Etik

Perusahaan memberikan sanksi terhadap Insan Indonesia Re yang melakukan pelanggaran Kode Etik Perusahaan. Sanksi tersebut diberikan berdasarkan hasil laporan HC&CS Division yang ditetapkan sesuai ketentuan Perusahaan.

2. Commitment and work behavior of Indonesia Re people as superiors, subordinates, colleagues.
3. Corporate business ethics.
4. Implementation and enforcement of ethical and behavioral guidelines.

Purpose of Code of Conduct

The objectives of the implementation of the Code of Ethics and Conduct within the Company are as follows:

1. Identify values and ethical standards that are aligned with Indonesia Re's vision and mission.
2. Outline the company's values as the ethical foundation that must be followed by Indonesia Re people in carrying out their duties.
3. Become a reference for the behavior of Indonesia Re's people in carrying out their respective duties and responsibilities and interacting with stakeholders.
4. Describe in detail the ethical standards so that Indonesia Re's people can assess the desired form of activity and help provide judgment when in doubt.

Statement that the Code of Ethics applies to all levels of the organization

Indonesia Re's Code of Ethics applies to all levels of the organization and all Indonesia Re personnel. In order to maintain commitment on an ongoing basis, the Company requires every Indonesia Re Personnel to comply with the provisions stipulated in the Company's Code of Ethics. This is implemented through the signing of the Integrity Pact by the Board of Supervisors, Board of Directors, and permanent employees.

Dissemination and Socialization of the Company's Code of Ethics

Indonesia Re's Code of Ethics has been disseminated socialized and communicated to the Board of Commissioners, Board of Directors, and all employees of the Company. The dissemination and socialization of the Company's Code of Ethics is intended to support the awareness and understanding of Indonesia Re's personnel on behaviors that are in accordance with these binding regulations. Each newly recruited employee will obtain a Code of Ethics document and sign a statement to comply with all contents of the Company's Code of Ethics.

Sanctions for Code of Ethics Violations

The Company imposes sanctions on Indonesia Re personnel who violate the Company's Code of Ethics. The sanctions are given based on the results of the HC&CS Division report which is determined in accordance with the Company's provisions.

Tata Kelola Perusahaan
Good Corporate Governance

Aturan pemberian sanksi sebagai berikut:

1. Setiap insan Indonesia Re yang terbukti melakukan pelanggaran terhadap pedoman etika dan perilaku ini akan dijatuhkan sanksi.
2. Sanksi bagi karyawan yang melakukan pelanggaran ditetapkan oleh Direksi setelah mendapat laporan Komite Pemantau Penerapan dan Penegakan Pedoman Etika dan Perilaku yang ditetapkan sesuai ketentuan perusahaan.
3. Sanksi bagi Direksi dan Dewan Komisaris yang melakukan pelanggaran diputuskan oleh Pemegang Saham setelah mendapat laporan dari Komite Pemantau Penerapan dan Penegakan Pedoman Etika dan Perilaku.

Jumlah Pelanggaran Kode Etik

Sepanjang tahun 2022 tidak ada pelanggaran Kode Etik.

The sanctioning rules are as follows:

1. Any Indonesia Re employee who is proven to have violated this code of ethics and behavior will be sanctioned.
2. Sanctions for employees who commit violations are determined by the Board of Directors after receiving a report from the Monitoring Committee for the Implementation and Enforcement of the Code of Ethics and Conduct, which is determined in accordance with company regulations.
3. Sanctions for Directors and Board of Commissioners who commit violations are decided by the Shareholders after receiving a report from the Implementation and Enforcement Monitoring Committee of the Code of Ethics and Conduct.

Number of Code of Ethics Violations

During 2022 there were no violations of the Code of Conduct.

Sistem Pelaporan Pelanggaran (*Whistleblowing System*)
Whistleblowing System

Indonesia Re memiliki Sistem Pelaporan Pelanggaran yang merupakan wadah bagi Pemangku Kepentingan Indonesia Re untuk mengungkapkan penyimpangan dan malpraktik termasuk kegiatan yang mencurigakan. WBS juga menjadi sarana komunikasi bagi Pemangku Kepentingan Perusahaan untuk memberikan informasi kepada Internal Audit mengenai tindakan (perbuatan/perilaku/kejadian) yang tidak beretika atau melanggar pedoman perilaku yang telah ditetapkan sesuai ketentuan Perusahaan.

WBS sangat diperlukan dalam melakukan aktivitas bisnis. Pasalnya, Perusahaan dapat menghadapi berbagai permasalahan atau risiko yang mungkin ditimbulkan oleh pelanggaran terhadap kode etik perilaku, peraturan perundang-undangan yang berlaku serta praktik umum yang berlaku pada industri reasuransi.

Penyampaian Laporan Pelanggaran

Dalam Pedoman Sistem Pelaporan Pelanggaran Indonesia Re telah diatur mengenai sistem pelaporan pelanggaran yang diterapkan di lingkungan Perusahaan. Pedoman tersebut berisi panduan untuk mengelola pengaduan mengenai perilaku melawan hukum, perbuatan tidak etis yang disampaikan secara rahasia, anonim dan independen oleh Insan Indonesia Re dalam mengungkapkan pelanggaran yang terjadi di lingkungan Perusahaan.

Indonesia Re has a Whistleblowing System (WBS) which is a forum for Indonesia Re Stakeholders to disclose irregularities and malpractices including suspicious activities. WBS is also a means of communication for the Company's Stakeholders to provide information to Internal Audit regarding actions (deeds/behavior/occurrences) that are unethical or violate the code of conduct that has been established in accordance with the Company's provisions.

WBS is very necessary in conducting business activities. This is because the Company can face various problems or risks that may be caused by violations of the code of ethical behavior, applicable laws and regulations and general practices that apply to the reinsurance industry.

Submission of Violation Report

The Whistleblowing System Guidelines of Indonesia Re regulate the whistleblowing system implemented within the Company. The guidelines contain guidelines for managing complaints regarding unlawful behavior, unethical acts submitted confidentially, anonymously and independently by Indonesia Re personnel in disclosing violations that occur within the Company.

Perusahaan memiliki tiga saluran untuk penyampaian laporan tindakan pelanggaran yaitu:

- Surat yang ditujukan kepada Kepala Audit Internal, dalam amplop tertutup dan ditulis di pojok kiri atas "RAHASIA", dialamatkan ke: PT Reasuransi Indonesia Utama (Persero) Gedung Indonesia Re Jl. Salemba Raya No. 30 Jakarta Pusat 10430 Up: Chief Internal Audit
- E-mail: auditor@indonesiare.co.id
- Situs Web: www.indonesiare.co.id | www.lapor.go.id

The Company has three channels for submitting reports of violations, namely:

- Letters addressed to the Head of Internal Audit, in a sealed envelope and written in the upper left corner "CONFIDENTIAL", addressed to: PT Reasuransi Indonesia Utama (Persero) Indonesia Re Building Jl. Salemba Raya No. 30 Central Jakarta 10430 Up: Chief Internal Audit
- E-mail: auditor@indonesiare.co.id
- Website: www.indonesiare.co.id | www.lapor.go.id

Ruang Lingkup Sistem Pelaporan Pelanggaran

Perusahaan telah membatasi ruang lingkup WBS yakni mencakup penyimpangan atau pelanggaran yang terkait dengan etika bisnis dan etika kerja, peraturan perusahaan, Perjanjian Kerja Bersama (PKB), peraturan hukum atau perundang-undangan dan perasuransian.

Scope of Whistleblowing System

The Company has limited the scope of the WBS to include deviations or violations related to business ethics and work ethics, company regulations, Collective Labor Agreements (CLAs), laws or regulations and insurance.

Struktur Pengelola

WBS Structure

Struktur pengelola WBS di lingkungan Indonesia Re, yaitu:

1. Dewan Komisaris
   Organ perusahaan yang mewakili Pemegang Saham, mempunyai kedudukan independen, bertugas melakukan pengawasan dan memberikan nasihat kepada Direksi dalam menjalankan kegiatan kepengurusan Perusahaan, termasuk pelaksanaan Corporate Plan Perusahaan, RKAP, sesuai Akta Pendirian dan peraturan perundang-undangan yang berlaku.

The WBS management structure within Indonesia Re, namely:

1. Board of Commissioners
   A corporate organ that represents the Shareholders, has an independent position, is tasked with supervising and providing advice to the Board of Directors in carrying out the Company's management activities, including the implementation of the Company's Corporate Plan, RKAP, in accordance with the Deed of Establishment and applicable laws and regulations.

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2. Direksi
   Organ perusahaan yang bertanggung jawab penuh atas kepengurusan Perusahaan serta mewakili Perusahaan baik di dalam maupun di luar pengadilan. Direksi dengan itikad baik dan penuh tanggung jawab bertindak memimpin dan mengelola Perusahaan sesuai dengan kepentingan dan tujuan Perusahaan.

   Dalam rangka efektivitas dan sesuai kebutuhan perusahaan, Direksi dapat membentuk Unit Pengelola Sistem Pelaporan Pelanggaran yang bertugas untuk menerima dan menindaklanjuti setiap laporan pelanggaran yang disampaikan. Unit Pengelola Sistem Pelaporan Pelanggaran terdiri dari unsur Satuan Pengawasan Internal, Divisi Human Capital & Corporate Support, Divisi Risk Management & Quality Assurance serta Divisi Corporate Secretary.

3. Komite Audit
   Bagian dari organ Dewan Komisaris yang antara lain bertanggung jawab untuk mengelola dan menindaklanjuti laporan tindakan pelanggaran yang dilakukan oleh Direksi.

4. Audit Internal
   Organ perusahaan yang bertanggung jawab untuk mengelola dan menindaklanjuti laporan tindakan pelanggaran yang dilakukan oleh Pegawai Indonesia Re.

5. Fungsi Kepatuhan Anti Penyuapan
   Fungsi kepatuhan anti penyuapan mempunyai unit pelaporan dan Satuan Pengawasan Intern (SPI) yang bertanggung jawab dalam penerapan Sistem Pelaporan Pelanggaran.

Perlindungan Bagi *Whistleblower*

Perusahaan berkomitmen untuk memberikan perlindungan kepada Pelapor yang laporannya terbukti kebenarannya. Perlindungan yang diberikan oleh Indonesia Re mencakup:

1. Jaminan atas kerahasiaan identitas pelapor;
2. Jaminan atas kerahasiaan isi laporan yang disampaikan;
3. Jaminan atas perlindungan kemungkinan adanya tindakan ancaman, intimidasi, hukuman ataupun tindakan tidak menyenangkan lainnya dari pihak terlapor.

Bagi pelapor internal, Perusahaan memberikan jaminan perlindungan tidak akan dikenai pemecatan, penurunan jabatan atau pangkat, pelecehan atau diskriminasi dalam segala bentuknya, serta catatan yang merugikan dalam data pribadinya.

2. Directors
   The organ of the company that is fully responsible for the management of the Company and represents the Company both inside and outside the court. The Board of Directors in good faith and with full responsibility acts to lead and manage the Company in accordance with the interests and objectives of the Company.

   In the context of effectiveness and according to the needs of the company, the Board of Directors may establish a Whistleblowing System Management Unit whose task is to receive and follow up on any violation reports submitted. The Whistle-blowing System Management Unit consists of elements of the Internal Audit Unit, Human Capital & Corporate Support Division, Risk Management & Quality Assurance Division and Corporate Secretary Division.

3. Audit Committee
   Part of the Board of Commissioners organ which, among others, is responsible for managing and following up reports of violations committed by the Board of Directors.

4. Internal Audit
   Company organ responsible for managing and following up reports of violations committed by Indonesia Re employees.

5. Anti-bribery Compliance Function
   The anti-bribery compliance function has a reporting unit and an Internal Audit Unit responsible for implementing the Whistleblowing System.

Whistleblower Protection

The Company is committed to providing protection to Whistleblowers whose reports are substantiated. The protection provided by Indonesia Re includes:

1. Guarantee of confidentiality of the reporter's identity;
2. Guarantee of the confidentiality of the contents of the submitted report;
3. Guarantee of protection against possible threats, intimidation, punishment or other unpleasant actions from the reported party.

For internal whistleblowers, the Company guarantees protection from dismissal, demo-tion, harassment or discrimination in all forms, as well as adverse records in their person-al data.

Selain itu, Indonesia Re juga akan mengupayakan perlindungan hukum kepada pelapor yang beritikad baik sebagaimana ketentuan yang diatur peraturan perundang-undangan yang berlaku.

In addition, Indonesia Re will also seek legal protection for good faith whistleblowers as stipulated in the applicable laws and regulations.

Prosedur Penyampaian Pengaduan/Pelaporan

Indonesia Re mengatur setiap pelaporan yang disampaikan oleh Pelapor harus dapat dipertanggungjawabkan dan bukan bersifat fitnah yang mencemarkan nama baik dan/atau reputasi seseorang. Oleh karena itu pelaporan yang ada wajib memenuhi persyaratan berikut:

1. Disampaikan secara tertulis melalui media yang tersedia.
2. Memuat indikasi awal mengenai tindakan pelanggaran yang dapat dipertanggungjawabkan, minimal memuat hal-hal sebagai berikut:
   - Perbuatan berindikasi pelanggaran yang diketahui (what);
   - Di mana perbuatan tersebut dilakukan (where);
   - Kapan perbuatan tersebut dilakukan (when);
   - Siapa saja pihak yang terlibat dalam perbuatan tersebut (who);
   - Bagaimana perbuatan tersebut dilakukan (how).
3. Laporan yang disampaikan harus berhubungan dengan:
   - Pelanggaran;
   - Pelanggaran hukum (ketentuan perundang-undangan);
   - Pelanggaran Peraturan Perusahaan;
   - Pelanggaran Kebijakan Perusahaan;
   - Pelanggaran Kode Etik, termasuk pelanggaran tata nilai Perusahaan dan benturan kepentingan.

   Laporan yang disampaikan tersebut diharapkan dilengkapi dengan bukti-bukti yang cukup dan dapat diandalkan.

Complaint/Reporting Procedure

Indonesia Re regulates that every report submitted by the Whistleblower must be accountable and not slanderous in nature that defames and/or damages a person's reputation. Therefore, existing reports must meet the following requirements:

1. Delivered in writing through available media.
2. Contains initial indications of violations that can be accounted for, at least containing the following:
   - Actions indicative of known violations (what);
   - Where the act is committed (where);
   - When the action was committed (when);
   - Who are the parties involved in the act (who);
   - How the action is performed (how).
3. The report submitted must relate to:
   - Violation;
   - Violation of law (statutory provisions);
   - Violation of Company Regulations;
   - Violation of Company Policy;
   - Violations of the Code of Ethics, including violations of the Company's values and conflicts of interest.

   The reports submitted are expected to be accompanied by sufficient and reliable evidence.

Apabila semua syarat tersebut terpenuhi, Komite Audit akan mengadakan rapat khusus untuk menilai dan menentukan apakah pengaduan yang masuk memenuhi persyaratan untuk ditindaklanjuti. Rapat khusus ini dilakukan paling lambat pada minggu kedua sejak diterimanya laporan.

If all of these conditions are met, the Audit Committee will hold a special meeting to assess and determine whether the incoming complaint meets the requirements for follow-up. This special meeting is conducted no later than the second week since the receipt of the report.

Para Pemangku Kepentingan (Pelapor) dalam menyampaikan laporan tindakan pelanggaran dapat melalui sarana yang ditujukan kepada :

Stakeholders (Reporters) in submitting reports of violations can be through means addressed to :

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Good Corporate Governance

Surat Letter	:	Ditujukan kepada Unit Pengelola Sistem Pelaporan Pelanggaran atau Komite Audit Dalam hal pelaporan tindakan pelanggaran disampaikan dalam bentuk surat, maka harus disampaikan dalam amplop tertutup dan ditulis dipojok kiri "RAHASIA PRIBADI", ditujukan kepada: PT. Reasuransi Indonesia Utama (Persero) Jl. Salemba Raya No. 30 Jakarta Pusat 10430 Up: Unit Pengelola Sistem Pelaporan Pelanggaran	Addressed to the Whistleblower System Management Unit or the Audit Committee In the event that the reporting of violations is submitted in the form of a letter, it must be submitted in a sealed envelope and written in the left corner "PERSONAL SECRET", addressed to: PT Reasuransi Indonesia Utama (Persero) Jl. Salemba Raya No. 30 Central Jakarta 10430 Up: Whistleblower System Management Unit
Email	:	wbs@indonesiare.co.id	
Situs Web	:	http://indonesiare.co.id	

Pihak yang Mengelola Pengaduan

Di dalam lingkungan Indonesia Re, pihak yang mengelola pengaduan dikelompokkan berdasarkan objek laporan atau pengaduan. Bagi laporan tindak pelanggaran yang dilakukan oleh Direksi akan dikelola oleh Komite Audit. Sementara itu, untuk tindak pelanggaran yang dilakukan oleh karyawan Indonesia Re akan dikelola oleh Internal Audit.

Komite Audit hanya akan menindaklanjuti pelaporan yang memenuhi persyaratan dan wajib memantau pengaduan melalui email dan atau situs web pada minggu pertama setiap bulannya. Pelaporan disampaikan kepada Dewan Komisaris (untuk pengaduan yang disampaikan melalui Komite Audit) dan Direksi untuk dimintakan persetujuan terkait sebagai berikut:

- Pengaduan yang tidak dapat ditindaklanjuti, maka dimintakan persetujuan kepada Dewan Komisaris/Direksi untuk ditetapkan kasus ditutup;
- Pengaduan yang dapat ditindaklanjuti, maka akan dimintakan persetujuan kepada Dewan Komisaris/Direksi untuk dilakukan evaluasi dan investigasi;
- Apabila Komite Audit, dengan pertimbangan keterbatasan kewenangan dan kompetensinya, memandang perlu meminta bantuan Internal Audit/Tenaga Ahli/Konsultan/ Auditor eksternal, maka Komite Audit harus mendapat persetujuan terlebih dahulu dari Dewan Komisaris/Direksi.

Parties Managing Complaints

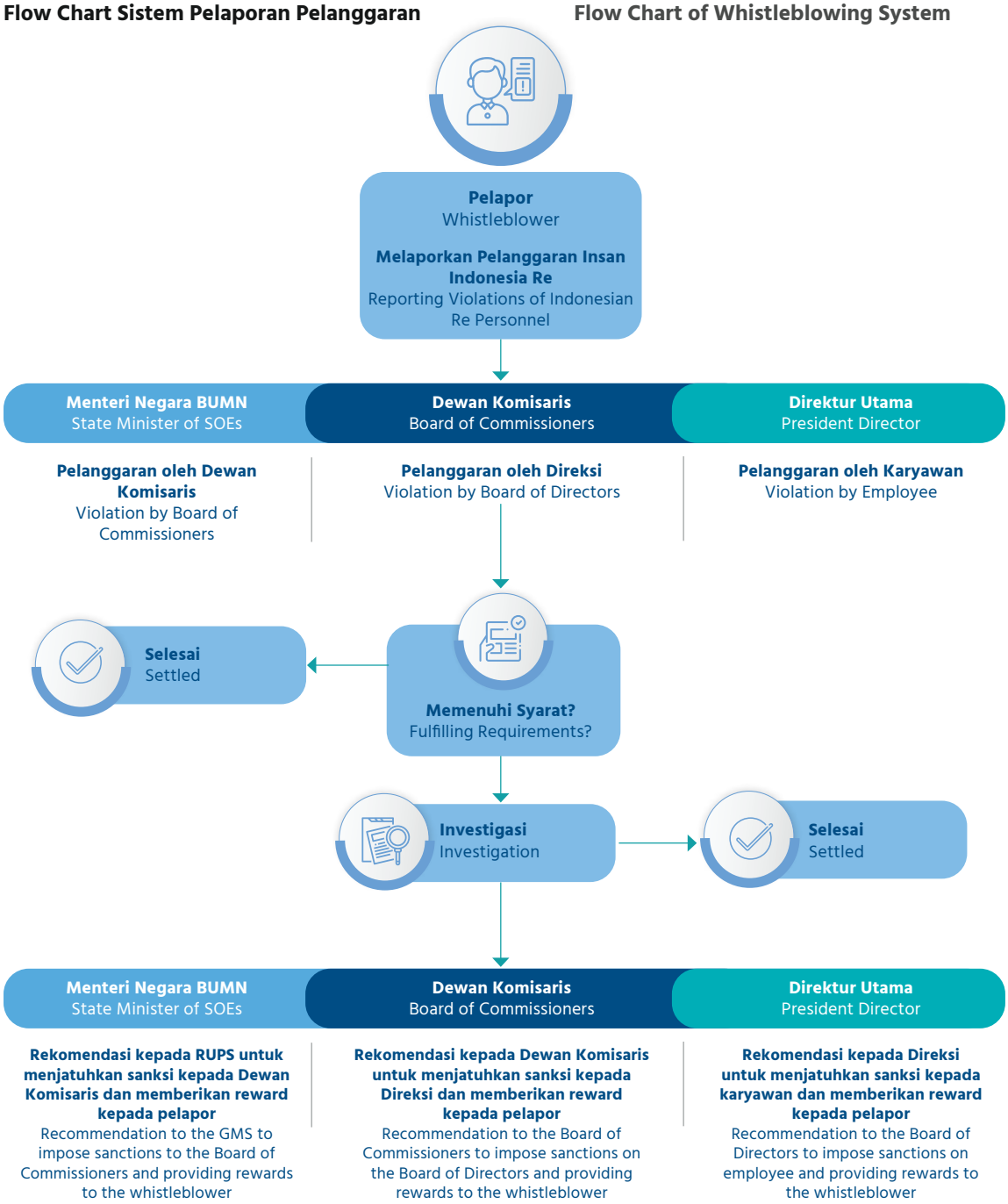
Within Indonesia Re, parties that manage complaints are grouped based on the object of the report or complaint. For reports of violations committed by the Board of Directors will be managed by the Audit Committee. Meanwhile, for violations committed by employees of Indonesia Re will be managed by Internal Audit.

The Audit Committee will only follow up on reports that meet the requirements and shall monitor complaints via email and/or website in the first week of each month. Reports are submitted to the Board of Commissioners (for complaints submitted through the Audit Committee) and the Board of Directors for approval as follows:

- Complaints that cannot be followed up, then requested for approval to the Board of Commissioners / Directors to determine the case closed;
- Complaints that can be followed up, will be requested for approval to the Board of Commissioners / Directors for evaluation and investigation;
- If the Audit Committee, in consideration of its limited authority and competence, considers it necessary to request the assistance of Internal Audit / Expert / Consultant / External Auditor, the Audit Committee must obtain prior approval from the Board of Commissioners / Directors.

Flow Chart Sistem Pelaporan Pelanggaran

Flow Chart of Whistleblowing System



Sanksi bagi Pelanggar

Bagi pelanggar yang terbukti melakukan tindakan pelanggaran yang terkait dengan ketentuan internal Perusahaan, Indonesia Re akan memberikan sanksi yang tegas dan konsisten. Komite Audit akan merekomendasikan kepada bagian Hubungan Industrial untuk memberikan sanksi kepada terlapor sesuai peraturan Perusahaan. Dalam hal pelanggaran akan diterapkan

Sanctions for Violators

For violators who are proven to have committed violations related to the Company's internal provisions, Indonesia Re will provide strict and consistent sanctions. The Audit Committee will recommend to the Industrial Relations department to sanction the reported party in accordance with Company regulations. In the case of violations will be applied on a

secara kasus per kasus. Pemberian sanksi selain dimaksudkan untuk memberikan efek jera kepada pelaku pelanggaran juga sebagai peringatan kepada pihak lain yang memiliki niat akan melakukan pelanggaran.

case-by-case basis. The provision of sanctions is intended to provide a deterrent effect to the perpetrators of violations as well as a warning to other parties who have the intention of committing violations.

Sosialisasi *Whistleblowing System*

Unit Pengelola Sistem Pelaporan Pelanggaran wajib melakukan sosialisasi kebijakan ini minimal setahun sekali, baik kepada pegawai dan pemangku kepentingan dengan menggunakan media sebagai berikut:

1. Intranet Indonesia Re.
2. Email Internal Perusahaan.
3. Situs web Indonesia Re.
4. Pertemuan tatap muka yang dilakukan saat perkumpulan/ pelatihan.
5. Khusus untuk para pelanggan, mitra kerja dan pemasok, sosialisasi akan dilakukan melalui surat edaran pemberitahuan.

Socialization of Whistleblowing System

The Whistleblower System Management Unit must socialize this policy at least once a year, both to employees and stakeholders using the following media:

1. Intranet Indonesia Re.
2. Internal Company Email.
3. Indonesia Re website.
4. Face-to-face meetings conducted during gatherings/ training.
5. Especially for customers, partners and suppliers, socialization will be carried out through notification circulars.

Jumlah Pengaduan yang Masuk dan Diproses

Sepanjang tahun 2022 tidak ada pengaduan yang diterima Perusahaan.

Number of Complaints Received and Processed

Throughout 2022 there were no complaints received by the Company.

Sanksi/Tindak Lanjut atas Pengaduan yang Telah Selesai Diproses Pada Tahun Buku

Mengingat tidak ada pengaduan yang diterima pada tahun buku 2022, maka tidak ada tindak lanjut.

Sanctions/Follow-up on Complaints that Have Been Processed in the Financial Year

As no complaints were received in financial year 2022, there was no follow-up.

Kebijakan Anti Korupsi
Anti-Corruption Policy

Bagi Indonesia Re, korupsi tidak sejalan dengan nilai-nilai yang dianut oleh Perusahaan. Korupsi juga bertentangan dengan praktik tata kelola perusahaan yang baik. Oleh karena itu, Perusahaan menerapkan kebijakan anti korupsi yang diberlakukan untuk seluruh karyawan tanpa terkecuali didasari oleh Undang-Undang No. 20 tahun 2001 tentang Perubahan atas Undang-Undang No. 31 tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi.

For Indonesia Re, corruption is not in line with the values espoused by the Company. Corruption is also contrary to good corporate governance practices. Therefore, the Company implements an anti-corruption policy that applies to all employees without exception based on Law No. 20 of 2001 concerning Amendments to Law No. 31 of 1999 concerning Eradication of Corruption.

Dalam rangka mendukung komitmen tersebut, Perusahaan telah memiliki Pedoman Anti Korupsi. Selain itu, telah memiliki juga sertifikasi Sistem Manajemen Anti Penyuapan ISO 37001:2016 sejak tahun 2020 dan telah melakukan surveillance sertifikasi pada tahun 2021 dan 2022. Pada Tahun 2023, Pwerusahaan akan melakukan sertifikasi ulang SMAP ISO 37001:2016. Sertifikasi SMAP ISO 37001: 2016 adalah sebagai salah satu bukti bahwa Indonesia Re telah implementasikan Tindak Pencegahan Tindak Korupsi di lingkungan Perusahaan.

In order to support this commitment, the Company has an Anti-Corruption Guidelines. In addition, it has also had ISO 37001: 2016 Anti-Bribery Management System certification since 2020 and has conducted certification surveillance in 2021 and 2022. In 2023, the Company will recertify the ISO 37001:2016 SMAP. The ISO 37001: 2016 SMAP certification is one of the proofs that Indonesia Re has implemented Corruption Prevention Measures within the Company.

Program dan Sosialisasi Mengatasi Praktik Korupsi

Indonesia Re telah memiliki beragam program sebagai upaya untuk mengatasi potensi terjadinya praktik Korupsi. Di antaranya, pengisian Pakta Integritas oleh setiap Karyawan yang di dalamnya disebutkan poin:

"7. Berperan secara proaktif dalam upaya pencegahan dan pemberantasan korupsi, kolusi dan nepotisme salah satunya tidak akan menerima suatu pemberian atau pembebasan kewajiban dalam bentuk apa pun sesuai dengan peraturan perundang-undangan yang berlaku (termasuk namun tidak terbatas pada pemberian uang, hadiah maupun pemberian fasilitas) dari mitra kerja Perusahaan atau dari pihak ketiga manapun, yang bertujuan untuk, baik langsung ataupun tidak langsung, saat ini dan dimasa yang akan mendatang, mempengaruhi suatu keputusan yang saya buat"

Program lain yang telah direalisasikan, yaitu memiliki Buku Saku SMAP ISO 37001:2016. Buku tersebut sebagai penjelasan singkat kepada pembaca apa itu sistem manajemen Anti Penyuapan.

Sedangkan terkait dengan sosialisasi sebagai bentuk dari pencegahan tindak pidana korupsi di lingkungan Perusahaan, yang dilakukan pada tahun 2022 adalah:

1. Sosialisasi Pengendalian Gratifikasi.
2. Sosialiasi Benturan Kepentingan.
3. Sosialisasi SMAP 37001: 2016.

Kegiatan sosialisasi tersebut diikuti oleh seluruh karyawan Indonesia Re.

Programs and Socialization to Address Corrupt Practices

Indonesia Re has a variety of programs to address the potential for corrupt practices. Among other things, the completion of the Integrity Pact by each Employee in which the points are mentioned:

"7. Play a proactive role in efforts to prevent and eradicate corruption, collusion and nepotism, one of which will not accept a gift or release of obligations in any form in accordance with applicable laws and regulations (including but not limited to the provision of money, gifts or facilities) from the Company's partners or from any third party, which aims to, either directly or indirectly, now and in the future, influence a decision that I make".

Another program that has been realized, namely having an ISO 37001: 2016 SMAP Pock-et Book. The book serves as a brief explanation to readers of what the Anti-Bribery management system is.

Meanwhile, related to socialization as a form of prevention of corruption within the Company, which was carried out in 2022 were:

1. Socialization of Gratification Control.
2. Conflict of Interest Socialization.
3. Socialization of SMAP 37001: 2016.

The socialization activity was attended by all Indonesia Re employees.

Kebijakan Gratifikasi
Gratification Policy

Penerapan program pengendalian gratifikasi oleh Indonesia Re merupakan bagian dari komitmen untuk menerapkan etika bisnis berdasarkan prinsip-prinsip GCG. Gratifikasi adalah kegiatan pemberian dan atau penerimaan hadiah/ cinderamata dan hiburan, baik yang diterima di dalam negeri maupun di luar negeri, yang dilakukan dengan menggunakan sarana elektronik atau tanpa sarana elektronik, yang dilakukan oleh Insan Perusahaan terkait dengan wewenang/jabatannya di perusahaan, sehingga dapat menimbulkan benturan kepentingan yang memengaruhi independensi, objektivitas, maupun profesionalisme Insan Indonesia Re.

The implementation of the gratification control program by Indonesia Re is part of the commitment to implement business ethics based on GCG principles. Gratification is an activity of giving and or receiving gifts / souvenirs and entertainment, both received domestically and abroad, which is carried out using electronic means or without electronic means, which is carried out by Company personnel related to their authority / position in the company, so that it can cause conflicts of interest that affect the independence, objectivity and professionalism of Indonesia Re personnel.

Tata Kelola Perusahaan
Good Corporate Governance

Dasar Hukum Penyusunan

Indonesia Re mengacu pada peraturan perundang-undangan berikut ini dalam menyusun kebijakan gratifikasi yang berlaku di lingkungan Perusahaan.

1. Undang-Undang No. 28 Tahun 1999 tentang Penyelenggaraan Negara yang Bersih dan Bebas dari Korupsi, Kolusi dan Nepotisme (Lembaran Negara Republik Indonesia Tahun 1999 No. 75, Tambahan Lembaran Negara Republik Indonesia No. 3851);
2. Undang-Undang No. 20 Tahun 2001 tentang Perubahan atas Undang-Undang No. 31 Tahun 1999 tentang Pemberantasan Tindak Pidana Korupsi (Lembaran Negara Republik Indonesia Tahun 2001 No. 134, Tambahan Lembaran Negara Republik Indonesia No. 4150);
3. Peraturan Menteri Badan Usaha Milik Negara No. PER01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara sebagaimana telah diubah dengan Peraturan Menteri Negara Badan Usaha Milik Negara No. PER-09/MBU/2012;
4. Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S- MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (Good Corporate Governance) pada Badan Usaha Milik Negara;
5. Peraturan Menteri Badan Usaha Milik Negara No. PER-05/MBU/2014 tanggal 1 April 2014 tentang Program Pengendalian Gratifikasi di Lingkungan Kementerian Badan Usaha Milik Negara.

Prinsip Dasar Gratifikasi

Pengendalian gratifikasi merupakan serangkaian kegiatan yang bertujuan untuk mengendalikan penerimaan gratifikasi melalui peningkatan pemahaman dan kesadaran pelaporan gratifikasi secara transparan dan akuntabel sesuai peraturan perundang-undangan. Dalam menjalankan kegiatan pengendalian gratifikasi, terdapat sejumlah prinsip utama yang dianut oleh Perusahaan, yang meliputi:

Legal Basis for Policy

Indonesia Re refers to the following laws and regulations in preparing the gratification policy applicable within the Company.

1. Law No. 28 Year 1999 on the Implementation of a State that is Clean and Free from Corruption, Collusion and Nepotism (State Gazette of the Republic of Indonesia Year 1999 No. 75, Supplement to State Gazette of the Republic of Indonesia No. 3851);
2. Law No. 20 of 2001 on the Amendment to Law No. 31 of 1999 on the Eradication of Corruption (State Gazette of the Republic of Indonesia of 2001 No. 134, Supplement to State Gazette of the Republic of Indonesia No. 4150);
3. Regulation of the Minister of State-Owned Enterprises No. PER01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises as amended by Regulation of the Minister of State-Owned Enterprises No. PER-09/MBU/2012;
4. Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-16/S- MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises;
5. Regulation of the Minister of State-Owned Enterprises No. PER-05/MBU/2014 dated April 1, 2014 concerning Gratification Control Program within the Ministry of State-Owned Enterprises.

Basic Principles of Gratification

Gratification control is a series of activities aimed at controlling the acceptance of gratuities through increasing understanding and awareness of gratification reporting in a transparent and accountable manner in accordance with laws and regulations. In carrying out gratification control activities, there are a number of main principles adopted by the Company, which include:

Prinsip Principle	**Penjelasan**	**Explanation**
Prinsip Transparansi Principle of Transparency	Prinsip transparansi (keterbukaan) tercermin dari adanya mekanisme pelaporan atas penerimaan gratifikasi kepada KPK. Mekanisme pelaporan merupakan sarana untuk menguji dan menjamin keabsahan penerimaan yang diperoleh dalam kaitan dengan jabatannya selaku penyelenggaraan negara. Namun demikian, ketika pelaporan tersebut masuk ke dalam proses penanganan penetapan statusnya oleh KPK, maka prinsip keterbukaan dapat dikesampingkan dengan memandang kepentingan yang lebih besar, yaitu perlindungan bagi pelapor gratifikasi.	The principle of transparency (openness) is reflected in the reporting mechanism for receiving gratuities to the KPK. The reporting mechanism is a means to test and ensure the validity of the acceptance obtained in connection with his position as a state administrator. However, when the reporting is included in the process of handling the determination of its status by the KPK, the principle of openness can be overridden by looking at the greater interest, namely the protection of the gratification reporter.
Prinsip Akuntabilitas Accountability Principle	Prinsip akuntabilitas diimplementasikan sebagai bentuk kewajiban penyelenggara negara yang diberikan amanah untuk menjalankan tugas dan kewenangan dalam jabatan yang diembannya, untuk tidak menerima pemberian dalam bentuk apa pun terkait dengan jabatannya dan melaporkan kepada KPK dalam hal terdapat penerimaan gratifikasi yang dianggap suap.	The principle of accountability is implemented as a form of obligation of state administrators who are given the mandate to carry out the duties and authorities in the position they hold, not to accept gifts in any form related to their position and report to the KPK in the event of receiving gratuities that are considered bribes.
Prinsip Kepastian Hukum Principle of Legal Certainty	Prinsip ini mengandung makna bahwa proses penerimaan laporan, pencarian informasi, telaah/ analisis dan penetapan status kepemilikan gratifikasi dilakukan sesuai dengan peraturan perundang-undangan yang berlaku. Penetapan status kepemilikan gratifikasi yang disampaikan oleh KPK memberikan kepastian hukum terkait hak dan kewajiban pelapor terhadap gratifikasi yang diterima.	This principle means that the process of receiving reports, searching for information, reviewing/ analyzing and determining the status of gratification ownership is carried out in accordance with applicable laws and regulations. The determination of the ownership status of gratuities submitted by the KPK provides legal certainty regarding the rights and obligations of the reporter to the gratuities received.
Prinsip Kemanfaatan Principle of Benefit	Prinsip ini terkait dengan aspek pemanfaatan barang gratifikasi, yaitu bahwa barang gratifikasi yang ditetapkan menjadi milik Negara dimanfaatkan untuk kepentingan Negara, sedangkan gratifikasi yang tidak dianggap suap namun terkait dengan kedinasan dapat dimanfaatkan untuk kepentingan kedinasan atau kepentingan sosial.	This principle is related to the aspect of utilization of gratuities, namely that gratuities that are determined to be the property of the State are utilized for the benefit of the State, while gratuities that are not considered bribes but are related to the office can be utilized for official or social interests.
Prinsip Kepentingan Umum Principle of Interest General	Prinsip kepentingan umum diwujudkan dari sikap tidak meminta atau menerima pemberian dari masyarakat terkait dengan pelayanan atau pekerjaan yang dilakukan. Apabila dalam hal tertentu terjadi penerimaan, maka penerimaan tersebut wajib dilaporkan kepada KPK. Pelaporan tersebut merupakan bentuk sikap penyelenggara negara yang mengesampingkan kepentingan pribadi dan tetap konsisten menjalankan tugas untuk kepentingan masyarakat umum.	The principle of public interest is realized from the attitude of not requesting or accepting gifts from the public related to services or work performed. If in certain cases acceptance occurs, the acceptance must be reported to the KPK. The reporting is a form of attitude of state administrators who put aside personal interests and remain consistent in carrying out their duties for the benefit of the general public.
Prinsip Independensi Principle of Independence	Prinsip independensi ditunjukkan dengan sikap menolak setiap pemberian dalam bentuk apa pun yang terkait dengan jabatannya atau melaporkan penerimaan gratifikasi yang dianggap suap kepada KPK. Pelaporan tersebut dapat memutus potensi pengaruh pada independensi penerimaan gratifikasi dalam menjalankan tugas dan kewenangannya.	The principle of independence is demonstrated by rejecting any gifts in any form related to their position or reporting the receipt of gratuities that are considered bribes to the KPK. Such reporting can cut off the potential influence on the independence of receiving gratuities in carrying out their duties and authorities.

Tata Kelola Perusahaan
Good Corporate Governance

Prinsip Principle	Penjelasan	Explanation
Prinsip Perlindungan Pelapor Gratifikasi Principle of Protection Gratification Reporter	Prinsip perlindungan pelapor gratifikasi didasarkan pada pasal 15 huruf a Undang-Undang No. 30 Tahun 2002 tentang Komisi Pemberantasan Tindak Pidana Korupsi, bahwa KPK berkewajiban memberikan perlindungan terhadap pelapor gratifikasi. Sejalan dengan ketentuan tersebut, instansi atau lembaga tempat pelapor gratifikasi bekerja juga wajib memberikan perlindungan dan memastikan tidak terdapat intimidasi dan diskriminasi dalam aspek kepegawaian terhadap diri pelapor.	The principle of protection of gratification reporters is based on article 15 letter a of Law No. 30 of 2002 concerning the Corruption Eradication Commission, that the KPK is obliged to provide protection to gratification reporters. In line with this provision, the agency or institution where the gratification reporter works is also obliged to provide protection and ensure that there is no intimidation and discrimination in the employment aspect against the reporter.

Kategori Gratifikasi Gratuity Category	Penjelasan	Explanation
Suap Bribery	Suatu perbuatan memberi ataupun menjanjikan sesuatu kepada seseorang atau pejabat yang akan mempengaruhi keputusan yang terkait dengan jabatannya, antara lain berbuat atau tidak berbuat sesuatu dalam jabatannya yang bertentangan dengan kewajibannya. Bentuk-bentuk suap dapat berupa uang, hadiah, barang, pemberian jabatan kepada keluarga ataupun bentuk lainnya yang merupakan imbalan. Setiap insan Indonesia Re tidak diperbolehkan untuk menerima atau memberikan suap, yaitu: • Memengaruhi keputusan atau mengarahkan seseorang untuk memberikan ataupun menerima suap. • Menawarkan jasa untuk tujuan memperoleh keuntungan pribadi dengan melanggar aturan yang sudah ditentukan. • Memberikan fasilitas lebih kepada pihak lain dengan imbalan untuk keuntungan pribadi. • Menerima pemberian atau buah tangan yang ilegal atau tujuan pemberian yang tidak dibenarkan dari pihak mana pun yang ingin, akan dan/atau sedang mengadakan hubungan bisnis dengan Perusahaan. • Tindakan-tindakan lain yang dapat dikategorikan sebagai tindakan suap menurut ketentuan dan perundang-undangan yang berlaku.	An act of giving or promising something to a person or official that will influence decisions related to his/her position, including doing or not doing something in his/her position that is contrary to his/her obligations. Forms of bribery can be in the form of money, gifts, goods, giving positions to families or other forms of reward. Every Indonesian Re is not allowed to accept or give bribes, namely: • Influencing a decision or directing someone to give or receive a bribe. • Offering services for the purpose of personal gain by violating the prescribed rules. • Providing more facilities to other parties in exchange for personal gain. • Accepting illegal gifts or handouts or unjustified gift purposes from any party with whom the Company intends to, will and/or is having a business relationship. • Other actions that can be categorized as bribery according to applicable laws and regulations.
Hadiah Gifts	Berbentuk uang atau yang disetarakan yaitu cek, voucher, bilyet giro, barang ataupun pemberian dalam bentuk lainnya yang diberikan oleh atau kepada seseorang karena kedudukannya: • Setiap insan Indonesia Re tidak diperbolehkan untuk menerima dan memberikan hadiah dalam bentuk apa pun yang dapat mempengaruhi pengambilan keputusan yang melanggar ketentuan yang ada. • Namun hadiah dan cinderamata yang nilainya tidak melebihi Rp1.000.000 (satu juta rupiah) dan berkaitan dengan acara-acara sosial yang biasanya terjadi tidak reguler dapat diperkenankan, seperti acara pernikahan. • Dalam rangka menjaga atau memelihara hubungan bisnis, perusahaan dapat mengeluarkan biaya yang dapat dipertanggungjawabkan atas beban perusahaan pada kondisi antara lain yaitu hari raya keagamaan, perayaan ulang tahun kedinasan, pisah-sambut pejabat perusahaan, dan pernyataan simpati. • Bantuan berupa barang harus mencantumkan logo/nama Indonesia Re.	In the form of money or its equivalent, namely checks, vouchers, bilyet giro, goods or gifts in other forms given by or to a person because of his position: • Every Indonesia Re person is not allowed to accept and give gifts in any form that can influence decision making in violation of existing regulations. • However, gifts and souvenirs whose value does not exceed Rp1,000,000 (one million rupiah) and are related to social events that usually occur irregularly may be permitted, such as weddings. • In order to maintain or preserve business relationships, the company may incur costs that can be accounted for at the expense of the company in conditions such as religious holidays, official birthday celebrations, farewells of company officials, and sympathy statements. • Assistance in the form of goods must include the logo / name of Indonesia Re.

Kategori Gratifikasi Gratuity Category	Penjelasan	Explanation
Jamuan Bisnis Business Banquet	Yang dapat diterima/diberikan insan Indonesia Re dalam rangka kegiatan bisnis (menjadi beban perusahaan) adalah jamuan untuk menjalin kerja sama dengan calon pelanggan, pelanggan, pemasok, dan mitra bisnis. Insan Indonesia Re dapat memberikan jamuan bisnis atas beban perusahaan dengan biaya yang dapat dipertanggungjawabkan dalam kaitannya dengan kegiatan perusahaan. Bila berupa jamuan, hendaknya jamuan dilakukan di tempat yang tidak menimbulkan citra negatif.	What can be received/given by Indonesia Re personnel in the context of business activities (at the company's expense) is entertainment to establish cooperation with prospective customers, customers, suppliers and business partners. Indonesia Re personnel can provide business meals at the expense of the company with costs that can be accounted for in relation to company activities. If it is a banquet, it should be held in a place that does not create a negative image.
Donasi Donate	Merupakan sumbangan kepada suatu pihak, lembaga, atau organisasi. Donasi untuk tujuan amal dan dalam batas kepatutan dapat dibenarkan. Donasi untuk tujuan lainnya boleh dilakukan sesuai dengan peraturan perundang-undangan yang berlaku.	A donation to a party, institution, or organization. Donations for charitable purposes and within the bounds of propriety may be justified. Donations for other purposes may be made in accordance with applicable laws and regulations.

Alur Sistem Pelaporan Gratifikasi

Flow of Gratification Reporting System

Tata Kelola Perusahaan
Good Corporate Governance

Sistem Manajemen Anti Penyuapan (ISO 37001:2016)

Pemerintah telah mengambil langkah-langkah untuk mengatasi penyuapan melalui peraturnan perundang-undangan serta perjanjian internasional seperti Konvensi PBB melawan Korupsi. Sedangkan dalam rangka meningkatkan peran Badan Usaha Milik Negara (BUMN) sebagai *agent of development* yang merupakan perpanjangan tangan pemerintah, telah dikeluarkan beberapa Surat Edaran (SE) agar pengelolaan BUMN dilakukan atas dasar prinsip-prinsip usaha yang sehat, antara lain:

1. No. SE-05/MBU/2013 tentang Roadmap Menuju BUMN Bersih;
2. No. SE-02/MBU/11/2016 tentang Penegakan Citra BUMN Bersih;
3. No. SE-05/MBU/09/2017 tentang Pengelolaan BUMN Bersih;
4. Surat Edaran No. SE-02/MBU/07/2019 tanggal 29 Juli 2019 tentang Pengelolaan Badan Usaha Milik Negara yang Bersih Melalui Implementasi Pencegahan Korupsi, Kolusi dan Nepotisme, dan Penanganan Benturan Kepentingan Serta Penguatan Pengawasan Intern.

Bagi perusahaan yang melaksanakan Sistem Manajemen Anti Penyuapan (SMAP), ISO 37001:2016 merupakan bentuk konkret dalam mendukung implementasi SMAP di BUMN pasca dikeluarkannya surat Menteri BUMN No. S-35/MBU/01/2020 dan Surat No. S-17/S/MBU/02/2020 pada 17 Februari 2020 yang mewajibkan seluruh BUMN membangun, menerapkan dan melakukan sertifikasi ISO 37001 SMAP. Pelaksanaan SMAP tentunya bukan sekadar karena adanya tuntutan eksternal, akan tetapi lebih bersifat menunjukkan keberadaan internal organisasi/perusahaan yang stabil dan mapan.

Sehubungan dengan hal tersebut, Indonesia Re telah memperoleh sertifikasi ISO 37001 Sistem Manajemen Anti penyuapan pada tanggal 13 Agustus 2020. Sertifikasi tersebut diberikan oleh PT Asricert Indonesia. Proses sertifikasi di Indonesia Re mencakup ruang lingkup Direktorat Utama, Direktorat Teknik Operasi, Direktorat Keuangan & Sumber Daya Manusia dan Direktorat Pengembangan, Manajemen Risiko & Kepatuhan.

Pelaksanaan sertifikasi berlangsung sejak bulan Maret hingga Agustus 2020. Proses yang dilakukan mulai dari gap analisis, pelatihan awareness, penyusunan dan pengembangan prosedur manajemen anti penyuapan. Pada tahap implementasi dilakukan penyusunan kebijakan prosedur, manual sistem manajemen anti penyuapan serta sosialisasi dan uji kelayakan. Setelah itu memasuki tahap reviu, yaitu pelaksanaan audit internal, tinjauan manajemen dan tahap akhir adalah sertifikasi. Indonesia Re telah mengikuti dua tahap audit dan dinyatakan lulus pada tanggal 13 Agustus 2020.

Anti-bribery Management System (ISO 37001:2016)

The government has taken steps to address bribery through legislation and international agreements such as the UN Convention against Corruption. Meanwhile, in order to improve the role of State-Owned Enterprises (SOEs) as agents of development, which are an extension of the government, several Circular Letters have been issued so that the management of SOEs is carried out on the basis of sound business principles, among others:

1. No. SE-05/MBU/2013 on the Roadmap towards Clean SOEs;
2. No. SE-02/MBU/11/2016 on Enforcing the Image of Clean SOEs;
3. No. SE-05/MBU/09/2017 on Clean SOE Management;
4. Circular Letter No. SE-02/MBU/07/2019 dated July 29, 2019 concerning Clean Management of State-Owned Enterprises through the Implementation of Prevention of Corruption, Collusion and Nepotism, and Handling Conflicts of Interest and Strengthening Internal Supervision.

For companies implementing the Anti-Bribery Management System (SMAP), ISO 37001: 2016 is a concrete form of supporting the implementation of SMAP in SOEs after the issu-ance of the Minister of SOEs letter No. S-35 / MBU / 01/2020 and Letter No. S-17 / SBU / 02/2020 on February 17, 2020 which requires all SOEs to build, implement and certify ISO 37001 SMAP. The implementation of SMAP is certainly not just because of external demands, but rather shows the internal existence of a stable and established organization/company.

In connection with this, Indonesia Re has obtained ISO 37001 Anti-bribery Management System certification on August 13, 2020. The certification was granted by PT Asricert Indonesia. The certification process at Indonesia Re covers the scope of the Main Directorate, Directorate of Operations Engineering, Directorate of Finance & Human Resources and Directorate of Development, Risk Management & Compliance.

The certification implementation took place from March to August 2020. The process starts from gap analysis, awareness training, preparation and development of anti-bribery management procedures. At the implementation stage, the preparation of procedure policies, anti-bribery management system manuals as well as socialization and due diligence are carried out. After that, it enters the review stage, namely the implementation of internal audits, management reviews and the final stage is certification. Indonesia Re has participated in two stages of the audit and passed on August 13, 2020.

Sosialisasi Pengendalian Gratifikasi

Telah dilakukan sosialisasi Pengendalian Gratifikasi pada Tahun 2022 dengan dihadiri oleh seluruh karyawan Perusahaan. Sosialisasi ini bermaksud untuk mengingat kembali pemahaman terkait defisini gratifikasi, kategori gratifikasi dan cara pelaporan gratifikasi.

Laporan Pengelolaan Gratifikasi Tahun 2022

Selama tahun 2022 perusahaan telah melaporkan penerimaan Gratifikasi kepada Komisi Pemberantasan Korupsi (KPK). Sebanyak 8 penerimaan gratifikasi telah dilaporkan selama tahun 2022 dengan 7 laporan dengan hasil status dikelola oleh instansi sehingga dilakukan pengelolaan oleh perusahaan dengan menyalurkan kepada pihak yang membutuhkan antara lain, panti asuhan, panti jompo, atau tempat penyaluran bantuan sosial lainnya.

Socialization of Gratification Control

Gratification Control socialization has been conducted in 2022 attended by all employees of the Company. This socialization intends to recall the understanding of the definition of gratification, gratification categories and how to report gratification.

Gratification Management Report 2022

During 2022 the company has reported the receipt of Gratuities to the Corruption Eradication Commission (KPK). A total of 8 gratuity receipts have been reported during 2022 with 7 reports with the results of the status managed by the agency so that management is carried out by the company by distributing to parties in need, among others, orphanages, nursing homes, or other social assistance distribution places.

Pengelolaan LHKPN
LHKPN Management

Kebijakan dan Dasar Hukum Pelaporan Lhkpn

Kebijakan tentang Laporan Harta Kekayaan Pejabat Negara (LHKPN) yang berlaku di lingkungan Indonesia Re mengacu pada peraturan perundang-undangan yang berlaku dan mengatur tentang pelaporan LHKPN, baik dalam kapasitas sebagai Badan Usaha Milik Negara (BUMN) dan juga berkenaan dengan Wajib Lapor konglomerasi PT Reasuransi Indonesia Utama (Persero).

Di samping itu, juga harus memperhatikan ketentuan internal pelaporan LHKPN yakni Surat Keputusan Direksi No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017.

Wajib Lapor LHKPN

Mengacu pada Surat Keputusan Direksi No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017, wajib lapor LHKPN di konglomerasi PT Reasuransi Indonesia Utama (Persero) adalah:

1. Direksi PT Reasuransi Indonesia Utama (Persero)
2. Dewan Komisaris PT Reasuransi Indonesia Utama (Persero)
3. Kepala Divisi PT Reasuransi Indonesia Utama (Persero)
4. Direksi PT Asuransi Asei Indonesia
5. Dewan Komisaris PT Asuransi Asei Indonesia
6. Direksi PT Reasuransi Syariah Indonesia
7. Dewan Komisaris PT Reasuransi Syariah Indonesia

Policy and Legal Basis for LHKPN Reporting

The policy on the State Officials' Asset Report (LHKPN) that applies within Indonesia Re refers to the prevailing laws and regulations governing LHKPN reporting, both in its capacity as a State-Owned Enterprise (BUMN) and also with regard to the mandatory reporting of the PT Reasuransi Indonesia Utama (Persero) conglomerate.

In addition, it must also pay attention to the internal provisions of LHKPN reporting, namely the Board of Directors Decree No. 00700/60.HK.01.01/00/IndonesiaRe/08/2017 dated August 14, 2017.

Required to Report LHKPN

Referring to the Decree of the Board of Directors No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 dated August 14, 2017, the mandatory LHKPN reporters in the PT Reasuransi Indonesia Utama (Persero) conglomerate are:

1. Board of Directors of PT Reasuransi Indonesia Utama (Persero)
2. Board of Commissioners of PT Reasuransi Indonesia Utama (Persero)
3. Head of Division of PT Reasuransi Indonesia Utama (Persero)
4. Board of Directors of PT Asuransi Asei Indonesia
5. Board of Commissioners of PT Asuransi Asei Indonesia
6. Board of Directors of PT Reasuransi Syariah Indonesia
7. Board of Commissioners of PT Reasuransi Syariah Indonesia

Tata Kelola Perusahaan
Good Corporate Governance

Sosialisasi LHKPN
Belum ada sosialisasi sepanjang tahun 2022.

Unit Pengelolaan LKHPN
Unit Pengelolaan LHKPN di Perusahaan adalah Human Capital & Corporate Support Division.

Pelaporan LHKPN 2022
Berikut adalah rincian pelaporan LHKPN Indonesia Re tahun 2022:

Socialization of LHKPN
There has been no socialization throughout 2022.

LKHPN Management Unit
The LHKPN Management Unit in the Company is the Human Capital & Corporate Support Division.

LHKPN Reporting 2022
Here are the details of Indonesia's LHKPN reporting Re 2022:

Nama Perusahaan Company Name	**Wajib Lapor (WL)** Mandatory Reporting (WL)	**Sudah Lapor** Already Reported	**Belum Lapor** Not yet reported	**Tepat Waktu** On Time	**Terlambat** Late	**Pelaporan** Reporting Rate
PT Reasuransi Indonesia Utama (Persero)	26	20	6	20	0	77%
PT Asuransi ASEI Indonesia	5	4	1	4	0	80%
PT Reasuransi Syariah Indonesia	5	4	1	4	0	80%

Sanksi Laporan LHKPN
Berdasarkan Surat Keputusan Direksi No. 00700/60.HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017, Wajib Lapor yang tidak menyampaikan LHKPN sesuai dengan tanggal waktu yang telah ditentukan akan dikenakan sanksi tindakan disiplin sesuai dengan ketentuan yang berlaku di Perusahaan.

Tata Cara Pelaporan LHKPN
Pelaporan LHKPN dilakukan oleh Wajib Lapor secara individual sebelum 31 Maret setiap tahun secara daring melalui situs web: elhkpn.kpk.go.id. Laporan tersebut menggunakan format yang telah ditetapkan serta mekanisme pelaporan pada Surat Keputusan Direksi No. 00700/60.HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017.

Sanctions for LHKPN Report
Based on the Decree of the Board of Directors No. 00700/60.HK.01.01/00/IndonesiaRe/08/2017 dated August 14, 2017, Mandatory Reporters who do not submit LHKPN in accordance with the specified date will be subject to disciplinary sanctions in accordance with applicable provisions in the Company.

LHKPN Reporting Procedure
The LHKPN reporting is conducted by the Reporting Party individually before March 31 of each year online through the website: elhkpn.kpk.go.id. The report uses the predetermined format and reporting mechanism in the Board of Directors Decree No. 00700/60.HK.01.01/00/IndonesiaRe/08/2017 dated August 14, 2017.

Transparansi Kondisi Keuangan dan Non-Keuangan

Transparency of Financial and Non-Financial Conditions

Indonesia Re berkomitmen dalam pelaporan transparansi kondisi keuangan dan non-keuangan perusahaan. Beberapa jenis laporan yang secara rutin disampaikan Perusahaan antara lain:

1. Pedoman Tata Kelola Perusahaan
2. BOD Manual
3. Pedoman Etika dan Perilaku
4. Pedoman Pengendalian Gratifikasi
5. Pedoman Whistleblowing
6. Laporan Tahunan Tata Kelola Terintegrasi
7. Laporan Tahunan
8. Laporan Keuangan Tahunan
9. Laporan Keuangan Triwulan
10. Peringkat keuangan
11. Sertifikasi

Semua laporan tersebut disampaikan perusahaan melalui situs web resmi Indonesia Re. Selain situs web, untuk laporan keuangan tahunan yang telah diaudit, Perusahaan juga selalu melakukan pelaporan pada media massa (koran) setiap tahun.

Indonesia Re is committed to reporting transparency of the company's financial and non-financial conditions. Some types of reports that are routinely submitted by the Company include:

1. Corporate Governance Guidelines
2. BOD Manual
3. Code of Ethics and Conduct
4. Gratification Control Guidelines
5. Whistleblowing Guidelines
6. Integrated Governance Annual Report
7. Annual Report
8. Annual Financial Report
9. Quarterly Financial Report
10. Financial rating
11. Certification

All reports are submitted by the company through the official website of Indonesia Re. In addition to the website, for the audited annual financial statements, the Company also always reports to the mass media (newspapers) every year.

BERBAGI DENGAN TEPAT

Sharing in Balance

Tanggung Jawab Sosial dan Lingkungan

Social and Environmental Responsibility

Ikhtisar Keberlanjutan

Sustainability Highlights

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re") membuat laporan Tanggung Jawab Sosial dan Lingkungan (TJSL) dalam buku terpisah. Laporan tersebut mengacu pada dua regulasi. Pertama, dalam bentuk Laporan Keberlanjutan sesuai dengan Peraturan OJK (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Sedangkan kedua, laporan TJSL yang mengacu pada Peraturan Menteri Badan Usaha Milik Negara Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial Dan Lingkungan Badan Usaha Milik Negara.

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re") publishes a separate Social and Environmental Responsibility (TJSL) report. The report refers to two regulations. Firstly, in the form of a Sustainability Report in accordance with OJK Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies. Secondly, the TJSL report refers to the Regulation of the Minister of State-Owned Enterprises Number Per-1/MBU/03/2023 concerning Special Assignments, Social and Environmental Responsibility Programs for State-Owned Enterprises.

Ikhtisar Kinerja Aspek Ekonomi [POJK B.1]
Economic Performance Highlights [POJK B.1]

Uraian Description	**Satuan** Unit	**2022**	2021	2020
Total aset | Total assets	Juta Rupiah Million Rupiah	10.491.571	11.125.019	11.382.484
Total ekuitas | Total equity	Juta Rupiah Million Rupiah	3.429.606	2.753.379	2.565.043
Laba (rugi) tahun berjalan di atribusikan kepemilik entitas induk | Current year profit (loss) attributable to owner of parent entity	Juta Rupiah Million Rupiah	104.052	(517.857)	(219.019)
Return on Assets | Return on Assets	%	0,94 %	(5,25 %)	(2,16 %)
Rasio kecukupan Investasi (RKI) | Investment Coverage Ratio (RKI)	%	152,42%	137,48 %	131,18 %

2,31%
Total Aset
Total Assets

6,84%
Total Ekuitas
Total equity

1,52%
Total Investment
Total investments

42,29%
Laba tahun berjalan
Current year profit

3,10%	6,30%	Rp182,74 Miliar | Billion	Rp29,75 Miliar | Billion
Return of Asset Return on Asset	**Rasio kecukupan Investasi** Investment Coverage Ratio	**Pendapatan Reasuransi** Reinsurance Income	**Hasil Investasi – Neto** Investment income – Net

Operasional | Operations

	2022	2021	2020
Ratio Rationale dari Pefindo Rating from Pefindo	AA-	idAA	idAA
Customer Engagement Index (CEI) Customer Engagement Index (CEI)	0,13 poin | poin	3,73 poin | poin	3,90 poin | poin
Customer Dissatisfaction Index (CDI) Customer Dissatisfaction Index (CDI)	0,14 poin | poin	1,17 poin | poin	1,99 poin | poin

Hasil Assessment GCG Indonesia Re memperoleh skor 91,01 dengan Klasifikasi Kualitas "Sangat Baik"
GCG assessment score for Indonesia Re is 91,01 with quality classification of "Very Good"

Ikhtisar Kinerja Aspek Sosial [POJK B.3]
Social Performance Highlights [POJK B.3]

	2022	2021	2020
Kesetaraan Perempuan Female Equality	42%	41%	38%
Turnover Karyawan Employee Turnover Orang | People	5,16%	7,22%	4,5%

Keterangan | Notes:
- Karyawan wanita meningkat sebesar 1% | - Number of female employees increased by 1%
- *Turnover* karyawan menurun sebesar 2,06% | - Employee Turnover declined by 2.06%

Pendahuluan
Introduction

1.5 Gambaran Umum Program Tanggung Jawab Sosial & Lingkungan (TJSL)

Program Tanggung Jawab Sosial dan Lingkungan (TJSL) Tahun 2022 dilaksanakan dengan mengacu kepada Peraturan Menteri BUMN Nomor PER-05/MBU/04/2021 tertanggal 20 April 2021 tentang Program Tanggung Jawab Sosial dan Lingkungan BUMN dan Permen No 06/MBU/09/2022 tertanggal 15 September 2022 tentang Perubahan atas Peraturan Menteri BUMN Nomor PER-05/MBU/04/2021 tentang Program Tanggung Jawab Sosial dan Lingkungan BUMN. Sesuai Permen No 06/MBU/09/2022 disebutkan dalam pasal 10 ayat (3) yaitu Pelaksanaan Progam TJSL BUMN mengutamakan fokus bidang, *pendidikan, lingkungan dan pengembangan mikro dan usaha kecil (UMK).*

Program Tanggung Jawab Sosial dan Lingkungan BUMN atau Program TJSL BUMN adalah kegiatan yang merupakan komitmen perusahaan terhadap pembangunan yang berkelanjutan dengan memberikan manfaat pada ekonomi, sosial, lingkungan serta hukum dan tata kelola dengan prinsip yang lebih terintegrasi, terarah, terukur dampaknya serta dapat dipertanggungjawabkan dan merupakan bagian dari pendekatan bisnis perusahaan. Program TJSL BUMN dilaksanakan dengan menerapkan prinsip: terintegrasi, terarah, terukur dampaknya, dan akuntabilitas. Sedangkan dalam pelaksanaannya didasarkan pada 4 (empat) Pilar Utama yaitu Pilar Sosial, Lingkungan, Ekonomi, dan Hukum & Tata Kelola. Selain itu dalam pelaksanaannya Program TJSL BUMN didasarkan pada 17 (tujuh belas) Tujuan Pembangunan Berkelanjutan (TPB) yang terdiri dari:

TPB 1 : Menghapus kemiskinan
TPB 2 : Mengakhiri kelaparan
TPB 3 : Kehidupan sehat dan sejahtera
TPB 4 : Pendidikan berkualitas
TPB 5 : Kesetaraan gender
TPB 6 : Akses air bersih dan sanitasi layak
TPB 7 : Energi bersih dan terjangkau
TPB 8 : Pekerjaan layak dan pertumbuhan ekonomi
TPB 9 : Industri, inovasi dan infrastruktur
TPB 10 : Berkurangnya kesenjangan

1.5 Overview of Social & Environmental Responsibility (TJSL) Program

The Social and Environmental Responsibility (TJSL) Program for 2022 is carried out with reference to the Regulation of the Minister of SOEs Number PER-05/MBU/04/2021 dated April 20, 2021 concerning SOE Social and Environmental Responsibility Programs, and Permen No. 06/MBU/09/2022 dated September 15, 2022 concerning Amendments to the Regulation of the Minister of SOEs Number PER-05/MBU/04/2021 concerning SOE Social and Environmental Responsibility Programs. In accordance with Permen No. 06/MBU/09/2022, it is stated in article 10 paragraph (3) that the implementation of the SOE TJSL Program prioritizes the focus on the fields of education, the environment and the development of micro and small businesses (MSEs).

The SOE Social and Environmental Responsibility Program or SOE TJSL Program is an activity that is a company's commitment to sustainable development by providing benefits to the economy, social, environment, law and governance with principles that are more integrated, targeted, measurable in impact and accountable and are part of the company's business approach. The SOE TJSL program is implemented by applying the principles: integrated, directed, measurable impact, and accountability. Meanwhile, the implementation is based on 4 (four) Main Pillars, namely Social, Environmental, Economic, and Legal & Governance Pillars. In addition, the implementation of the SOE TJSL Program is based on 17 (seventeen) Sustainable Development Goals (SDGs) consisting of:

SDG 1 : No poverty
SDG 2 : End hunger
SDG 3 : Good health and well-being
SDG 4 : Quality education
SDG 5 : Gender equality
SDG 6 : Access to clean water and sanitation
SDG 7 : Affordable and clean energy
SDG 8 : Decent work and economic growth
SDG 9 : Industry, innovation and infrastructure
SDG 10 : Reduced Inequality

TPB 11 : Kota dan komunitas berkelanjutan
TPB 12 : Konsumsi & produksi yang bertanggung jawab
TPB 13 : Penanganan perubahan iklim
TPB 14 : Ekosistem laut
TPB 15 : Ekosistem daratan
TPB 16 : Perdamaian, keadilan & kelembagaan yang tangguh
TPB 17 : Kemitraan untuk mencapai tujuan

Program Pendanaan UMK adalah program untuk meningkatkan kemampuan usaha mikro dan usaha kecil agar menjadi tangguh dan mandiri. Mitra Binaan Indonesia Re adalah Usaha kecil dan Koperasi yang telah melakukan kegiatan usahanya diatas enam bulan dan memiliki prospek usaha. Jenis usaha Mitra Binaan kebanyakan bergerak dibidang perdagangan, industri kecil/kerajinan, jasa, pertanian, peternakan, perikanan dan perkebunan. Mitra Binaan tersebut tersebar di Kabupaten bahkan sampai di desa-desa di 18 Propinsi, antara lain Sumatera Utara, DKI Jakarta, Banten, Jawa Barat, Jawa Tengah, DI Yogyakarta, Jawa Timur, Bali, Kalimantan Selatan, Kalimantan Timur, Kalimantan Barat, Lampung, Sulawesi Selatan dst. Pendanaan UMK ini termasuk dalam TPB No. 8 yaitu Pekerjaan layak dan pertumbuhan ekonomi.

1.6 Struktur Organisasi TJSL Department

Landasan Hukum pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan mengacu kepada Surat Keputusan Direksi PT Reasuransi Indonesia Utama (Persero) No. 00067/80.HK.01.01/00/IndonesiaRe/07/2021 tanggal 21 Juli 2021 tentang Penetapan *Standard Operating and Procedure* (SOP) PT Reasuransi Indonesia Utama (Persero) dan Peraturan Menteri Negara BUMN nomor: PER-05/MBU/04/2021 tertanggal 20 April 2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.

SDG 11 : Sustainable cities and communities
SDG 12 : Responsible consumption & production
SDG 13 : Climate action
SDG 14 : Marine ecosystems (life below water)
SDG 15 : Ecosystems on land (life on land)
SDG 16 : Peace, justice & strong institutions
SDG 17 : Partnerships to achieve the Goals

The MSE Funding Program is a program to improve the ability of micro and small businesses to become resilient and independent. Indonesia Re Fostered Partners are small businesses and cooperatives that have been conducting business activities for more than six months and have business prospects. The types of business of the Fostered Partners are mostly engaged in trade, small industry/crafts, services, agriculture, animal husbandry, fisheries and plantations. The fostered partners are spread in districts and even villages in 18 provinces, including North Sumatra, DKI Jakarta, Banten, West Java, Central Java, DI Yogyakarta, East Java, Bali, South Kalimantan, East Kalimantan, West Kalimantan, Lampung, South Sulawesi, and so on. The MSE Funding program is included in SDG No. 8, namely Decent Work and Economic Growth.

1.2 Organizational Structure of TJSL Department

The legal basis for the implementation of the Social and Environmental Responsibility Program refers to the Decree of the Board of Directors of PT Reasuransi Indonesia Utama (Persero) No. 00067/80.HK.01.01/00/IndonesiaRe/07/2021 dated July 21, 2021 concerning the Determination of Standard Operating and Procedure (SOP) of PT Reasuransi Indonesia Utama (Persero) and Regulation of the Minister of State-Owned Enterprises number: PER-05/MBU/04/2021 dated April 20, 2021 concerning the Social and Environmental Responsibility Program of State-Owned Enterprises.

Sesuai dengan SK Direksi No.00003/HK.04.02/00/Indonesia Re/01/2023 tanggal 13 Januari 2023 tentang Struktur Organisasi PT Reasuransi Indonesia Utama (Persero) dimana Departemen TJSL berada dibawah Corporate Secretary Division yang bertanggung jawab langsung kepada Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary dengan susunan sebagai berikut:

Direktur Pembina	Robbi Yanuar Walid
Corporate Secretary Division Head	Aji Irawan
TJSL Department Head	Karno Erson Prijono
TJSL Officer	Augustin Indah Susanti
TJSL Officer	Abdul Syukur

Namun untuk fungsi pelaporan TJSL dibawah Accounting Division sedangkan untuk fungsi keuangan TJSL dibawah Finance Division.

In accordance with the Decree of the Board of Directors No.00003/HK.04.02/00/IndonesiaRe/01/2023 dated January 13, 2023 concerning the Organizational Structure of PT Reasuransi Indonesia Utama (Persero) where the TJSL Department is under the Corporate Secretary Division which is directly responsible to the Director of Risk Management, Compliance, HR and Corporate Secretary with the following composition:

Supervising Director	Robbi Yanuar Walid
Corporate Secretary Division Head	Aji Irawan
TJSL Department Head	Karno Erson Prijono
TJSL Officer	Augustin Indah Susanti
TJSL Officer	Abdul Syukur

However, the reporting function for TJSL is under the Accounting Division while the finance function for TJSL is under the Finance Division.

Kinerja Program Tanggung Jawab Sosial & Lingkungan BUMN 2022

SOE Social & Environmental Responsibility Program Performance 2022

2.1 KINERJA PROGRAM TANGGUNG JAWAB SOSIAL & LINGKUNGAN (TJSL)

A. Kinerja Program TJSL Keseluruhan (CID & Non-CID) sampai dengan Triwulan IV 2022

Realisasi Rencana Kerja Program Tanggung Jawab Sosial dan Lingkungan (TJSL) secara keseluruhan sampai dengan 31 Desember 2022 sebesar Rp7.348.688.527 atau 85,45% dari RKA TJSL tahun 2022 sebesar Rp8.600.000.000.

2.1 SOCIAL & ENVIRONMENTAL RESPONSIBILITY (TJSL) PROGRAM PERFORMANCE

A. Overall Performance of TJSL Program (CID & Non-CID) up to Q4 2022

The overall realization of the Social and Environmental Responsibility Program (TJSL) Work Plan up to 31 December 2022 amounted to Rp7,348,688,527 or 85.45% of the 2022 TJSL RKA of Rp8,600,000,000, -.

No	Tujuan Pembanguan Berkelanjutan (TPB) Sustainable Development Goal (SDG)		RKA Tahun 2022 (Rp) 2022 RKA (Rp)	Real s.d TW IV Tahun 2022-Per 31 Desember 2022 (Rp) Actual up to Q-IV 2022-Per 31 December 2022 (Rp)	Presentase Capaian Achievement Percentage Real/RKA Tahunan Actual/Annual RKA
(1)	(2)		(3)	(5)	(6)=(5)/(3)
A	**PILAR SOSIAL | SOCIAL PILLAR**				
1	TPB 2. Mengakhiri Kelaparan	SDG 2.Zero Hunger	245.000.000	168.929.000	68,95%
	Kegiatan Bakti Sosial Ramadhan 1443 H	Public Charity Activity Ramadhan 1443 H		40.000.000	
	Pelaksanaan Qurban 1443 H	Qurban 1443 H		78.929.000	
	Bantuan Sosial Natal Untuk Panti Asuhan	Christmas Donation for Orphanages		50.000.000	
2	TPB 3. Kehidupan sehat dan sejahtera	SDG 3. Good Health and Well-being	350.000.000	359.100.147	102,60%
	Swab dan PCR Karyawan	Swab and PCR Tests for Employees		348.816.147	
	Kegiatan Donor Darah	Blood Donation		10.284.000	
3	TPB 4. Pendidikan Berkualitas	TPB 4. Quality Education	985.000.000	661.809.600	67,19%
	Beasiswa Program DIII STMA Trisakti	Scholarships for Program DIII STMA Trisakti		38.280.000	
	Beasiswa STIMRA	Scholarships for STIMRA		99.250.000	
	Program Kolaborasi BUMN Bantuan 5 unit PC untuk Sekolah di Banten	SOE Collaboration Program - Donation of 5 PC units for Schools in Banten		74.000.000	
	Bantuan Waqaf Qur'an	Assistance in Waqaf Qur'an		44.250.000	
	Pembinaan Olah Raga Wushu	Assistance for Wushu sports		100.000.000	
	Bantuan Perbaikan Sekolah GKPA Depok Jawa Barat	Donation for School Renovation - GKPA Depok West Java		25.000.000	
	Program Pembangunan Nasional Renovasi Madrasah Tajul Ulum Cilacap	National Development Program - Renovation of Tajul Ulum Islamic School Cilacap		50.000.000	

No	Tujuan Pembanguan Berkelanjutan (TPB) Sustainable Development Goal (SDG)		RKA Tahun 2022 (Rp) 2022 RKA (Rp)	Real s.d TW IV Tahun 2022-Per 31 Desember 2022 (Rp) Actual up to Q-IV 2022-Per 31 December 2022 (Rp)	Presentase Capaian Achievement Percentage Real/RKA Tahunan Actual/Annual RKA
(1)	(2)		(3)	(5)	(6)=(5)/(3)
	Program Pembangunan Nasional Renovasi TK Dharma Wanita Pandeglang	National Development Program - Renovation of TK Dharma Wanita Pandeglang		50.000.000	
	Bantuan Sponsor Ekspedisi Cakrawala di Tanah Rinjani Sekolah Alam Bogor	Sponsorship for Ekspedisi Cakrawala at Tanah Rinjani Sekolah Alam Bogor		10.000.000	
	Bantuan Beasiswa untuk Anak Karyawan Alih Daya	Scholarships for Children of Outsource Employees		98.000.000	
	Bantuan Pendidikan untuk Anak Yatim	Educational Assistance for Orphans		10.000.000	
	Program Kolaborasi BUMN untuk Perguruan Tinggi TNI POLRI Papua	SOE Collaboration Program - Perguruan Tinggi TNI POLRI Papua		50.189.600	
	Bantuan Pendidikan untuk Anak Panti Asuhan Jakarta - *Charity Run*	Educational Assistance for Children of Jakarta Orphanages - Charity Run		12.840.000	
B	**PILAR EKONOMI | ECONOMIC PILLAR**				
1	TPB 7 Energi Bersih dan Terjangkau	ENH: SDG 7 Affordable and Clean Energy	150.000.000	0	0,00%
	TPB 8. Pekerjaan Layak dan Pertumbuhan Ekonomi	SDG 8. Decent Work and Economic Growth	5.615.000.000	5.310.514.666	94,76%
	Program Pendanaan PUMK Kerjasama dengan BRI	PUMK Funding in Cooperation with BRI		5.000.000.000	
	Program Sertifikasi Halal Kopi Cilaja Mitra Binaan di Bandung	Halal Certification for Kopi Cilaja of Fostered Partners in Bandung		8.026.000	
	Program Pelatihan *Capacity Building* & Ekspor Impor Pengembangan UMK	Training Program for MSEs - Capacity Building & Export-Import		134.526.500	
	Program Pelatihan Asuransi Ekpor dan Perdagangan Pengembangan UMK	Training Program for MSEs - insurance in Export and Trading		5.000.000	
	Program Kolaborasi BUMN Pasar Murah Ramadhan	SOE Collaboratio Program - Ramadhan Bazaar		55.500.000	
	Program Kolaborasi BUMN Pasar Rakyat Cirebon Jawa Barat	SOE Collaboration Program - Community Bazzar in Cirebon, West Java		57.462.166	
	Bantuan Perumahan Untuk Karyawan Alih Daya	Housing Assistance for Outsourced Employees		50.000.000	
C	**PILAR LINGKUNGAN | ENVIRONMENT PILLAR**				
1	TPB 11. Kota dan Komunitas Berkelanjutan	SDG 11. Sustainable Cities and Communities	1.155.000.000	733.545.114	62,64%
	Program Pembangunan Nasional Penerangan Jalan Umum di Cirebon	National Development Program - Public Street Lighting in Cirebon		50.000.000	
	Program Pembangunan Nasional Pengadaan Gerobak UMKM di Cirebon	National Development Program Procurement of Carts for SMEs in Cirebon		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	

No	Tujuan Pembanguan Berkelanjutan (TPB) Sustainable Development Goal (SDG)		RKA Tahun 2022 (Rp) 2022 RKA (Rp)	Real s.d TW IV Tahun 2022-Per 31 Desember 2022 (Rp) Actual up to Q-IV 2022-Per 31 December 2022 (Rp)	Presentase Capaian Achievement Percentage Real/RKA Tahunan Actual/Annual RKA
(1)	(2)		(3)	(5)	(6)=(5)/(3)
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Timur	National Development Program - Facility/Infrastructure in East Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Timur	National Development Program - Facility/Infrastructure inEast Jakarta		50.000.000	
	Program Pembangunan Nasional Renovasi Kantor PWI Tangerang	National Development Program - Renovation of PWI Office in Tangerang		150.000.000	
	Program Pembangunan Nasional Renovasi Masjid Al-Ikhlas Serang	National Development Program - Renovation of Al-Ikhlas Mosque in Serang		50.000.000	
	Program Kolaborasi BUMN Bank Sampah untuk TPST 6 Desa di Mandalika	SOE Collaboration Program - Waste Bank for TPST of 6 Villages in Mandalika		40.000.000	
	Program Kolaborasi Bhakti BUMN Mandalika	Bhakti BUMN Collaboration Program in Mandalika		25.192.474	
	Program Kolaborasi BUMN Penanaman 5000 Bibit Kopi Arabika di Bandung	SOE Collaboration Program - Planting of 5,000 Arabika Coffee Seedlings in Bandung		22.842.640	
	Program Kolaborasi BUMN Sampah Terintegrasi Jatiluhur	SOE Collaboration Program - Integrated Waste in Jatiluhur		10.400.000	
	Program Kolaborasi BUMN Sampah Terintegrasi Likupang	SOE Collaboration Program - Integrated Waste in Likupang		25.000.000	
	Penebaran Bibit Ikan Nila ke Sungai intuk Pelestarian Alam di Yogyakarta	Spreading Tilapia Fingerlings into the River for Nature Conservation in Yogyakarta		10.110.000	
	Total TPB Per Pilar Program TJSL Non PUMK -CID **Total SDG by Pillars of TJSL Non PUMK - CID Program**		**8.500.000.000**	**7.233.898.527**	85,10%
D	**PILAR HUKUM DAN TATA KELOLA (Program Non CID)** **LEGAL AND GOVERNANCE PILLAR (Non CID Program)**				
	TPB 16. Perdamaian, Keadilan & Kelembagaan yang Tangguh	TPB 16. Peace, Justice & Strong Institutions	100.000.000	114.790.000	114,79%
	Workshop SNI ISO 37001 2016 Sistem Manajemen Anti Penyuapan (SMAP)	Workshop SNI ISO 37001 2016 on Anti Bribery Management System (SMAP)		56.237.500	
	Workshop SNI ISO 37001 2016 Sruvellance SMAP	Workshop SNI ISO 37001 2016 Survellance SMAP		58.552.500	
Total TPB Per Pilar Keseluruhan TJSL CID + Non CID **Total SDG by Pillars of TJSL CID + Non CID Program**			**8.600.000.000**	**7.348.688.527**	85,45%

- Sumber dana Non CID pada TPB 16 berasal dari Divisi Manajemen Risiko, Legal dan Kepatuhan

- The source of Non CID funds in SDG 16 comes from the Risk Management, Legal and Compliance Division.

B. Kinerja Program TJSL CID (Non PUMK) per Pilar dan TPB sampai dengan Triwulan IV 2022

Realisasi Program TJSL Non PUMK atau Community Involvement & Development (CID) per 31 Desember 2022 sebesar Rp2.233.898.527 atau 63,83% dari RKA TJSL tahun 2022 sebesar Rp3.500.000.000.

Realisasi Program di luar unit TJSL atau Non Community Involvement & Development (Non CID) per 31 Desember 2022 sebesar Rp114.790.000,- atau 114,79% dari RKA TJSL tahun 2022 sebesar Rp100.000.000.

B. Performance of CID TJSL Program (Non MSE) by Pillar and SDG up to Q4 2022

Realization of the Non-MSE TJSL program or Community Involvement & Development (CID) Program as of 31 December 2022 amounted to Rp2,233,898,527 or 63.83% of the 2022 RKA TJSL of Rp3,500,000,000.

Realization of programs outside the TJSL unit or Non Community Involvement & Development (Non CID) as of 31 December 2022 amounted to Rp114,790,000 or 114.79% of the 2022 RKA TJSL of Rp100,000,000.

No	Tujuan Pembanguan Berkelanjutan (TPB) Sustainable Development Goal (SDG)		RKA Tahun 2022 (Rp) 2022 RKA (Rp)	Real s.d TW IV Tahun 2022-Per 31 Desember 2022 (Rp) Actual up to Q-IV 2022-Per 31 December 2022 (Rp)	Presentase Capaian Achievement Percentage Real/RKA Tahunan Actual/Annual RKA
(1)	(2)		(3)	(5)	(6)=(5)/(3)
A	**PILAR SOSIAL | SOCIAL PILLAR**				
1	TPB 2. Mengakhiri Kelaparan	SDG 2.Zero Hunger	245.000.000	168.929.000	68,95%
	Kegiatan Bakti Sosial Ramadhan 1443 H	Public Charity Activity Ramadhan 1443 H		40.000.000	
	Pelaksanaan Qurban 1443 H	Qurban 1443 H		78.929.000	
	Bantuan Sosial Natal Untuk Panti Asuhan	Christmas Donation for Orphanages		50.000.000	
2	TPB 3. Kehidupan sehat dan sejahtera	SDG 3. Good Health and Well-being	350.000.000	359.100.147	102,60%
	Swab dan PCR Karyawan	Swab and PCR Tests for Employees		348.816.147	
	Kegiatan Donor Darah	Blood Donation		10.284.000	
3	TPB 4. Pendidikan Berkualitas	TPB 4. Quality Education	985.000.000	661.809.600	67,19%
	Beasiswa Program DIII STMA Trisakti	Scholarships for Program DIII STMA Trisakti		38.280.000	
	Beasiswa STIMRA	Scholarships for STIMRA		99.250.000	
	Program Kolaborasi BUMN Bantuan 5 unit PC untuk Sekolah di Banten	SOE Collaboration Program - Donation of 5 PC units for Schools in Banten		74.000.000	
	Bantuan Waqaf Qur'an	Assistance in Waqaf Qur'an		44.250.000	
	Pembinaan Olah Raga Wushu	Assistance for Wushu sports		100.000.000	
	Bantuan Perbaikan Sekolah GKPA Depok Jawa Barat	Donation for School Renovation - GKPA Depok West Java		25.000.000	
	Program Pembangunan Nasional Renovasi Madrasah Tajul Ulum Cilacap	National Development Program - Renovation of Tajul Ulum Islamic School Cilacap		50.000.000	
	Program Pembangunan Nasional Renovasi TK Dharma Wanita Pandeglang	National Development Program - Renovation of TK Dharma Wanita Pandeglang		50.000.000	
	Bantuan Sponsor Ekspedisi Cakrawala di Tanah Rinjani Sekolah Alam Bogor	Sponsorship for Ekspedisi Cakrawala at Tanah Rinjani Sekolah Alam Bogor		10.000.000	
	Bantuan Beasiswa Untuk Anak Karyawan Alih Daya	Scholarships for Children of Outsource Employees		98.000.000	
	Bantuan Pendidikan Untuk Anak Yatim	Educational Assistance for Orphans		10.000.000	
	Program Kolaborasi BUMN Untuk Perguruan Tinggi TNI POLRI Papua	SOE Collaboration Program - Perguruan Tinggi TNI POLRI Papua		50.189.600	
	Bantuan Pendidikan Untuk Anak Panti Asuhan Jakarta - *Charity Run*	Educational Assistance for Children of Jakarta Orphanages - Charity Run		12.840.000	

No	Tujuan Pembanguan Berkelanjutan (TPB) Sustainable Development Goal (SDG)		RKA Tahun 2022 (Rp) 2022 RKA (Rp)	Real s.d TW IV Tahun 2022-Per 31 Desember 2022 (Rp) Actual up to Q-IV 2022-Per 31 December 2022 (Rp)	Presentase Capaian Achievement Percentage Real/RKA Tahunan Actual/Annual RKA
(1)	(2)		(3)	(5)	(6)=(5)/(3)
B	**PILAR EKONOMI | ECONOMIC PILLAR**				
1	TPB 8. Pekerjaan Layak dan Pertumbuhan Ekonomi	SDG 8. Decent Work and Economic Growth	615.000.000	310.514.666	52,13%
	Program Sertifikasi Halal Kopi Cilaja Mitra Binaan di Bandung	Halal Certification for Kopi Cilaja of Fostered Partners in Bandung		8.026.000	
	Program Pelatihan *Capacity Building* & Ekspor Impor Pengembangan UMK	Training Program for MSEs - Capacity Building & Export-Import		134.526.500	
	Program Pelatihan Asuransi Ekpor dan Perdagangan Pengembangan UMK	Training Program for MSEs - insurance in Export and Trading		5.000.000	
	Program Kolaborasi BUMN Pasar Murah Ramadhan	SOE Collaboratio Program - Ramadhan Bazaar		55.500.000	
	Program Kolaborasi BUMN Pasar Rakyat Cirebon Jawa Barat	SOE Collaboration Program - Community Bazzar in Cirebon, West Java		57.462.166	
	Bantuan Perumahan untuk Karyawan Alih Daya	Housing Assistance for Outsourced Employees		50.000.000	
C	**PILAR LINGKUNGAN | ENVIRONMENT PILLAR**				
1	TPB 11. Kota dan Komunitas Berkelanjutan	SDG 11. Sustainable Cities and Communities	1.155.000.000	733.545.114	62,64%
	Program Pembangunan Nasional Penerangan Jalan Umum di Cirebon	National Development Program - Public Street Lighting in Cirebon		50.000.000	
	Program Pembangunan Nasional Pengadaan Gerobak UMKM di Cirebon	National Development Program Procurement of Carts for SMEs in Cirebon		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Pusat	National Development Program - Facility/Infrastructure in Central Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Timur	National Development Program - Facility/Infrastructure in East Jakarta		50.000.000	
	Program Pembangunan Nasional Bantuan Sarana-prasarana di Jakarta Timur	National Development Program - Facility/Infrastructure inEast Jakarta		50.000.000	
	Program Pembangunan Nasional Renovasi Kantor PWI Tangerang	National Development Program - Renovation of PWI Office in Tangerang		150.000.000	
	Program Pembangunan Nasional Renovasi Masjid Al-Ikhlas Serang	National Development Program - Renovation of Al-Ikhlas Mosque in Serang		50.000.000	
	Program Kolaborasi BUMN Bank Sampah untuk TPST 6 Desa di Mandalika	SOE Collaboration Program - Waste Bank for TPST of 6 Villages in Mandalika		40.000.000	

No	Tujuan Pembanguan Berkelanjutan (TPB) Sustainable Development Goal (SDG)		RKA Tahun 2022 (Rp) 2022 RKA (Rp)	Real s.d TW IV Tahun 2022-Per 31 Desember 2022 (Rp) Actual up to Q-IV 2022-Per 31 December 2022 (Rp)	Presentase Capaian Achievement Percentage Real/RKA Tahunan Actual/Annual RKA
(1)	(2)		(3)	(5)	(6)=(5)/(3)
	Program Kolaborasi Bhakti BUMN Mandalika	Bhakti BUMN Collaboration Program in Mandalika		25.192.474	
	Program Kolaborasi BUMN Penanaman 5000 Bibit Kopi Arabika di Bandung	SOE Collaboration Program - Planting of 5,000 Arabika Coffee Seedlings in Bandung		22.842.640	
	Program Kolaborasi BUMN Sampah Terintegrasi Jatiluhur	SOE Collaboration Program - Integrated Waste in Jatiluhur		10.400.000	
	Program Kolaborasi BUMN Sampah Terintegrasi Likupang	SOE Collaboration Program - Integrated Waste in Likupang		25.000.000	
	Penebaran Bibit Ikan Nila ke Sungai untuk Pelestarian Alam di Yogyakarta	Spreading Tilapia Fingerlings into the River for Nature Conservation In Yogyakarta		10.110.000	
	Total TPB Per Pilar Program TJSL Non PUMK -CID **Total SDG by Pillars of TJSL Non PUMK - CID Program**		**3.500.000.000**	**2.233.898.527**	63,83%
D	**PILAR HUKUM DAN TATA KELOLA (Program Non CID)** **LEGAL AND GOVERNANCE PILLAR (Non CID Program)**				
1	TPB 16. Perdamaian, Keadilan & Kelembagaan yang Tangguh	TPB 16. Peace, Justice & Strong Institutions	100.000.000	114.790.000	114,79%
	Workshop SNI ISO 37001 2016 Sistem Manajemen Anti Penyuapan (SMAP)	Workshop SNI ISO 37001 2016 on Anti Bribery Management System (SMAP)		56.237.500	
	Workshop SNI ISO 37001 2016 Survellance SMAP	Workshop SNI ISO 37001 2016 Survellance SMAP		58.552.500	
	Total TPB Per Pilar Keseluruhan TJSL CID + Non CID **Total SDG by Pillars of TJSL CID + Non CID Program**		**3.600.000.000**	**2.348.688.527**	65,24%

C. Realisasi Program Create Sharing Value (CSV) sampai dengan Triwulan IV 2022

C. Realization of Creating Shared Value (CSV) Program until the fourth quarter of 2022

No	Program	Anggaran Tahun 2022 2022 Budget (Rp)	Realisasi s.d TW IV Tahun 2022 Actual up to Q-IV 2022 (Rp)	Presentase Capaian Achievement Percentage	Nilai Manfaat CSV bagi Perusahaan CSV benefits for the Company
1	Sertifikasi dan *Packaging* Produk Mitra Binaan Certification and Packaging of Foster Partner Product	100.000.000	8.026.000	8%	Dampak dari dana yang disalurkan kepada UMK Mitra Binaan melalui kegiatan sertifikasi halal produk Mitra Binaan adalah untuk meningkatkan hasil pemasaran, *added value*, serta memberikan perlindungan dan kepastian hak-hak konsumen muslim. *Packaging* menarik menjadi faktor pendukung bagi usaha Mitra Binaan dalam mendukung program siap ekspor. Program siap ekspor anak usaha akan memberikan dampak lebih bagi perusahaan induk. Through the halal certification activities of the Assisted Partners' products, the impact of the funds channelled to the Assisted Partners' MSEs is to increase their marketing, added value, as well as provide protection and certainty of Muslim consumer rights. Having attractive packaging is a supporting factor for the Fostered Partner's business and supports the export-ready program. The subsidiary's export-ready program will bring greater impact to the parent company.

No	Program	Anggaran Tahun 2022 2022 Budget (Rp)	Realisasi s.d TW IV Tahun 2022 Actual up to Q-IV 2022 (Rp)	Presentase Capaian Achievement Percentage	Nilai Manfaat CSV bagi Perusahaan CSV benefits for the Company
2	Partisipasi anak usaha dalam memberikan Training Asuransi Ekspor kepada UMK (Mitra Binaan & Non Mitra Binaan) Training for Entrepreneurs and Institutional Development MSEs (Foster Partners & Non Foster Partners) Pelatihan Kewirausahaan dan Pengembagan Kelembagaan UMK (Mitra Binaan & Non Mitra Binaan). Participation of subsidiaries in providing Export Insurance Training to MSEs (Foster Partners & Non Foster Partners) Pelatihan untuk *Packaging* & *Branding* kepada UMK (Mitra Binaan & Non Mitra Binaan) Packaging & Branding Training for MSEs (Foster Partners & Non Foster Partners) Pelatihan *Digital Marketing* (Mitra Binaan & Non Mitra Binaan) Digital Marketing Training (Foster Partners & Non Foster Partners) Pelatihan SNI ISO 37001 : 2016 - Manajemen Anti Penyuapan (Mitra Binaan & Non Mitra Binaan) SNI ISO 37001: 2016 Training - Anti-Bribery Management (Foster Partners & Non Foster Partners) Pelatihan Ekspor Impor kepada UMK (Mitra Binaan & Non Mitra Binaan). Training in Export-Import for MSEs (Foster Partners & Non Foster Partners).	150.000.000	5.00.000 134.500.526	93%	Dampak dari pelatihan asuransi ekspor akan menambah *add value* setelah UMK tumbuh dan berkembang menjadi eksportir, tentunya akan menggunakan *cover* asuransi ekspor anak usaha yang akan berdampak pada bisnis perusahaan induk. The impact of export insurance training is an increase in added value, where after MSEs grow and develop into exporters, of course, they will use the subsidiary's export insurance cover which will have an impact on the parent company's business. Dampak dari dana yang disalurkan kepada UMK Mitra Binaan melalui pelatihan berkesinambungan tentang kewirausahaan, penguatan kelembagaan UMK, *digital marketing, packaging* & *branding,* pembekalan materi GCG, serta pelatihan ekspor impor yang akan memberikan nilai tambah bagi Mitra Binaan, Perusahaan Induk dan anak usaha. The impact of funds channeled to Fostered Partner MSEs through continuous training on entrepreneurship, institutional strengthening of MSEs, digital marketing, packaging & branding, GCG material provision, and export and import training is to provide added value to Fostered Partners, Parent Company, and subsidiaries.
	Jumlah | Total	**250.000.000**	**147.526.526**	**59%**	

Nilai manfaat *Creating Shared Value* bagi perusahaan dan dampak yang dapat diterima oleh masyarakat khususnya UMK dengan adanya program sertifikasi halal produk Mitra Binaan dan pelatihan berkelanjutan dan berkesinambungan tentang kewirausahaan & penguatan kelembagaan UMK, *digital marketing, packaging* & *branding,* SNI ISO 37001:2016 – Manajemen Anti Penyuapan, Ekspor-Impor dan Asuransi Ekspor untuk UMK adalah agar lebih menyadari betapa pentingnya sertifikasi halal produk dan pelatihan tersebut bagi UMK khususnya mitra binaan apabila nanti tumbuh dan berkembang menjadi eksportir tentunya akan menggunakan *cover* asuransi ekspor anak usaha yang akan berdampak pada bisnis Perusahaan baik *standalone* maupun konsolidasian.

The benefits of Creating Shared Value for the Company and the impact that can be received by the community, especially MSEs, with the halal certification program for Fostered Partner's products and continuous and sustainable training on entrepreneurship & capacity building of MSEs, Digital Marketing, Packaging & Branding, SNI ISO 37001:2016 - Anti-bribery Management, Export-Import and Export Insurance for MSEs, is so that they are more aware of how important halal certification of products and training is for MSEs, especially Fostered Partners if they grow and develop into exporters, whereby they will use the Subsidiary's Export insurance cover which will have an impact on the Company's business both standalone and consolidated.

D. Realisasi Program Prioritas sampai dengan Triwulan IV 2022

D. Realization of Flagship Programs until the fourth quarter of 2022

No	Program Prioritas	Anggaran Tahun 2022 2022 Budget (Rp)	Realisasi s.d TW IV Tahun 2022 Budget up to Q-IV 2022 (Rp)	%
1	Indonesia Re Peduli :	**300.000.000**	**208.929.000**	70%
	Kegiatan Bakti Sosial Ramadhan 1443 H		40.000.000	
	Pelaksanaan Qurban 1443 H		78.929.000	
	Bantuan Sosial Natal Untuk Panti Asuhan		50.000.000	
2	Indonesia Re Mengajar	**140.000.000**	**-**	0%
	Beasiswa :	**345.000.000**	**245.530.000**	71%
	Beasiswa Program DIII STMA Trisakti		38.280.000	
	Beasiswa STIMRA		99.250.000	
	Bantuan Beasiswa Untuk Anak Karyawan Alih Daya		108.000.000	
3	Indonesia Re Peduli Lingkungan:	**225.000.000**	**133.545.114**	59%
	Program Kolaborasi BUMN Bank Sampah untuk TPST 6 Desa di Mandalika		40.000.000	
	Program Kolaborasi Bhakti BUMN Mandalika		25.192.474	
	Program Kolaborasi BUMN Penanaman 5000 Bibit Kopi Arabika di Bandung		22.842.640	
	Program Kolaborasi BUMN Sampah Terintegrasi Jatiluhur		10.400.000	
	Program Kolaborasi BUMN Sampah Terintegrasi Likupang		25.000.000	
	Penebaran Bibit Ikan Nila ke Sungai Untuk Pelestarian Alam di Yogyakarta		10.110.000	

Manfaat atau dampak yang dapat diterima terkait program prioritas Indonesia Re:

- Masyarakat sekitar kantor dan BPAS Arga Sonya dapat menikmati paket sembako Ramadan dalam menyambut hari Raya Idul Fitri.
- Beasiswa untuk Sekolah Tinggi Manajemen Risiko dan Asuransi diharapkan dapat mencetak tenaga kerja di bidang asuransi yang selaras dengan bidang usaha perusahaan.
- Beasiswa untuk anak karyawan alih daya baik beasiswa regular untuk bantuan sekolah maupun beasiswa untuk siswa berprestasi.

Benefits or impacts that can be received related to Indonesia Re's flagship programs:

- The community around the company office and BPAS Arga Sonya can enjoy Ramadan food packages in welcoming Eid al-Fitr.
- Scholarships for the Sekolah Tinggi Manajemen Risiko dan Asuransi expected to produce a workforce in the insurance sector that is aligned with the company's business fields.
- Scholarships for children of outsourced employees, both regular scholarships for school assistance and scholarships for outstanding students.

E. Dokumentasi Program Unggulan sampai dengan Triwulan IV 2022

E. Documentation of Flagship Programs until the fourth quarter of 2022

Program "Indonesia Re Peduli"
"Indonesia Re Peduli" program

Kegiatan Bakti Sosial Sembako Ramadhan Indonesia Re
Indonesia Re's Ramadan Basic Food Social Activity

Pelatihan Pengembangan UMK Mitra Binaan Indonesia Re
Development Training for MSEs of Indonesia Re's Fostered Partners

Pelatihan Wirausaha
Entrepreneurial Training

Pelatihan ISO – Anti Penyuapan
ISO Training - Anti-bribery

Pelatihan Digital Marketing
Digital Marketing Training

Pelatihan Ekspor-Impor
Export-Import Training

Pelatihan Packaging dan Branding
Packaging and Branding Training

Pelatihan Asuransi Ekspor
Export Insurance Training

Penutupan
Closure

Program Beasiswa Siswa Berprestasi Anak Karyawan Alih Daya
Scholarship Program for Outstanding Students of Outsourced Employees' Children

Bantuan Perumahan untuk Karyawan Alih Daya
Housing Assistance for Outsourced Employees

Penebaran Bibit Ikan Nila ke Sungai Dalam Rangka Pelestarian Alam di Yogyakarta
Stocking Tilapia Fish Seeds to the River in the Context of Nature Conservation in Yogyakarta

2.2 KINERJA PROGRAM PENDANAAN UMK

A. Sumber Dana

- **Program TJSL BUMN:**
  Sumber dana Program TJSL Badan Usaha Milik Negara (BUMN) terdiri dari:
  1. Anggaran yang diperhitungkan sebagai biaya pada BUMN dalam tahun anggaran berjalan.
  2. Penyisihan sebagian laba bersih BUMN pada tahun anggaran sebelumnya.
  3. Sumber lain yang sah sesuai dengan ketentuan peraturan perundang-undangan.

  Sumber dana Tanggung Jawab Sosial dan Lingkungan (TJSL) PT Reasuransi Indonesia Utama (Persero) – Indonesia Re berasal dari anggaran yang diperhitungkan sebagai biaya dalam tahun anggaran berjalan

- **Program Pendanaan UMK**
  Program Pendanaan UMK merupakan bagian dari Program TJSL BUMN yang terdiri dari:
  1) Kegiatan Pembiayaan
     Sumber dana dari Program Pendanaan UMK bersumber dari:
     - Revolving (dana bergulir)
     - Jasa Administrasi pinjaman, bunga deposito, dan jasa giro dari program Pendanaan UMK
  2) Kegiatan Pembinaan/Pelatihan
     Beban pembinaan /Pelatihan untuk UKM menjadi bagian biaya Program TJSL BUMN atau anggaran perusahaan.
  3) Beban Operasional
     Beban Operasional Program TJSL BUMN menjadi beban BUMN (Perusahaan)

  Sumber dana Program Pendanaan UMK PT Reasuransi Indonesia Utama (Persero) – Indonesia Re berasal dari dana bergulir (*revolving*).

B. Penggunaan Dana Penyaluran Mandiri

Realisasi Rencana Kerja Program Pendanaan UMK tahun 2022 sampai dengan tanggal 31 Desember 2022 sebesar Rp0.00 atau 0% dari target RKA 2022 sebesar Rp0. Adapun Realisasi Setoran Dana PUMK ke BRI sebesar Rp5.000.000.000 atau 100% dari target RKA 2022 sebesar Rp5.000.000.000. perbandingan data dengan data tahun sebelumnya adalah sebagai berikut:

2.2 UMK FUNDING PROGRAM PERFORMANCE

A. Funding Source

- **SOE TJSL Program:**
  The source of funds for the TJSL Program of State-Owned Enterprises (SOEs) consists of:
  1. Budgets that are accounted for as costs to SOEs in the current fiscal year.
  2. Provision for part of the net profit of SOEs in the previous fiscal year.
  3. Other legal sources in accordance with the provisions of laws and regulations.

  The source of funds for the SocialMS and Environmental Responsibility (TJSL) program of PT Reasuransi Indonesia Utama (Persero) - Indonesia Re comes from the budget which is calculated as a cost in the current fiscal year.

- **MSE Funding Program**
  The MSE Funding Program is part of the SOE TJSL Program which consists of:
  1) Financing Activities
     The source of funds for the MSE Funding Program comes from:
     - Revolving funds
     - Loan administration services, interest on deposits, and current account services from the MSE Funding program
  2) Coaching/Training Activities
     Coaching/Training expenses for SMEs are part of the SOE's TJSL Program costs or company budget.
  3) Operating Expenses
     Operational Expenses of SOE TJSL Program become the burden of the SOE (i.e. the Company)

  The source of funds for the MSE Funding Program of PT Reasuransi Indonesia Utama (Persero) - Indonesia Re comes from revolving funds.

B. Use of Self-Distribution Funds

The realization of the Work Plan for the MSE Funding Program in 2022 until December 31, 2022 amounted to Rp0.00 or 0% of the 2022 RKA target of Rp0. The Realization of MSE Fund Deposit to BRI amounted to Rp5,000,000,000 or 100% of the 2022 RKA target of Rp5,000,000,000. Comparison with previous year data is as follows:

1) Penyaluran Berdasarkan Wilayah adalah sebagai berikut:

1) Distribution by Region is as follows:

No.	Propinsi Province	Realisasi Realization	RKA	Realisasi Realization	Pencapaian (%) Achievement (%)	
		31 Des 2022 Dec 31, 2022	2022	31 Des 2021 Dec 31, 2021	THD	
		1	2	3	4=1/2	5=1/3
1	Banten	0	0	0	0.00%	0.00%
2	Bali	0	0	0	0.00%	0.00%
3	Sumatera Selatan South Sumatra	0	0	0	0.00%	0.00%
4	Sulawesi Selatan South Sulawesi	0	0	0	0.00%	0.00%
5	DKI Jakarta	0	0	0	0.00%	0.00%
6	Jawa Barat | West Java	0	0	0	0.00%	0.00%
7	Jawa Tengah | Central Java	0	0	739,200,000	0.00%	0.00%
8	DI Yogyakarta	0	0	600,000,000	0.00%	0.00%
9	Jawa Timur | East Java	0	0	1,370,834,400	0.00%	0.00%
	Total 1	**0**	**0**	**2,710,034,400**		**0.00%**
10	Pembinaan MB | MB Coaching	0	0	0	0.00%	0.00%
11	PUMK Kerjasama dengan BRI MSE Cooperates with BRI	5.000.000.000	5.000.000.000	0	100.00%	0.00%
	Total 2	**5.000.000.000**	**5.000.000.000**	**0**	**0.00%**	**0.00%**
	Total 1 + 2	**5.000.000.000**	**5.000.000.000**	**2,710,034,400**	**100.00%**	**184.5%**

2) Penyaluran Berdasarkan Sektor Usaha adalah sebagai berikut:

2) Distribution by Business Sector is as follows:

No	Sektor Sector	Realisasi Realization	RKA	Realisasi Realization	Pencapaian (%) Achievement (%)	
		31 Des 2022 Dec 31, 2022	2022	31 Des 2021 Dec 31, 2021	THD	
		1	2	3	4=1/2	5=1/3
1	Industri | Industry	0	0	0	0.00%	0.00%
2	Perdagangan | Trade	0	0	0	0.00%	0.00%
3	Pertanian | Agriculture	0	0	1,110,034,400	0.00%	0.00%
4	Peternakan | Livestock	0	0	1,000,000,000	0.00%	0.00%
5	Perkebunan | Plantation	0	0	0	0.00%	0.00%
6	Perikanan | Fisheries	0	0	600,000,000	0.00%	0.00%
7	Jasa | Services	0	0	0	0.00%	0.00%
8	Lainnya | More	0	0	0	0.00%	0.00%
	Total 1	**0**	**0**	**2,710,034,400**	**0.00%**	**0.00%**
10	Pembinaan MB | MB Coaching	0	0	0	0.00%	0.00%
11	PUMK Kerjasama Dengan BRI MSE Cooperates with BRI	5.000.000.000	5.000.000.000	0	100.00%	0.00%
	Total 2	**5.000.000.000**	**5.000.000.000**	**0**	**0.00%**	**0.00%**
	Total 1 + 2	**5.000.000.000**	**5.000.000.000**	**2,710,034,400**	**100.00%**	**184.5%**

- **Sumber dana program Pendanaan UMK berasal dari dana PUMK bergulir.**
- **The source of funds for the MSE Funding program comes from the revolving MSE fund.**

C. Bidang Penagihan

1) Realisasi Penagihan

Realisasi penerimaan pengembalian angsuran pokok dalam tahun 2022 sampai dengan tanggal 31 Desember 2022 sebesar Rp3.004.547.318 atau 81,15% dari target RKA 2022 sebesar Rp3.702.342.271.

2) Upaya Penagihan Yang Telah Dilakukan

Upaya penagihan yang telah dilakukan sampai dengan 31 Desember 2022 adalah:

1. Melakukan mapping pinjaman berdasarkan ageing & lokasi Mitra Binaan
2. Memonitor angsuran pinjaman dari kolektibilitas
3. Mengirim surat pemberitahuan kepada Mitra Binaan mengenai posisi outstanding pinjaman Mitra Binaan.
4. Melakukan monitoring dan evaluasi terhadap feedback surat konfirmasi posisi outstanding pinjaman Mitra Binaan.
5. Mengirimkan surat pemberitahuan kedua kepada Mitra Binaan mengenai posisi outstanding pinjaman Mitra Binaan.
6. Penerapan sistem pembayaran dengan menggunakan Mandiri Virtual Account (MVA)

C. Collection Aspect

1) Collection Realization

The realization of principal repayment installments in 2022 up to 31 December 2022 amounted to Rp3,004,547,318 or 81.15% of the 2022 RKA target of Rp3,702,342,271.

2) Collection Efforts That Have Been Made

Collection efforts that have been made until December 31, 2022 are:

1. Mapping of loans based on aging & location of Fostered Partners
2. Monitor loan installments from collectability
3. Send notification letter to the Fostered Partner regarding the outstanding loan position of the Fostered Partner.
4. Monitor and evaluate the feedback of the confirmation letter of the outstanding loan position of the Fostered Partners.
5. Send a second notification letter to the Fostered Partner regarding the outstanding loan position of the Fostered Partner.
6. Implementation of payment system using Mandiri Virtual Account (MVA)

2.3 KUALITAS PIUTANG PINJAMAN MITRA BINAAN

Kualitas piutang Pinjaman Mitra Binaan sampai dengan Triwulan IV 2022.

2.3 QUALITY OF PARTNERS' LOAN RECEIVABLES

Quality of loan receivables of fostered partners until the fourth quarter of 2022.

Uraian Description	**Real Tw IV 2022** Actual up to Q-IV 2022	**RKA 2022** 2022 RKA	**Real Tw IV 2021** Actual up to Q-IV 2021	**Persentase** Percentage	
	1	**2**	**3**	**4 = 1:2**	**5 = 1:3**
Lancar | Current	2,334,345,484	4,891,679,377	5,722,446,071	47.72%	40.79%
Kurang Lancar | Sub-Standard	446,500,000	644,791,480	916,340,556	69.25%	48.73%
Diragukan | Doubtful	872,777,830	859,796,352	0	101.51%	0%
Macet | Bad Debts	7,617,175,474	6,706,673,052	7,636,559,478	113.58%	99.75%
Total	**11,270,798,788**	**13,102,940,261**	**14,275,346,105**	86.02%	78.95%

Untuk Piutang Macet dan Bermasalah s.d Triwulan IV 2022 masih jauh dari RAK 2022 dikarenakan penyelesaian piutang macet masih relatif kecil

For Bad Debt and Problem Debts as of the fourth quarter of 2022 is still far from RAK 2022 because the settlement of bad debts is still relatively small.

Bermasalah | Problem Debts	7,897,580,337	8,002,973,337	7,902,553,337	98.68%	99.94%

2.4 PENERIMAAN DAN PENGELUARAN TERHADAP DANA BERGULIR PROGRAM PUMK

Sumber dana Program PUMK yang digunakan adalah menggunakan dana bergulir atau *revolving* dari penerimaan angsuran maupun Jasa Administrasi dan pengeluaran untuk penyaluran ke Mitra Binaan Indonesia Re.

2.4 RECEIPTS AND EXPENDITURES ON THE REVOLVING FUND OF THE MSE PROGRAM

The source of funding for the MSE Program is the revolving funds from the receipt of installments and Administrative Services and expenses for distribution to Indonesia Re's Fostered Partners.

Dalam Jutaan Rupiah | In Millions Rupiah

Uraian Description	31-Des-22 31-Dec-22	RKA 2022 2022 RKA	31-Des-21 31-Dec-21	%	
	1	2	3	4=1:2	4=1:3
Dana Tersedia | Available Funds:					
Saldo Awal | Beginning Balance	4,795	1,166	1,957	411%	245%
Pengembalian Pinjaman Mitra Binaan Loan Repayment of Fostered Partners	3,005	3,702	5,204	81%	58%
Pendapatan Jasa Administrasi Pinjaman Loan Administration Service Income	176	120	262	146%	67%
Pendapatan Jasa Giro | Current Account Service Income	98	67	51	147%	192%
Penerimaan/Pengeluaran Lain-lain Other receipts/expenditures	6	-	31	0%	19%
Total Dana Tersedia | Total Available Funds	8,080	5,056	7,505	160%	108%
Penggunaan Dana | Use of Funds:					
Penyaluran Pinjaman ke Mitra Binaan Loan Disbursement to Fostered Partners	0	-	2,710	0%	0%
Penyaluran Melalui BUMN Pembina Lain Disbursement Through Other SOEs	5,000	-	0	0%	0%
Total 1	5,000	-	2,710	0%	185%
Penyaluran BUMN Khusus (Hibah ke BRI) Special SOE Disbursement (Grant to BRI)	0	5,000	0	0%	0%
Dana Pembinaan | Coaching Fund	0	-	0	0%	0%
Total 2	0	-	0	0%	0%
Total Penggunaan Dana (Total 1 + 2) Total Use of Funds (Total 1 + 2)	5,000	5,000	2,710	100%	185%
Saldo Akhir | Ending Balance	**3,080**	**56**	**4,795**	**5529%**	**245%**

2.5 EFEKTIFITAS DAN KOLEKTABILITAS PENDANAAN UMK

a. Efektifitas Penyaluran Pendanaan UMK

Efektivitas penyaluran dana Program Pendanaan UMK untuk 3 (tiga) tahun terakhir yaitu tahun 2019, 2020 dan 2021 dapat dilihat pada tabel dibawah ini:

2.5 EFFECTIVENESS AND COLLECTABILITY OF MSE FUNDING

a. Effectiveness of MSE Funding Disbursement

The effectiveness of the distribution of MSE Funding Program funds for the last 3 (three) years, namely 2019, 2020 and 2021 can be seen in the table below:

KETERANGAN | DESCRIPTION	2019	2020	2021
DANA TERSEDIA | AVAILABLE FUNDS	14.406.342.891	6.537.147.062	7.504.553.413
PENGGUNAAN DANA | UTILIZATION OF FUNDS	11.755.855.929	4.580.000.000	2.710.034.400
PERSENTASE | PERCENTAGE	81,60%	70,06%	36,11%
SCORE	0	1	0

Sedangkan untuk tahun 2022 sampai dengan 31 Desember 2022 efektivitas penyaluran dana yang dicapai adalah sebagai berikut:

As for 2022 until December 31, 2022, the effectiveness of the distribution of funds achieved is as follows:

Dana Tersedia | Available Funds:		
Saldo Awal Tahun 2022 | Beginning Balance Year 2022	Rp	4,794,519,013
Pengembalian Pinjaman Mitra Binaan | Loan Repayment of Assisted Partners	Rp	3,004,547,317
Pendapatan Jasa Administrasi Pinjaman | Loan Administration Service Income	Rp	176,381,311
Penerimaan Jasa Giro dan Bunga Deposito Receipt of Current Account Services and Interest on Deposits	Rp	97,695,152
Penerimaan Lain-lain | Other Receipts	Rp	8,178,625
Pengeluaran Lain-lain | Other Expenses	Rp	(2,312,500)
	Rp	**8,079,008,918**
Penggunaan Dana | Use of Funds:		
Penyaluran Dana Pendanaan UMK | Disbursement of MSE Funding	Rp	0
Penyaluran Melalui Pembina BUMN lain | Disbursement through other BUMN Trustees	Rp	5,000,000,000
	Rp	**5,000,000,000**

Dana Tersedia | Use of Funds:		Rp	8,079,008,918			
Penggunaan Dana | Available Funds:		Rp	5,000,000,000			
	Ratio =	Rp	5,000,000,000	X	100%	= 62%
		Rp	8,079,008,918			

Atas dasar tersebut, maka efektivitas penyaluran dana yang dicapai adalah **skor: 3**

On this basis, the effectiveness of the distribution of funds achieved is **scored: 3**

b. Tingkat Kolektibilitas Pengembalian Pinjaman

Tingkat kolektibilitas pengembalian pinjaman untuk 3 (tiga) tahun terakhir yaitu tahun 2018, 2019, 2020 dan 2021 dapat dilihat pada tabel dibawah ini:

b. Loan Repayment Collectability Rate

The collectibility rate of loan repayments for the last 3 (three) years, namely 2019, 2020 and 2021 can be seen in the table below:

KETERANGAN | DESCRIPTION	**2019**	**2020**	**2021**
SALDO POKOK PINJAMAN | OUTSTANDING BALACE OF LOAN PRINCIPAL	18.283.433.681	17.386.300.553	14.275.346.105
RATA-RATA TERTIMBANG | WEIGHTED AVERAGE	9.585.239.476	9.039.267.975	6.409.701.488
PERSENTASE | PERCENTAGE	52,43%	51,99%	44,90%
SCORE	2	2	2

Sedangkan untuk tahun 2022 sampai dengan 31 Desember 2022 tingkat kolektibilitas pengembalian pinjaman yang dicapai adalah sebagai berikut:

As for 2022 until December 31, 2022, the collectibility level of loan repayments achieved is as follows:

NO	Kualitas Pinjaman Loan Quality	Saldo Pokok Pinjaman Balance of Loan Principal	Bobot Kolektibilitas Weighted Collectibility	Rata-Rata Tertimbang Average Weighted	Tingkat Kolektibilitas Level Collectibility
1	Lancar | Current	2,334,345,484	100%	2,334,345,484	
2	Kurang Lancar | Sub-Standard	446,500,000	75%	334,875,000	
3	Diragukan | Doubtful	872,777,830	25%	218,194,458	
4	Macet | Bad Debts	7,617,175,474	0%	-	**25.62%**
	Jumlah | Total	**11,270,798,788**		**2,887,414,942**	
5	Bermasalah | Problem Debts	7,897,580,337	0%	-	
	Jumlah | Total	**19,168,379,125**		**2,887,414,942**	

Sehingga kolektibilitas pengembalian pinjaman yang dicapai adalah skor: 3

So that the collectability of the loan repayment achieved is scored : 3

2.6 UMK ATAU MITRA BINAAN NAIK KELAS

2.6 UMK OR FOSTERED PARTNERS UPGRADE

a. Rumus MB Naik Kelas:

$$\frac{\text{Jumlah Mitra Binaan naik kelas X 100\%}}{\text{Jumlah Mitra Binaan Baru tahun berjalan}}$$

Fostered Partner Upgrade Formula

$$\frac{\text{Number of Partners upgraded X 100\%}}{\text{Number of New Fostered Partners in the current year}}$$

MB Naik Kelas:
Fostered Partner Upgrades: $\frac{10}{0}$ X 100%

MB Naik Kelas:
Fostered Partner Upgrades: 0%

b. Jumlah Mitra Binaan Naik Kelas

b. Number of Upgraded Fostered Partners

No.	Nama MB Fostered Partners Name	Nilai Pinjaman Loan Value	Jenis Usaha Business Type	Uraian Naik Kelas Grade Description
1	Tuhar	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
2	Turadi	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
3	Subardi	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
4	Subandri	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
5	Roni Kusnadi	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
6	Samijan	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs

No.	Nama MB Fostered Partners Name	Nilai Pinjaman Loan Value	Jenis Usaha Business Type	Uraian Naik Kelas Grade Description
7	Walidi	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
8	Poniman	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
9	Ngaderi	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs
10	Jumingin	50,000,000	Perajin Meubel Furniture Crafters	Peningkatan kapasitas produk, Pemasaran produk di luar kota & Masuk PaDi (Pasar Digital) BUMN Increasing product capacity, Marketing products outside the city & Entering PaDi (Digital Market) SOEs

c. Penilaian Kinerja MB Naik Kelas diberlakukan untuk TPB Nomor 8 sebagai prioritas program dan pelaksanaan Program Pendanaan UMK.

2.7 PEMBINAAN DAN MONITORING UMK

a. Sebagai wujud tanggung jawab perusahaan atas penyaluran dana Program Pendanaan UMK maka pembinaan yang diberikan kepada Mitra Binaan sudah dilaksanakan Kelompok Lele Mina Sejahtera, Kelompok Lele Mino Tirto, Kelompok Nila Sembada, Kelompok Meubel Barokhah dari D.I Yogyakarta dan Kelompok Lele 2 Boyolali Jawa Tengah.
b. Monitoring terhadap Mitra Binaan atau UMK selalu dilakukan secara berkala dan membuat laporan Monitoring tiap semester. Beban monitoring akan menggunakan anggaran perusahaan.

2.8 PERKEMBANGAN KLUSTER

Dalam memberikan pembinaan pola *clustering* kepada usaha kecil mikro, dilakukan kerjasama sebagai berikut:

a. Sampai dengan 31 Desember 2022 pelaksanaan program Pendanaan UMK kerjasama dengan BRI sebesar Rp5.000.000.000 (Lima Milyar Rupiah).
b. Sampai dengan posisi 31 Desember 2021, penyaluran Program Pendanaan UMK sebesar Rp2.710.034.400,- yang berkerja sama PT Kliring Berjangka Indonesia (Persero) dengan jumlah 26 Mitra Binaan di Kabupaten Ngawi, Provinsi Jawa Timur, Kemudian dengan PT Gelar Makmur Sentosa sebesar Rp1.600.000.000,- dengan jumlah 32 Mitra Binaan di Kabupaten Sleman Yogyakarta, Kabupaten Malang Jawa Timur, dan Kabupaten Jombang Jawa Timur
c. Sampai dengan posisi 31 Desember 2020, penyaluran Program Kemitraan sebesar Rp4.550.000.000 yang berkerja sama dengan PT Gelar Makmur Sentosa dengan jumlah 83 mitra binaan, yang tersebar di propinsi Jawa Tengah, Jawa Barat, Jawa Timur dan DI Yogyakarta.

c. The Performance Assessment for upgraded Fostered Partner was applied to SDG No. 8 as the priority program and implementation of the MSE Funding Program.

2.7 UMK COACHING AND MONITORING

a. As a form of corporate responsibility for the distribution of MSE Funding Program funds, the coaching provided to the Fostered Partners has been carried out by the Mina Sejahtera Catfish Group, Mino Tirto Catfish Group, Sembada Tilapia Group, Barokah Furniture Group from D.I Yogyakarta and Boyolali Catfish Group 2 Central Java.
b. Monitoring of Fostered Partners or MSEs is carried out regularly with a Monitoring report every semester. Monitoring expenses are taken from the company budget.

2.8 CLUSTER DEVELOPMENT

In providing coaching to micro and small businesses with the clustering system, the following cooperation is carried out:

a. Until December 31, 2022 the implementation of the MSE Funding program in collaboration with BRI is Rp5,000,000,000 (Five Billion Rupiah).
b. As of December 31, 2021, the distribution of the MSE Funding Program amounted to Rp2,710,034,400, - in collaboration with PT Kliring Berjangka Indonesia (Persero) with 26 Fostered Partners in Ngawi Regency, East Java Province, then with PT Gelar Makmur Sentosa amounting to Rp1,600,000,000, - with 32 Fostered Partners in Sleman Regency Yogyakarta, Malang Regency East Java, and Jombang Regency East Java.
c. As of December 31, 2020, the distribution of funds in the Partnership Program amounted to Rp4,550,000,000 in collaboration with PT Gelar Makmur Sentosa with 83 fostered partners, spread across Central Java, West Java, East Java and DI Yogyakarta provinces.

d. Sampai dengan posisi 31 Desember 2019, penyaluran Program Kemitraan sebesar Rp11.650.730.000, yang bekerja sama dengan PT KBI (Persero) dan PT Gelar Mapan Sejahtera dengan jumlah Mitra Binaan sebanyak 94 mitra binaan yang tersebar di propinsi Sulawesi Selatan, Jawa Tengah dan DI Yogyakarta telah selesai dilaksanakan.

e. Posisi 31 Desember 2018, Penyaluran Program Kemitraan sebesar Rp14.685.000.000,- dengan perincian penyaluran secara mandiri sebesar Rp9.785.000.000,- dengan jumlah mitra binaan 198 Mitra Binaan dan kerjasama sinergi dengan PT Perusahaan Nasional Madani (PNM) sebesar Rp900.000.000 dengan jumlah Mitra Binaan sebanyak 20 Mitra Binaan yang tersebar di Padang, Sumatera Barat. Kerjasama sinergi dengan Bahana sebesar Rp 4.000.000.000 dengan jumlah Mitra Binaan sebanyak 33 yang tersebar di di DI Yogyakarta dan Kalimantan Barat. Realisasi Dana Pembinaan sampai posisi 31 Desember 2018 sebesar Rp667.204.546, digunakan untuk Mitra Binaan di Yogyakarta, Batu, Malang dan Padang.

2.9 ANGSURAN BELUM TERIDENTIFIKASI, PIUTANG MACET Dan PIUTANG BERMASALAH

a. Angsuran Belum Teridentifikasi

- Angsuran Belum Teridentifikasi di awal tahun 2022 sebesar Rp520.308.035 kemudian dari awal tahun 2022 s/d 31 Desember 2022 yang teridentifikasi sebesar Rp4.648.000 tidak ada penambahan angsuran belum teridentifikasi, jadi Saldo Akhir per 31 Desember 2022 sebesar Rp515.660.035. Angsuran Belum Teridentifikasi dalam laporannya dimasukan ke dalam Piutang berkriteria Lancar dan mengurangi saldo akun tersebut.
- Salah satu pengembangan sistem yang telah dilakukan adalah menggunakan sistem pembayaran *Virtual Account*. Hal ini dilakukan agar tidak ada lagi terdapat Angsuran Belum Teridentifikasi dalam laporan Program Pendanaan UMK. Penggunaan sistem Virtual Account sudah dilakukan bekerja sama dengan Bank Mandiri.

b. Piutang Macet

- Penyelesaian Piutang macet diupayakan dengan cara mengirim surat konfirmasi posisi piutang kepada Mitra Binaan sebagai reminder kepada mitra binaan dan kunjungan (*on the spot*) terhadap Mitra Binaan dan koordinasi dengan Bank Mandiri selaku penampung dana.
- Pemetaan juga kami lakukan berdasarkan umur piutang dimana dibagi kedalam 4 (empat) kategori yaitu piutang dibawah 3 tahun, 4-5 tahun, 6-10 tahun dan > 10 tahun.
- Penyelesaian Piutang macet sampai dengan posisi 31 Desember 2022 sebesar Rp446.846.000dengan jumlah Mitra Binaan sebanyak 24 Mitra Binaan.

d. As of December 31, 2019, the distribution of funds in the Partnership Program amounting to Rp11,650,730,000 in collaboration with PT KBI (Persero) and PT Gelar Mapan Sejahtera with a total of 94 fostered partners spread across South Sulawesi, Central Java and DI Yogyakarta provinces has been completed.

e. As of December 31, 2018, the distribution of funds in the Partnership Program amounted to Rp14,685,000,000 with details of independent distribution of Rp9,785,000,000 with a total of 198 Fostered Partners and synergy cooperation with PT Perusahaan Nasional Madani (PNM) of Rp900,000,000 with a total of 20 Fostered Partners spread across Padang, West Sumatra. Synergy cooperation with Bahana amounting to Rp4,000,000,000 with a total of 33 Fostered Partners spread across DI Yogyakarta and West Kalimantan. The realization of the Development Fund until the position of 31 December 2018 amounted to Rp667,204,546 used for Fostered Partners in Yogyakarta, Batu, Malang and Padang.

2.9 UN-IDENTIFIED INSTALLMENTS, BAD DEBTS and PROBLEM DEBT

a. Unidentified Installments

- The balance of unidentified Installments at the beginning of 2022 amounted to Rp520,308,035. From the beginning of 2022 to December 31, 2022, Rp4,648,000 was identified and there were no additional unidentified installments, so the Final Balance as of December 31, 2022 was Rp515,660,035. Unidentified Installments in the report are included in Current Receivables and reduce the account balance.
- One of the system developments that has been carried out is using the Virtual Account payment system. This is done to eliminate unidentified installments in the MSE Funding Program report. The use of the Virtual Account system has been carried out in collaboration with Bank Mandiri.

b. Bad Debt

- Settlement of bad debts is attempted by sending a letter confirming the position of receivables to the fostered partners as a reminder to the fostered partners and visits (on the spot) to the fostered partners and coordination with Bank Mandiri as a fund holder.
- We also do a mapping based on the age of receivables which are divided into 4 (four) categories, namely receivables under 3 years, 4-5 years, 6-10 years and > 10 years.
- The settlement of bad debts up to the position of December 31, 2022 amounted to Rp446,846,000, from 24 fostered partners.

c. Piutang Bermasalah

- Piutang Bermasalah posisi Triwulan IV 2022 sebesar Rp7.897.580.337. Kriteria Piutang Bermasalah adalah piutang macet yang tidak memiliki jaminan. Sesuai dengan PER-09/MBU/07/2015 Pasal 23 Ayat 1 disebutkan bahwa Pinjaman Macet yang telah diupayakan pemulihannya namun tidak terpulihkan, dikelompokkan dalam aktiva lain-lain dengan pos Pinjaman Bermasalah.

c. Problem Debts

- Problem Debts in the fourth quarter of 2022 amounted to Rp7,897,580,337. Problem Debts are defined as bad debts that have no collateral. In accordance with PER-09/MBU/07/2015 Article 23 Paragraph 1, it is stated that Bad Debts that have been attempted to be recovered but not recovered, are grouped in other assets under the heading of Problem Debts.

Kolaborasi Penyaluran Dana Program TJSL

Collaboration In TJSL Program Funds Distribution

A. Kolaborasi Pelaksanaan Program TJSL dengan Sesama BUMN

1. Program Kolaborasi BUMN Bantuan 5 (lima) unit PC untuk Sekolah di Banten tahun 2022
2. Program Kolaborasi BUMN Pasar Murah Untuk Pengembangan UMK Cirebon tahun 2022
3. Program Kolaborasi BUMN Pasar Murah Ramadhan Tahun 2022
4. Program Kolaborasi BUMN Bank Sampah untuk TPST 6 Desa di Mandalika tahun 2022
5. Program Kolaborasi BUMN untuk Perguruan Tinggi TNI Polri Papua – Papua Selatan
6. Program Kolaborasi BUMN Pengelolaan Sampah Terintegrasi Waduk Jatiluhur 2022
7. Program Kolaborasi BUMN Pengelolaan Sampah Terintegrasi Likupang 2022
8. Kolaborasi dengan 24 BUMN untuk Program TJSL Super Prioritas di Labuan Bajo Tahun 2021
9. Kolaborasi dengan 62 BUMN untuk Program TJSL 'BUMN Berbagi' di Bogor tahun 2021
10. Program Kolaborasi 7 BUMN untuk Progam FBO (Fasilitas Belajar Online) di Yogyakarta Tahun 2021

A. Collaboration with Other SOEs in the Implementation of TJSL Program

1. SOE Collaboration Program in Donation of 5 (five) PC units for Schools in Banten in 2022
2. SOE Collaboration Program in Bazaar for the Development of MSEs in Cirebon in 2022
3. SOE Collaboration Program in Bazaar Ramadan in 2022
4. SOE Collaboration Program in Waste Bank for 6 Village Landfills in Mandalika in 2022
5. SOE Collaboration Program for Perguruan Tinggi TNI Polri Papua - South Papua
6. SOE Collaboration Program in Integrated Waste Management at Jatiluhur Reservoir 2022
7. SOE Collaboration Program in Likupang Integrated Waste Management 2022
8. Collaboration with 24 SOEs in Super Priority TJSL Program in Labuan Bajo in 2021
9. Collaboration with 62 SOEs in TJSL Program 'BUMN Berbagi' in Bogor in 2021
10. Collaboration Program of 7 SOEs in FBO (Online Learning Facility) Program in Yogyakarta in 2021

B. Kolaborasi Pelaksanaan Program PUMK dengan Sesama BUMN

1. Program Kolaborasi Pendanaan UMK kerjasama dengan BRI sampai dengan 31 Desember 2022 sebesar Rp5.000.000.000 (Lima Miliar Rupiah).
2. Kolaborasi dengan PT Kliring Berjangka Indonesia (Persero) sebesar Rp1.110.034.400 dengan jumlah Mitra Binaan 26 MB posisi sampai dengan Triwulan IV 2021.
3. Posisi 31 Desember 2020 belum terealisasinya kerjasama sinergi BUMN dengan Kliring Berjangka Indonesia (KBI) dikarenakan persyaratan administrasi pihak KBI belum selesai atau terpenuhi.
4. Posisi 31 Desember 2019, bekerjasama dengan PT Kliring Berjangka Indonesia (Persero) sebesar Rp500.000.000,- dengan jumlah Mitra Binaan 33 MB.

B. Collaboration with Other SOEs in the Implementation of the MSE Program

1. UMK Funding Collaboration Program in collaboration with BRI until December 31, 2022 amounting to Rp5,000,000,000 (Five Billion Rupiah).
2. Collaboration with PT Kliring Berjangka Indonesia (Persero) (KBI) amounting to Rp1,110,034,400, - with 26 Fostered Partners up until the fourth quarter of 2021.
3. The position of 31 December 2020 has not yet realized the collaboration of BUMN synergy with KBI because KBI has not completed the administrative requirements.
4. The position of December 31, 2019, in collaboration with PT Kliring Berjangka Indonesia (Persero) amounting to Rp500,000,000, - with 33 Fostered Partners.

5. Posisi 31 Desember 2018, bekerjasama dengan PT Perusahaan Nasional Madani (PNM) sebesar Rp900.000.000 dengan jumlah Mitra Binaan 20 MB dan bekerjasama dengan PT Bahana Artha Ventura sebesar Rp4.000.000.000 dengan jumlah Mitra Binaan 33 MB

5. The position of December 31, 2018, in collaboration with PT Perusahaan Nasional Madani (PNM) amounting to Rp900,000,000 with 20 Fostered Partners and in collaboration with PT Bahana Artha Ventura amounting to Rp4,000,000,000 with 33 Fostered Partners.

Penutup
Closing

4.1. Kesimpulan

Realisasi rencana kerja TJSL sampai dengan Triwulan IV 2022 adalah sebagai berikut:

a. Program TJSL BUMN CID Non PUMK

Realisasi Program Tanggung Jawab Sosial dan Lingkungan (TJSL) Non PUMK sampai dengan tanggal 31 Desember 2022 adalah sebesar Rp2.233.898.527 atau 63,83% dari RKA TJSL tahun 2022 sebesar Rp3.500.000.000 yang bersumber dari anggaran TJSL program Community Involvement & Development (CID)

b. Program TJSL BUMN CID PUMK

1. **Realisasi Penyaluran**
   Realisasi Penyaluran Pendanaan UMK Kerjasama dengan BRI tahun 2022 sampai dengan tanggal 31 Desember 2022 adalah sebesar Rp5.000.000.000 atau 100% dari target RKA 2022 sebesar Rp5.000.000.000.
2. **Realisasi Penagihan**
   Realisasi penerimaan pengembalian angsuran pokok dalam tahun 2022 sampai dengan tanggal 31 Desember 2022 sebesar Rp3.004.547.318 atau 81.15% dari target RKA 2022 sebesar Rp3.702.342.271.
3. **Kolektibilitas & Efektifitas**
   Kolektabilitas PUMK sampai dengan 31 Desember 2022 sebesar 25,62% dan tingkat efektifitas penyaluran PUMK sebesar 61,89% dari RKA TJSL tahun 2022.
4. **Piutang Mitra Binaan**
   Saldo piutang bersih setelah dikurangi Alokasi Piutang Pinjaman Mitra Binaan per 31 Desember 2022 sebesar Rp3.429.621.560.

c. Program Non CID

Realisasi Program Non CID sampai dengan tanggal 31 Desember 2022 adalah sebesar Rp114.790.000 atau 114,79% dari RKA TJSL tahun 2022 sebesar Rp100.000.000 untuk TPB 16 (Perdamaian, keadilan & kelembagaan yang tangguh) dan Pilar Pembangunan Hukum & Tata Kelola yang bersumber dari anggaran Divisi Manajemen Risiko, Kepatuhan & Legal.

4.1. Conclusion

The realization of the TJSL work plan until the fourth quarter of 2022 is as follows:

a. SOE TJSL CID Non MSE Program

The realization of the Non MSE Social and Environmental Responsibility Program (TJSL) until December 31, 2022 is Rp2,233,898,527 or 63.83% of the 2022 RKA TJSL of Rp3,500,000,000 which comes from the TJSL budget for the Community Involvement & Development (CID) program.

b. SOE TJSL CID MSE Program

1. **Disbursement Realization**
   The realization of MSE Funding in Cooperation with BRI up to December 31, 2022 is Rp5,000,000,000 or 100% of the 2022 RKA target of Rp5,000,000,000.
2. **Collection Realization**
   The realization of principal installment repayments up to 31 December 2022 amounted to Rp3,004,547,318 or 81.15% of the 2022 RKA target of Rp3,702,342,271.
3. **Collectibility & Effectiveness**
   MSE collectability until December 31, 2022 was 25.62% and the effectiveness of MSE distribution was 61.89% of the 2022 RKA TJSL.
4. **Fostered Partner Receivables**
   The balance of net receivables, after deducting the Allocation of Fostered Partner Loan Receivables as of December 31, 2022, amounted to Rp3,429,621,560.

c. Non CID Program

The realization of the Non CID Program until 31 December 2022 was Rp114,790,000 or 114.79% of the 2022 RKA TJSL of Rp100,000,000 for SDG 16 (Peace, justice & strong institutions) and the Legal & Governance Development Pillar, sourced from the Risk Management, Compliance & Legal Division budget.

PT REASURANSI INDONESIA UTAMA (PERSERO) DAN ENTITAS ANAK

Laporan Keuangan Konsolidasian
Untuk Tahun yang Berakhir
Pada Tanggal 31 Desember 2022

PT REASURANSI INDONESIA UTAMA (PERSERO) AND SUBSIDIARIES

Consolidated Financial Statements
For the Year Ended
December 31, 2022

IndonesiaRe

SURAT PERNYATAAN DIREKSI
TENTANG
TANGGUNG JAWAB ATAS LAPORAN KEUANGAN
UNTUK TAHUN YANG BERAKHIR
31 DESEMBER 2022
PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK

Kami yang bertandatangan dibawah ini:

1. Nama : Benedictus M. Waworuntu
   Alamat kantor : Jl. Salemba Raya No 30
   Jakarta 10430
   Nomor Telepon : 021 - 3920101
   Jabatan : Direktur Utama

2. Nama : Maria Elvida Rita Dewi
   Alamat kantor : Jl. Salemba Raya No 30
   Jakarta 10430
   Nomor Telepon : 021 - 3920101
   Jabatan : Direktur

Menyatakan bahwa:

1. Bertanggung jawab atas penyusunan dan penyajian laporan keuangan PT Reasuransi Indonesia Utama (Persero) dan Entitas Anak.

2. Laporan keuangan PT Reasuransi Indonesia Utama (Persero) dan Entitas Anak telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan:
   a. Semua informasi dalam laporan keuangan PT Reasuransi Indonesia Utama (Persero) dan Entitas Anak telah dimuat secara lengkap dan benar.
   b. Laporan keuangan PT Reasuransi Indonesia Utama (Persero) dan Entitas Anak tidak mengandung informasi yang tidak benar, dan tidak menghilangkan informasi atau fakta material.

3. Bertanggungjawab atas sistem pengendalian internal PT Reasuransi Indonesia Utama (Persero) dan Entitas Anak.

Demikian Pernyataan ini dibuat dengan sebenarnya.

DIRECTOR'S STATEMENT LETTER
RELATING TO
THE RESPONSIBILITY ON THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022
PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES

We the undersigned:

1. *Name : Benedictus M. Waworuntu*
   Office Address : Jl. Salemba Raya No 30
   Jakarta 10430
   Telephone : 021 - 3920101
   Title : President Director

2. *Name : Maria Elvida Rita Dewi*
   Office Address : Jl. Salemba Raya No 30
   Jakarta 10430
   Telephone : 021 - 3920101
   Title : Director

Declare that:

1. *We are responsible for the preparation and presentation of the financial statement of PT Reasuransi Indonesia Utama (Persero) and Subsidiaries.*

2. *The financial statements of PT Reasuransi Indonesia Utama (Persero) and Subsidiaries have been prepared and presented in accordance with indonesian financial accounting standards, and:*
   a. All information has been fully and correctly disclosed in PT Reasuransi Indonesia Utama (Persero) and Subsidiaries financial statements.
   b. PT Reasuransi Indonesia Utama (Persero) and Subsidiaries financial statements do not contain false material information or fact, nor do they permit material information or fact.

3. *We are responsible for PT Reasuransi Indonesia Utama (Persero) and Subsidiaries internal control system.*

This is our declaration, which is made truthfully.

Jakarta, 6 Maret 2023/
Jakarta, March 6 2023

Direktur Utama/
President Director

METERAI TEMPEL
A357DAKX325554390

Benedictus M. Waworuntu

Direktur/
Director

Maria Elvida Rita Dewi

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No : 00038/2.1000/AU.1/08/0136-1/1/III/2023

Laporan Auditor Independen /
Independent Auditors' Report

Kepada Pemegang Saham
PT Reasuransi Indonesia Utama (Persero)
Dan Entitas Anak

To the Shareholders
PT Reasuransi Indonesia Utama (Persero)
And Subsidiaries

Opini

Kami telah mengaudit laporan keuangan konsolidasian PT Reasuransi Indonesia Utama (Persero) dan entitas anaknya ("Grup") terlampir, yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2022, serta laporan laba rugi dan penghasilan komprehensif lain konsolidasian, laporan perubahan ekuitas konsolidasian, dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, serta catatan atas laporan keuangan konsolidasian, termasuk ikhtisar kebijakan akuntansi signifikan.

Menurut opini kami, laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian Grup tanggal 31 Desember 2022, serta kinerja keuangan konsolidasian dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Opinion

We have audited the consolidated financial statements PT Reasuransi Indonesia Utama (Persero) and its subsidiaries ("The Group"), which comprise the consolidated statement of financial position as at December 31, 2022, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at December 31, 2022, and its consolidated financial performance and its consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

Basis opini

Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Tanggung jawab kami menurut standar tersebut diuraikan lebih lanjut dalam paragraf Tanggung Jawab Auditor terhadap Audit atas Laporan Keuangan Konsolidasian pada laporan kami. Kami independen terhadap Grup berdasarkan ketentuan etika yang relevan dalam audit kami atas laporan keuangan konsolidasian di Indonesia, dan kami telah memenuhi tanggung jawab etika lainnya berdasarkan ketentuan tersebut. Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

Basis for opinion

We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the consolidated financial statements paragraph of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Indonesia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Hal audit utama

Hal audit utama adalah hal-hal yang, menurut pertimbangan profesional kami, merupakan hal yang paling signifikan dalam audit kami atas laporan keuangan konsolidasian periode kini. Hal-hal tersebut disampaikan dalam konteks audit kami atas laporan keuangan konsolidasian secara keseluruhan, dan dalam merumuskan opini kami atas laporan keuangan konsolidasian terkait, kami tidak menyatakan suatu opini terpisah atas hal audit utama tersebut.

Hal audit utama yang teridentifikasi dalam audit kami diuraikan sebagai berikut:

Penilaian atas liabilitas kontrak asuransi

Cadangan teknis asuransi yaitu cadangan klaim (termasuk klaim yang sudah terjadi namun belum dilaporkan/ *incurred but not reported* (IBNR)) dan cadangan premi. Pada tanggal 31 Desember 2022, cadangan teknis asuransi mewakili 73,75% dari jumlah liabilitas Grup. Jumlah liabilitas kontrak asuransi adalah sebesar Rp6.503.295.526.594 (Catatan 16 pada laporan keuangan). Penentuan cadangan melibatkan pertimbangan yang signifikan atas hasil di masa depan yang tidak pasti terkait dengan pembayaran kerugian dan perubahan eksposur risiko bisnis, termasuk penyelesaian penuh atas kewajiban pemegang polis jangka panjang. Grup menggunakan beberapa model penilaian untuk mendukung perhitungan atas cadangan teknis asuransi. Kompleksitas model dapat menimbulkan kesalahan sebagai akibat dari data yang tidak memadai/tidak lengkap, metode dan asumsi yang tidak tepat atau desain atau penerapan model.

Asumsi-asumsi yang digunakan dalam perhitungan cadangan teknis asuransi ditentukan berdasarkan asumsi-asumsi aktuaria yang ditetapkan oleh Grup termasuk hasil investasi, tingkat diskonto, tingkat *lapse*, provisi untuk risiko pemburukan, biaya pengelolaan polis, biaya tidak langsung penyelesaian klaim, faktor perkembangan kerugian dan inflasi. Asumsi-asumsi ini ditentukan berdasarkan pengalaman aktual dan studi pengalaman Grup.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

The key audit matter identified in our audit is outlined below:

Valuation of insurance contract liabilities

Insurance technical reserves include Outstanding Claims reserve (including incurred but not reported reserve (IBNR)) and Premiums Reserve. As at December 31, 2022, the insurance technical reserves represent 73.75% of the Group's total liabilities. Total amount of insurance contract liabilities is Rp6,503,295,526,594 (Note 16 to the financial statements). The determination of these reserves involves significant judgment over uncertain future outcomes related to loss payments and changing risk exposure of the businesses, including ultimate full settlement of long-term policyholder liabilities. The Group uses several valuation models to support the calculations of the insurance technical reserves. The complexity of the models may give rise to errors as a result of inadequate/ incomplete data, inappropriate methods and assumptions, or the design or application of the models.

The assumptions used to calculate the insurance technical reserves are determined using actuarial assumptions set by the Group, including the investment return, discount rate, lapse, provision for adverse deviation, policy maintenance expense, indirect claim handling cost, loss development factor, and inflation rates. These are determined based on the Group's actual experience and its experience study.

Penilaian atas liabilitas kontrak asuransi (lanjutan)

Karena ketidakpastian estimasi yang signifikan terkait dengan penentuan cadangan teknis asuransi, hal ini dianggap sebagai hal audit utama.

Valuation of insurance contract liabilities (continued)

Due to the significance of estimation uncertainty associated with determination of insurance technical reserves, this is considered a key audit matter.

Bagaimana audit kami merespons hal audit utama

Kami memahami dan telah mengevaluasi penilaian atas liabilitas kontrak asuransi, dimana kami telah melibatkan pakar aktuaria dan melakukan pengujian substantif. Penggunaan pakar aktuaria independen dalam audit prosedur kami adalah untuk meyakini kecukupan liabilitas kontrak asuransi Perusahaan yang dilakukan untuk memastikan bahwa penilaian, asumsi dan metode yang mendukung perhitungan liabilitas kontrak asuransi tersebut telah sesuai dengan Undang – Undang dan peraturan yang berlaku dan relevan sesuai dengan praktik yang sehat. Kami melakukan prosedur - prosedur audit berikut untuk merespons hal audit utama ini:

- Memeroleh pemahaman tentang pengendalian internal yang relevan dengan audit untuk merancang prosedur audit yang tepat sesuai dengan keadaan dan kondisi, tetapi bukan untuk tujuan menyatakan opini atas keefektifan pengendalian internal Grup.

- Mengevaluasi ketepatan kebijakan akuntansi yang digunakan dan kewajaran estimasi akuntansi serta pengungkapan terkait yang dibuat oleh manajemen.

- Kami memeriksa dan menguji metodologi dan asumsi atas liabilitas kontrak asuransi termasuk konsistensi penerapan asumsi dalam perhitungan, seperti: tingkat diskonto, tingkat mortalita, provisi untuk risiko perburukan, rasio kerugian, tingkat lapse, alokasi biaya dan inflasi.

- Secara sampel, kami melakukan perhitungan matematis ulang secara independen atas *Gross Premium Valuation ("GPV")* dan aset reasuransi pada tanggal 31 Desember 2022 sesuai dengan PSAK 62, "Kontrak Asuransi" ("PSAK 62").

How our audit addressed the key audit matter

We understood and evaluated the valuation of insurance contract liabilities, in which we involved our actuarial expert and performed substantive testing. The use of independent actuarial experts in our procedure audit is to ensure the adequacy of the Company's insurance contract liabilities to ensure that the assessments, assumptions and methods that support the calculation of insurance contract liabilities are in accordance with applicable and relevant laws and regulations in accordance with sound practices. We have performed the following audit procedures to address this key audit matter:

- *Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.*

- *Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.*

- *We examined and tested the methodology and assumptions used in determining the obligation to policyholders, including the consistency of application in calculations, such as: discount rate, mortality rate, provision for adverse deviation, loss ratio, lapse rate, cost allocation and inflation.*

- *On a sample basis, we performed independent mathematical recalculation of the Gross Premium Valuation ("GPV") and reinsurance assets as at December 31, 2022 based on SFAS 62, "Insurance Contract" ("SFAS 62").*

Bagaimana audit kami merespons hal audit utama (lanjutan)

- Kami melakukan pemeriksaan atas perhitungan matematis, berdasarkan sampel, atas nilai cadangan kotor dan bersih terhadap klaim yang telah terjadi namun belum dilaporkan/ *Incured but Not Reported* ("IBNR") serta metodologi yang digunakan pada tanggal 31 Desember 2022 sesuai dengan PSAK 62.

- Kami melakukan perhitungan matematis ulang secara independent atas Pengujian Kecukupan Liabilitas/ *Liability Adequacy Testing* ("LAT") sesuai dengan PSAK dan melakukan pemeriksaan terhadap kecukupan cadangan teknis pada tanggal 31 Desember 2022

- Kami melakukan pemeriksaan atas kelengkapan dan akurasi data yang digunakan untuk menghitung cadangan teknis dengan melakukan rekonsiliasi antara laporan aktuaria dengan angka dalam dokumen pendukung pada tanggal 31 Desember 2022.

How our audit addressed the key audit matter (continued)

- *We checked mathematical calculation, on a sample basis, on the gross and net adequacy of Incured but Not reported ("IBNR") reserves and the IBNR methodology used as at December 31, 2022 based on SFAS 62.*

- *We performed independent mathematical recalculation of Liability Adequacy Testing ("LAT") for traditional portfolios based on SFAS and examined the adequacy of technical reserves as at December 31, 2022.*

- *We checked the completeness and accuracy of the data used to calculate the technical reserve balance by reconciling the actuarial reports to the amounts in the supporting documents as at December 31, 2022.*

Informasi lain

Audit kami atas laporan keuangan konsolidasian Grup pada tanggal 31 Desember 2022 dan untuk tahun yang berakhir pada tanggal tersebut dilaksanakan dengan tujuan merumuskan suatu opini atas laporan keuangan konsolidasian secara keseluruhan. Informasi keuangan tambahan PT Reasuransi Indonesia Utama (Persero) (Entitas Induk), yang terdiri atas laporan posisi keuangan tanggal 31 Desember 2022, serta laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas, dan laporan arus kas untuk tahun yang berakhir pada tanggal tersebut (secara kolektif disebut sebagai "Informasi Keuangan Entitas Induk"), yang disajikan sebagai informasi tambahan terhadap laporan keuangan konsolidasian terlampir, disajikan untuk tujuan analisis tambahan dan bukan merupakan bagian dari laporan keuangan konsolidasian yang diharuskan menurut Standar Akuntansi Keuangan di Indonesia.

Other information

Our audit of the accompanying consolidated financial statements of Group as of December 31, 2022 and for the year then ended was conducted to form an opinion on the consolidated financial statements taken as a whole. The Supplementary financial information of PT Reasuransi Indonesia Utama (Persero) (Parent Entity), which comprises the statement of financial position as of December 31, 2022, and the statement of profit and loss and other comprehensive income, statement of changes in equity, and statement of cash flows for the year then ended (collectively referred to as the "Parent Entity Financial Information"), which is presented as a supplementary information to the accompanying consolidated financial statement, is presented for the purposes of additional analysis and is not a required part of the consolidated financial statements in accordance with the Indonesian Financial Accounting Standards.

Informasi Lain (lanjutan)

Infomasi Keuangan Entitas Induk merupakan tanggung jawab manajemen serta dihasilkan dari dan berkaitan secara langsung dengan catatan akuntansi dan catatan lainnya yang digunakan untuk menyusun laporan keuangan konsolidasian tersebut di atas. Informasi keuangan Entitas Induk telah menjadi objek prosedur audit yang diterapkan dalam audit atas laporan keuangan konsolidasian terlampir berdasarkan Standar Audit yang diterapkan oleh Institut Akuntan Publik Indonesia. Menurut Opini kami, informasi keuangan Entitas Induk disajikan secara wajar, dalam semua hal yang material, berkaitan dengan laporan keuangan konsolidasian secara keseluruhan.

Other Information (continued)

Managements is responsible for the Parent Entity Financial Information and was derived from and relates directly to the underlying accounting and other records used to prepare the accompanying consolidated financial statements. The Parent Entity Financial Information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. In our opinion, the Parent Entity Financial Information is fairly stated, in all material respects, in relation to the above-mentioned consolidated financial statements takes as a whole.

Tanggung jawab manajemen dan pihak yang bertanggung jawab atas tata kelola terhadap laporan keuangan konsolidasian

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan konsolidasian tersebut sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh Manajemen untuk memungkinkan penyusunan laporan keuangan konsolidasian yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Dalam penyusunan laporan keuangan konsolidasian, manajemen bertanggung jawab untuk menilai kemampuan Grup dalam mempertahankan kelangsungan usahanya, mengungkapkan, sesuai dengan kondisinya, hal-hal yang berkaitan dengan kelangsungan usaha, dan menggunakan basis akuntansi kelangsungan usaha, kecuali Manajemen memiliki intensi untuk melikuidasi Grup atau menghentikan operasi, atau tidak memiliki alternatif yang realistis selain melaksanakannya. Pihak yang bertanggung jawab atas tata kelola bertanggung jawab untuk mengawasi proses pelaporan keuangan Grup.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so. the collective impairment. Those charged with governance are responsible for overseeing the Group's financial reporting process.

Tanggung jawab auditor terhadap audit atas laporan keuangan konsolidasian

Tujuan kami adalah untuk memeroleh keyakinan memadai tentang apakah laporan keuangan konsolidasian secara keseluruhan bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan, dan untuk menerbitkan laporan auditor yang mencakup opini kami. Keyakinan memadai merupakan suatu tingkat keyakinan tinggi, namun bukan merupakan suatu jaminan bahwa audit yang dilaksanakan berdasarkan Standar Audit akan selalu mendeteksi kesalahan penyajian material ketika hal tersebut ada. Kesalahan penyajian dapat disebabkan oleh kecurangan maupun kesalahan dan dianggap material jika, baik secara individual maupun secara agregat, dapat diekspektasikan secara wajar akan memengaruhi keputusan ekonomi yang diambil oleh pengguna berdasarkan laporan keuangan konsolidasian tersebut.

Sebagai bagian dari suatu audit berdasarkan Standar Audit, kami menerapkan pertimbangan profesional dan mempertahankan skeptisisme profesional selama audit. Kami juga:

- Mengidentifikasi dan menilai risiko kesalahan penyajian material dalam laporan keuangan, baik yang disebabkan oleh kecurangan maupun kesalahan, mendesain dan melaksanakan prosedur audit yang responsif terhadap risiko tersebut, serta memeroleh bukti audit yang cukup dan tepat untuk menyediakan basis bagi opini kami. Risiko tidak terdeteksinya kesalahan penyajian material yang disebabkan oleh kecurangan lebih tinggi dari yang disebabkan oleh kesalahan, karena kecurangan dapat melibatkan kolusi, pemalsuan, penghilangan secara sengaja, pernyataan salah, atau pengabaian pengendalian internal.

- Memeroleh suatu pemahaman tentang pengendalian internal yang relevan dengan audit untuk mendesain prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyatakan opini atas keefektivitasan pengendalian internal Perusahaan.

Auditors' responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- *Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.*

- *Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.*

Tanggung jawab auditor terhadap audit atas laporan keuangan konsolidasian (lanjutan)

- Mengevaluasi ketepatan kebijakan akuntansi yang digunakan serta kewajaran estimasi akuntansi dan pengungkapan terkait yang dibuat oleh Manajemen .

- Menyimpulkan ketepatan penggunaan basis akuntansi kelangsungan usaha oleh manajemen dan, berdasarkan bukti audit yang diperoleh, apakah terdapat suatu ketidakpastian material yang terkait dengan peristiwa atau kondisi yang dapat menyebabkan keraguan signifikan atas kemampuan Perusahaan untuk mempertahankan kelangsungan usahanya. Ketika kami menyimpulkan bahwa terdapat suatu ketidakpastian material, kami diharuskan untuk menarik perhatian dalam laporan auditor kami ke pengungkapan terkait dalam laporan keuangan atau, jika pengungkapan tersebut tidak memadai, harus menentukan apakah perlu untuk memodifikasi opini kami. Kesimpulan kami didasarkan pada bukti audit yang diperoleh hingga tanggal laporan auditor kami.

- Mengevaluasi penyajian, struktur, dan isi laporan keuangan secara keseluruhan, termasuk pengungkapannya, dan apakah laporan keuangan mencerminkan transaksi dan peristiwa yang mendasarinya dengan suatu cara yang mencapai penyajian wajar.

- Memeroleh bukti audit yang cukup dan tepat terkait informasi keuangan Perusahaan atau aktivitas bisnis dalam Perusahaan untuk menyatakan opini atas laporan keuangan. Kami bertanggung jawab atas arahan, supervisi, dan pelaksanaan audit Perusahaan. Kami tetap bertanggung jawab sepenuhnya atas opini audit kami.

Auditors' responsibilities for the audit of the consolidated financial statements (continued)

- *Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management*

- *Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.*

- *Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.*

- *Obtain sufficient appropriate audit evidence regarding the financial information of the Company's or business activities within the Company to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the Company audit we remain solely responsible for our audit opinion.*

Tanggung jawab auditor terhadap audit atas laporan keuangan konsolidasian (lanjutan)

Kami mengomunikasikan kepada pihak yang bertanggung jawab atas tata kelola mengenai, antara lain, ruang lingkup dan saat yang direncanakan atas audit, serta temuan audit signifikan, termasuk setiap defisiensi signifikan dalam pengendalian internal yang teridentifikasi oleh kami selama audit.

Kami juga memberikan suatu pernyataan kepada pihak yang bertanggung jawab atas tata kelola bahwa kami telah mematuhi ketentuan etika yang relevan mengenai independensi, dan mengomunikasikan seluruh hubungan, serta hal-hal lain yang dianggap secara wajar berpengaruh terhadap independensi kami, dan, jika relevan, pengamanan terkait.

Dari hal-hal yang dikomunikasikan kepada pihak yang bertanggung jawab atas tata kelola, kami menentukan hal-hal tersebut yang paling signifikan dalam audit atas laporan keuangan konsolidasian periode kini dan oleh karenanya menjadi hal audit utama.

Kami menguraikan hal audit utama dalam laporan auditor kami, kecuali peraturan perundang-undangan melarang pengungkapan publik tentang hal tersebut atau ketika, dalam kondisi yang sangat jarang terjadi, kami menentukan bahwa suatu hal tidak boleh dikomunikasikan dalam laporan kami karena konsekuensi merugikan dari mengomunikasikan hal tersebut akan diekspektasikan secara wajar melebihi manfaat kepentingan publik atas komunikasi tersebut.

Auditors' responsibilities for the audit of the consolidated financial statements (continued)

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the Consolidated Financial Statements of the current period and are therefore the key audit matters.

We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

HGK
Hertanto, Grace, Karunawan

Hal lain

Laporan keuangan konsolidasian PT Reasuransi Indonesia Utama (Persero) dan Entitas Anaknya untuk tahun yang berakhir pada tanggal 31 Desember 2021 diaudit oleh auditor independen lain, yang dalam laporannya tertanggal 26 April 2022, memberikan opini wajar, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Other matters

The consolidated financial statements of PT Reasuransi Indonesia Utama (Persero) and its Subsidiaries for the year then ended December 31, 2021 are audited by other independent auditor, who in their report dated April 26, 2022 express an unqualified opinion, in accordance with the Financial Accounting Standard in Indonesia.

HERTANTO, GRACE, KARUNAWAN

00038

Drs. Hertanto., M.S.Ak.,CPA.,CPMA.,CA.
Register Akuntan Publik / *Register of Public Accountant* No. AP.0136

Jakarta, 06 Maret 2023/ *March 06, 2023*

PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
LAPORAN POSISI KEUANGAN
KONSOLIDASIAN
Untuk Tahun-tahun yang Berakhir
Pada Tanggal 31 Desember 2022 dan 2021
(Dalam Rupiah Penuh)

PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF
FINANCIAL POSITION
For the Years Then Ended
December 31, 2022 and 2021
(In Full Rupiah)

	Catatan/ *Notes*	2022 Rp	2021 Rp	
ASET				***ASSETS***
Kas dan setara kas	2.e, 2.g, 4, 39	67.190.536.855	147.398.913.561	*Cash and cash equivalents*
Investasi	2.e, 5, 39	6.098.987.554.027	6.007.699.783.458	*Investments*
Piutang reasuransi/ premi - neto	2.e, 2.h, 6, 38	965.275.661.968	1.075.599.521.622	*Reinsurance/ premium receivables - net*
Piutang retrosesi/ reasuransi - neto	2.e 2.i, 7, 38	1.004.073.960.478	905.662.641.986	*Retrocession/ reasurance receivables - net*
Aset reasuransi/ retrosesi	2.j, 8	2.429.920.085.778	2.095.530.996.061	*Reinsurance/ retrocession assets*
Piutang ujroh	2.t, 9	26.460.905.051	35.153.763.349	*Ujroh receivables*
Aset keuangan lainnya	2.e, 10	87.901.570.684	81.509.719.091	*Others financial assets*
Aset tetap - bersih	2.m, 11	483.766.350.742	461.741.129.455	*Fixed assets - net*
Piutang pegawai	2.e, 12	9.859.431.749	8.802.872.788	*Employee receivables*
Aset non keuangan lainnya	13	38.825.730.574	41.125.029.090	*Other non financial assets*
Pajak dibayar dimuka	17.a	--	121.662.011.221	*Prepaid tax*
Aset pajak tangguhan - neto	2.r, 17.e	170.222.049.917	143.132.941.266	*Deferred tax assets - net*
JUMLAH ASET		**11.382.483.837.823**	**11.125.019.322.948**	***TOTAL ASSETS***
LIABILITAS DAN EKUITAS				***LIABILITIES AND EQUITY***
LIABILITAS				***LIABILITIES***
Utang klaim	2.h, 14, 38	627.224.599.762	878.865.322.253	*Claim payables*
Utang retrosesi/ reasuransi	2.i, 15, 38	896.123.082.060	1.011.337.950.743	*Retrocession/ reinsurance payables*
Liabilitas kontrak asuransi	2.j, 16	6.503.295.526.594	5.693.899.350.579	*Insurance contract liabilities*
Utang pajak	17.b	89.813.324.435	22.722.128.711	*Taxes payable*
Utang jasa produksi	18	18.000.000.000	17.968.636.605	*Employees performance incentives*
Utang komisi	2.o, 19	2.726.547.364	4.360.879.112	*Commission payable*
Uang jaminan	20	5.981.395.926	3.341.604.370	*Cash collateral*
Beban akrual	21	38.207.356.147	63.429.909.688	*Accrued expenses*
Utang lancar lainnya	22	61.528.421.430	18.304.547.006	*Other current liablities*
Pinjaman rekening dana investasi	23	331.585.566.116	338.352.618.486	*Investment fund loan*
Obligasi wajib konversi - komponen liabilitas	2.u, 24	115.165.907.478	169.925.220.954	*Mandatory convertible bonds liabilities component -*
Liabilitas imbalan kerja	2.p, 3.b, 25	124.846.379.021	147.348.243.161	*Employment benefits liabilities*
Utang dana peserta	26	2.942.725.558	1.784.069.737	*Policy holder payable*
JUMLAH LIABILITAS		**8.817.440.831.891**	**8.371.640.481.405**	***TOTAL LIABILITIES***
EKUITAS				***EQUITY***
Ekuitas yang dapat diatribusikan kepada pemilik entitas induk:				***Equity attributable to owner parent entity:***
Modal saham - nilai nominal Rp1.000.000 per saham				*Share capital - par value per share of Rp1,000,000*
Modal dasar - 1.200.000 saham				*Authorized of 1,200,000 shares*
Modal ditempatkan dan disetor penuh sebesar 878.358 saham	27, 38	878.358.000.000	878.358.000.000	*Issued and fully paid-up in amounted 878,358 shares*
Tambahan modal disetor		269.750.937	269.750.937	*Additional paid-in capital*
Obligasi wajib konversi - komponen ekuitas	24	784.834.092.522	730.074.779.046	*Mandatory convertible bonds equity component -*
Penurunan penyisihan ujroh		(5.938.772.919)	(7.671.310.727)	*Decrease in ujroh reserves*
Saldo laba:				*Retained eranings:*
Ditentukan penggunaannya	29	1.018.329.912.842	1.018.329.912.842	*Appropriated*
Belum ditentukan penggunaannya		(374.422.179.273)	(171.162.825.476)	*Unapproppriated*
Penghasilan komprehensif lainnya	30	263.592.779.421	305.161.644.033	*Other comprehensive income*
		2.565.023.583.530	2.753.359.950.655	
Kepentingan nonpengendali		19.422.402	18.890.888	***Non controlling interest***
JUMLAH EKUITAS		**2.565.043.005.932**	**2.753.378.841.543**	***TOTAL EQUITY***
JUMLAH LIABILITAS DAN EKUITAS		**11.382.483.837.823**	**11.125.019.322.948**	***TOTAL LIABILITIES AND EQUITY***

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes form an integral part of these consolidated financial statements as a whole

PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
LAPORAN LABA RUGI
DAN PENGHASILAN KOMPREHENSIF LAIN
KONSOLIDASIAN
Untuk Tahun-tahun yang Berakhir
Pada Tanggal 31 Desember 2022 dan 2021
(Dalam Rupiah Penuh)

PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF
PROFIT OR LOSS AND OTHER
COMPREHENSIVE INCOME
For the Years Then Ended
December 31, 2022 and 2021
(In Full Rupiah)

	Catatan/ *Notes*	2022 Rp	2021 Rp	
PENDAPATAN UNDERWRITING				***UNDERWRITING INCOME***
Pendapatan reasuransi/premi				***Reinsurance/premium income***
Premi reasuransi/ bruto	2.k, 31	6.535.948.413.484	6.353.204.425.447	*Reinsurance/gross premium*
Premi retrosesi/ reasuransi keluar	2.k, 31	(2.272.485.316.692)	(2.424.912.816.892)	*Retrocession/reinsurance outward*
Kenaikan premi yang belum merupakan pendapatan	2.k, 31	(91.504.507.373)	33.000.069.152	*Increase in unearned premium income*
Pendapatan underwriting - neto		**4.171.958.589.419**	**3.961.291.677.707**	***Underwriting income - net***
BEBAN UNDERWRITING				***UNDERWRITING EXPENSES***
Beban klaim				***Claims expense***
Klaim bruto	2.k, 32	(4.016.176.926.190)	(4.408.216.963.133)	*Gross claims*
Klaim reasuransi keluar	2.k, 32	1.401.878.216.098	1.391.784.807.444	*Reinsurance claims outward*
Recoveries	2.k, 32	6.154.114.496	22.347.031.495	*Recoveries*
Kenaikan cadangan klaim	2.k, 32	(422.417.592.935)	(311.620.491.789)	*Increase in claims reserve*
Beban klaim - bersih		**(3.030.562.188.531)**	**(3.305.705.615.983)**	*Claims expense - net*
Beban komisi - bersih	33	(1.015.605.041.346)	(983.660.996.642)	*Commission expenses - net*
Beban underwriting lainnya	34	(1.863.109.422)	(14.931.487.571)	*Other underwriting expenses*
Beban underwriting - bersih		**(4.048.030.339.299)**	**(4.304.298.100.196)**	***Underwriting expenses - net***
Hasil underwriting - bersih		**123.928.250.120**	**(343.006.422.489)**	*Underwriting income - net*
Hasil investasi - bersih	2.q, 35	348.589.629.029	318.835.107.644	*Investment income - net*
Beban usaha	36	(371.368.257.567)	(351.368.991.433)	*Operating expenses*
LABA USAHA		**101.149.621.582**	**(375.540.306.278)**	***PROFIT FROM OPERATIONS***
Beban lain-lain - bersih	37	(344.243.499.083)	(192.937.095.365)	*Other expenses - net*
RUGI SEBELUM PAJAK		**(243.093.877.501)**	**(568.477.401.643)**	***LOSS BEFORE TAX***
MANFAAT PAJAK	17.c	**24.074.947.433**	**50.620.581.270**	***TAX BENEFITS (EXPENSE)***
RUGI TAHUN BERJALAN		**(219.018.930.068)**	**(517.856.820.373)**	***LOSS CURRENT YEAR***
PENGHASILAN KOMPREHENSIF LAIN				***OTHER COMPREHENSIVE INCOME***
Pos yang tidak akan direklasifikasi ke laba rugi :				***Items that will not be reclassified to profit or loss :***
Pengukuran kembali atas imbalan pascakerja		20.398.762.064	(6.961.653.267)	*Remeasurement on post-employment benefits*
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi		(4.638.390.768)	1.555.735.455	*Income tax related to item that will not be reclassified to profit or loss*
		15.760.371.296	(5.405.917.812)	
Keuntungan yang berasal dari revaluasi aset tetap		43.288.125.341	--	*Gain from revaluation of fixed assets*
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi		(4.328.812.534)	--	*Income tax related to item that will not be reclassified to profit or loss*
		38.959.312.807	--	
Pos yang akan direklasifikasi ke laba rugi :				***Items that may be reclassified subsequently to profit or loss***
Keuntungan atas perubahan nilai wajar aset keuangan tersedia untuk dijual		(88.180.981.207)	(33.904.341.174)	*Gain from changes in fair Value of available for sale financial assets*
Pajak penghasilan terkait pos yang akan direklasifikasi ke laba rugi		7.652.551.985	11.008.973.739	*Income tax related to item that may be reclassified to profit or loss*
		(80.528.429.222)	(22.895.367.435)	
Penghasilan komprehensif lain tahun berjalan setelah pajak		(25.808.745.119)	(28.301.285.247)	*Others comprehensive income for the year after tax*
JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN		**(244.827.675.187)**	**(546.158.105.620)**	***TOTAL COMPREHENSIVE INCOME FOR THE YEAR***
LABA TAHUN BERJALAN DIATRIBUSIKAN KE:				***PROFIT CURRENT YEAR ATTRIBUTABLE TO:***
Pemilik entitas induk		(219.019.640.435)	(517.857.706.222)	*Owner of parent entity*
Kepentingan nonpengendali		710.367	885.849	*Non controlling interest*
Jumlah		**(219.018.930.068)**	**(517.856.820.373)**	***Total***
JUMLAH LABA KOMPEHENSIF DIATRIBUSIKAN KE:				***TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO:***
Pemilik entitas induk		(244.828.218.409)	(546.159.015.103)	*Owner of parent entity*
Kepentingan non-pengendali		543.222	909.483	*Non-controlling interest*
JUMLAH		**(244.827.675.187)**	**(546.158.105.620)**	***TOTAL***

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes form an integral part of these consolidated financial statements as a whole

PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
LAPORAN PERUBAHAN EKUITAS KONSOLIDASIAN
Untuk Tahun-tahun yang Berakhir
Pada Tanggal 31 Desember 2022 dan 2021
(Dalam Rupiah Penuh)

PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY
For the Years Then Ended
December 31, 2022 and 2021
(In Full Rupiah)

	Dapat Diatribusikan kepada Pemilik entitas induk /Attributable to owner of parent entity											Kepentingan Non - pengendali/ *Non - controlling interest*	Jumlah ekuitas/ *Total equity*
	Modal ditempatkan dan disetor penuh/ *Issued and fully paid capital stock*	Tambahan modal *disetor/ Additional paid in capital*	Ekuitas lainnya - Obligasi wajib konversi/ Other *equity - Mandatory convertible bond*	Kenaikan (penurunan) penyisihan ujroh/ *Increase (decrease) in ujrah reserves*	Saldo laba/Retained earnings		Jumlah saldo laba/ *Total retained earnings*	Penghasilan komprehensif lainnya/ *Other comprehensive income*		Jumlah penghasilan komprehensif lainnya/ *Total other comprehensive income*	Jumlah/ *Total*		
					Ditentukan penggunaannya/ *Appropriated*	Belum ditentukan penggunaannya/ *Unappropriated*		Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual, bersih/ *Unrealized gain (loss) on available for sale securities, net*	Surplus revaluasi aset/ Surplus from *asset revaluation*				
	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp
Saldo per 31 Desember 2020/ Balance as of December 31, 2020	**878.358.000.000**	**269.750.937**	**861.919.817.535**	**(9.429.389.449)**	**1.018.329.912.842**	**352.100.756.484**	**1.370.430.669.326**	**58.322.191.409**	**269.734.885.767**	**328.057.077.176**	**3.429.605.925.525**	**18.026.622**	**3.429.623.952.147**
Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual - bersih/ *Unrealized gain (loss) on available for sale securities*	--	--	-	--	--	-	-	(22.895.433.143)	--	(22.895.433.143)	(22.895.433.143)	65.708	(22.895.367.435)
Laba rugi aktuarial imbalan pascakerja/ *Actuarial gain (loss) for post employment benefit*	--	--	-	--	--	(5.405.875.738)	(5.405.875.738)	--	--	-	(5.405.875.738)	(42.074)	(5.405.917.812)
Penyisihan ujroh/ *Ujroh reserve*	--	--	-	1.758.078.722	--	-	-	--	--	-	1.758.078.722	43.953	1.758.122.675
Pembayaran dividen/ *Dividend payment*	--	--	-	--	--	-	-	--	--	-	-	(89.170)	(89.170)
Obligasi Wajib Konversi/ *Mandatory Convertible Bond*	--	--	(131.845.038.489)	--	--	-	-	--	--	-	(131.845.038.489)	--	(131.845.038.489)
Rugi bersih tahun berjalan/ *Net loss for the current year*	--	--	-	--	--	(517.857.706.222)	(517.857.706.222)	--	--	-	(517.857.706.222)	885.849	(517.856.820.373)
Saldo per 31 Desember 2021/ *Balance as of December 31, 2021*	**878.358.000.000**	**269.750.937**	**730.074.779.046**	**(7.671.310.727)**	**1.018.329.912.842**	**(171.162.825.476)**	**847.167.087.366**	**35.426.758.266**	**269.734.885.767**	**305.161.644.033**	**2.753.359.950.655**	**18.890.888**	**2.753.378.841.543**
Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual - bersih/ *Unrealized gain (loss) on available for sale securities*	--	--	-	--	--	-	-	(80.528.177.419)	38.959.312.807	(41.568.864.612)	(41.568.864.612)	(251.801)	(41.569.116.413)
Laba rugi aktuarial imbalan pascakerja/ *Actuarial gain (loss) for post employment benefit*	--	--	-	--	--	15.760.286.638	15.760.286.638	--	--	-	15.760.286.638	84.658	15.760.371.296
Penyisihan ujroh/ *Ujroh reserve*	--	--	-	1.732.537.808	--	-	-	--	--	-	1.732.537.808	43.315	1.732.581.123
Pembayaran dividen/ *Dividend payment*	--	--	-	--	--	-	-	--	--	-	-	(55.025)	(55.025)
Obligasi Wajib Konversi/ *Mandatory Convertible Bond*	--	--	54.759.313.476	--	--	-	-	--	--	-	54.759.313.476	--	54.759.313.476
Rugi bersih tahun berjalan/ *Net loss for the current year*	--	--	-	--	--	(219.019.640.435)	(219.019.640.435)	--	--	-	(219.019.640.435)	710.367	(219.018.930.068)
Saldo per 31 Desember 2022/ *Balance as of December 31, 2022*	**878.358.000.000**	**269.750.937**	**784.834.092.522**	**(5.938.772.919)**	**1.018.329.912.842**	**(374.422.179.273)**	**643.907.733.569**	**(45.101.419.153)**	**308.694.198.574**	**263.592.779.421**	**2.565.023.583.530**	**19.422.402**	**2.565.043.005.932**

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes form an integral part of these consolidated financial statements as a whole

	Catatan/ *Notes*	2022 Rp	2021 Rp	
ARUS KAS DARI AKTIVITAS OPERASI				***CASH FLOWS FROM OPERATING ACTIVITIES***
Penerimaan premi reasuransi dan asuransi		5.783.012.620.986	5.075.761.898.803	*Receipt of reinsurance and insurance premiums*
Penerimaan klaim retrosesi dan reasuransi		1.100.794.519.724	533.157.475.573	*Acceptance of retrocession and reinsurance claims*
Pembayaran premi retrosesi dan reasuransi		(1.991.870.993.470)	(1.419.701.857.563)	*Retrocession and reinsurance premium payments*
Pembayaran klaim reasuransi dan asuransi		(4.654.330.253.309)	(3.858.347.203.690)	*Payment of reinsurance and insurance claims*
Pembayaran beban usaha		(287.498.884.785)	(212.872.215.836)	*Payment for operating expenses*
Pembayaran pajak		(131.549.789.757)	(5.683.484.344)	*Payment for tax*
(Pembayaran) penerimaan lain-lain		3.524.828.006	5.848.014.731	*Others (payment) receipt*
Kas neto yang (digunakan untuk) diperoleh dari aktivitas operasi		**(177.917.952.605)**	**118.162.627.674**	***Net cash flows (used in) provided by operating activities***
ARUS KAS DARI AKTIVITAS INVESTASI				***CASH FLOWS FROM INVESTING ACTIVITIES***
Penerimaan hasil investasi		267.307.906.511	310.373.889.163	*Receipt from investment*
Penempatan investasi		(21.563.784.157.969)	(24.447.455.907.685)	*Placement of investment*
Pencairan investasi		21.448.347.602.981	24.148.935.989.368	*Redeem of invesment*
Pembelian aset tetap	44	(4.688.757.532)	(8.638.760.203)	*Purchase of fixed assets*
(Penerimaan pembayaran) pembelian aset non keuangan lain		(821.768.416)	(2.512.075.807)	*(Received payment) purchase of other non financial assets*
Investasi lainnya		6.426.462.935	1.200.455.945	*Other investment*
Kas neto yang diperoleh dari (digunakan untuk) aktivitas investasi		**152.787.288.510**	**1.903.590.781**	***Net cash flows provided by (used in) investing activities***
ARUS KAS DARI AKTIVITAS PENDANAAN				***CASH FLOWS FROM FINANCING ACTIVITIES***
Pembayaran deviden		(55.040)	(89.170)	*Dividend payment*
Pembayaran utang bunga OWK		--	(19.125.000.000)	*MCB interest payable payment*
Pembayaran bunga OWK		(48.310.605.201)	(63.000.000.000)	*MCB interest payment*
Pembayaran bunga pinjaman rekening dana Investasi - non pokok		(6.767.052.370)	--	*Interest payment of investment fund loan - non principal*
Kas neto yang digunakan untuk aktivitas pendanaan		**(55.077.712.611)**	**(82.125.089.170)**	***Net cash flows used in financing activities***
Dampak selisih kurs		**--**	**387.712.739**	***Impact of foreign currency***
Kenaikan (penurunan) neto kas dan setara kas		**(80.208.376.706)**	**38.328.842.024**	***Net increase (decrease) in cash and cash equivalents***
Kas dan setara kas awal tahun		**147.398.913.561**	**109.070.071.537**	***Cash and cash equivalents at beginning of the year***
Kas dan setara kas akhir tahun	4	**67.190.536.855**	**147.398.913.561**	***Cash and cash equivalents at end of the year***

Catatan terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan

The accompanying notes form an integral part of these consolidated financial statements as a whole

1. Umum

1.a. Latar Belakang

PT Reasuransi Indonesia Utama (Persero) d/h PT ASEI Reasuransi Indonesia (Persero) (selanjutnya disebut sebagai "Perusahaan") didirikan berdasarkan Akta Notaris No.173 pada tanggal 30 November 1985 oleh Notaris Achmad Bajumi, S.H., pengganti dari notaris Imas Fatimah, S.H. Akta pendirian ini telah disahkan oleh Menteri Kehakiman Republik Indonesia dengan Surat Keputusan No. C2-2649-HT0101 TH 86 tanggal 10 April 1986 dan diumumkan dalam Berita Negara Republik Indonesia No. 3 tanggal 9 Januari 1987. Akta pendirian telah disesuaikan dengan UUPT No. 40 Tahun 2007 sesuai dengan Akta No. 02 tanggal 10 November 2008, notaris Relawati, S.H., notaris di Jakarta, dan disetujui oleh Menteri Hukum dan HAM RI No. AHU-100594.AH.01.02. Tahun 2008 tanggal 30 Desember 2008, dan telah diumumkan dalam Berita Negara RI No. 14 Tambahan No. 5014 tanggal 17 Februari 2009.

Perubahan nama Perusahaan dari PT ASEI Reasuransi Indonesia (Persero) menjadi PT Reasuransi Indonesia Utama (Persero) berdasarkan pada Akta Notaris No.36 tanggal 22 Desember 2014 oleh Notaris Sastriany Josoprawiro, dan berlaku efektif sejak tanggal 23 Januari 2015 sesuai dengan Keputusan Dewan Komisioner Otoritas Jasa Keuangan No. KEP-78/NB.1/2015.

Anggaran Dasar Perusahaan telah mengalami beberapa kali perubahan, dimana perubahan akta terakhir sebagaimana termuat dalam Akta Nomor 03 Tanggal 14 Mei 2020 yang dikeluarkan oleh Notaris Nanda Fauz Iwan, SH., M.KN dan telah mendapatkan persetujuan Kementerian Hukum dan Hak Asasi Manusia melalui surat nomor AHU-0036565.AH.01.02 tanggal 19 Mei 2020. Sesuai dengan pasal 3 Anggaran Dasar Perusahaan, maksud dan tujuan Perusahaan adalah melakukan usaha dibidang pertanggungan ulang untuk menghasilkan jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar keuntungan guna meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

1. General

1.a. The Company's Establishment

PT Reasuransi Indonesia Utama (Persero) formerly PT ASEI Reasuransi Indonesia (Persero) (subsequently referred as "the Company") was established based on Notarial Deedp No.173 dated November 30, 1985 of Achmad Bajumi, S.H. substitute of Imas Fatimah, S.H., The deed of establishment was approved by the Minister of Justice of the Republic of Indonesia in its decision letter No. C2-2649-HT0101 TH 86 dated April 10, 1986 and was published in State Gazette Republic of Indonesia No. 3 dated January 9, 1987. The deed of establishment has been adapted to the Company Law No.40 of 2007 as coverred by Deed No. 02 dated November 10, 2008 of Relawati, S.H., Notary in Jakarta, and approved by the Minister of Law and Human Rights of RI No. AHU-100594.AH.01.02. Tahun 2008 dated December 30, 2008, and was published in the State Gazette No. 14, Supplement No. 5014 dated February 17, 2009.

The change of the Company's name from PT ASEI Reasuransi Indonesia (Persero) to PT Reasuransi Indonesia Utama (Persero) was based on the Notarial Deed No. 36 dated December 22, 2014 by Notary Sastriany Josoprawiro, and effective on January 23, 2015 based on Decision of Board Commissioner on Financial Authority No. KEP-78/NB.1/2015.

The Company's Articles of Association have been amended several times, where the latest deed amendment is as contained in Deed Number 03 dated May 14, 2020 issued by Notary Nanda Fauz Iwan, SH., M.KN and has received approval from the Ministry of Law and Human Rights through letter number AHU-0036565.AH.01.02 on May 19, 2020. In accordance with article 3 of the Company's Articles of Association, the purposes and objectives of the Company are to conduct business in the field of re-insurance to produce high quality and highly competitive services to obtain/pursue profits in order to increase the value of the Company by applying the principles of a Limited Liability Company.

1. Umum (Lanjutan)

1.a. Latar Belakang (Lanjutan)

Berdasarkan Anggaran Dasar Perusahaan, dijelaskan bahwa maksud dan tujuan Perusahaan adalah melakukan usaha dibidang pertanggungan ulang untuk menghasilkan jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar keuntungan guna meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

Untuk mencapai maksud dan tujuan tersebut, Perusahaan dapat melaksanakan kegiatan usaha utama sebagai berikut:

a) Menyelenggarakan usaha pertanggungan ulang untuk risiko yang dihadapi perusahaan asuransi kerugian dan perusahaan asuransi jiwa;

b) Melakukan kegiatan lain yang lazim dilakukan oleh perusahaan reasuransi dengan memperhatikan ketentuan peraturan perundang-undangan.

Selain kegiatan usaha utaman di atas, Perusahaan dapat melakukan kegiatan usaha daam rangka optimalisasi pemanfaatan sumber daya yang dimiliki Perusahaan dengan memperhatikan ketentuan Peraturan Perundang-undangan.

Perusahaan memulai kegiatan operasionalnya pada tahun 1985.

Perusahaan berdomisili di Jakarta dengan kantor pusatnya berkedudukan di Jl. Salemba Raya Nomor 30 Jakarta Pusat 10430 sesuai dengan Akta No. 11 tanggal 23 Juni 2016.

Susunan Dewan Komisaris dan Direksi Perusahaan per 31 Desember 2022 dan 2021 adalah sebagai berikut:

1. General (Continued)

1.a. The Company's Establishment (Continued)

Based on the Company's Articles of Association, it is explained that the purpose and objectives of the Company are to conduct business in the field of re-insurance to produce high-quality and highly competitive services to gain/pursue profits in order to increase the value of the Company by applying the principles of a Limited Liability Company.

To achieve its goals and objectives, the Company may carry out the main business activities as follows:

a) Conducting reinsurance bussiness for risks faced by general insurance companies and life insurance companies;

b) Conducting other activities commonly conducted by reinsurance companies to the extent they are permitted by the prevailing rules and regulations.

In addition to the main business activities above, the Company can carry out business activities in order to optimize the utilization of the Company's resources by taking into account the provisions of the Laws and Regulations.

The Company started its commercial activities in 1985.

The Company is domiciled in Jakarta with its located at Jl. Salemba Raya No. 30 Central Jakarta 10430 agreed with Deed No. 11 dated June 23, 2016.

Composition of the Company's Boards of Commissioners and Directors as of December 31, 2022 and 2021 are as follows:

	2022	2021	
Dewan komisaris			***Boards of commissioners***
Komisaris utama / Komisaris Independen	Julian Noor	Julian Noor	*President commissioner/ Independent commissioner*
Komisaris Independen	Reza Yamora Siregar	Muhammad Tonas	*Independent commissioner*
Komisaris Independen	Arya Gumilar*)	--	*Commissioner*
Komisaris	Dadang Iskandar	Dadang Iskandar	*Commissioner*
Komisaris	Dwi Pudji Astuti Handayani	Dwi Pudji Astuti Handayani	*Commissioner*

*) Dalam proses Fit and Proper Test OJK / *In the process of OJK Fit and Proper Test*

1. Umum (Lanjutan)

1.b. Dewan Komisaris, Direksi dan Komite Audit

Susunan Dewan Komisaris dan Direksi Perusahaan per 31 Desember 2022 dan 2021 adalah sebagai berikut (Lanjutan):

1. General (Continued)

1.b. Boards of Commissioners, Directors and Audit Committee

Composition of the Company's Boards of Commissioners and Directors as of December 31, 2022 and 2021 are as follows (Continued):

	2022	2021	
Direksi			***Directors***
Direktur utama	Benedictus M. Waworuntu	Benedictus M. Waworuntu	*President director*
Direktur	Beatrix Santi Anugrah	Putri Eka Sukmawati	*Director*
Direktur	Delil Khairat	Erickson Mangunsong	*Director*
Direktur	Maria Elvida Rita Dewi	Maria Elvida Rita Dewi	*Director*
Direktur	Robbi Yanuar Walid	Robbi Yanuar Walid	*Director*

Susunan anggota Dewan Komisaris dan Direksi Perusahaan telah sesuai dengan Keputusan Pemegang Saham sebagaimana tertuang dalam Akta Notaris Ashoya Ratam, SH, M.Kn Nomor 37 tanggal 21 Maret 2022.

The composition of the members of the Company's Board of Commissioners and Board of Directors is in accordance with the Shareholders' Decision as stated in the Deed of Notary Ashoya Ratam, SH, M.Kn Number 37 dated March 21, 2022.

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 61 Tanggal 23 November 2022, yang dibuat dihadapan Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan memberhentikan dengan hormat Muhammad Tonas dan mengangkat Reza Yamora Siregar sebagai Komisaris Independen.

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 61 dated 23 November 2022, which was made before Notary Ashoya Ratam, SH, M.Kn., it was decided to honorably dismiss Muhammad Tonas and appoint Reza Yamora Siregar as Independent Commissioner.

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 31 Tanggal 17 Oktober 2022, yang dibuat dihadapat Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan mengangkat Arya Gumilar sebagai Komisaris Independen.

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 31 dated 17 October 2022, which was made before Notary Ashoya Ratam, SH, M.Kn., it was decided to appoint Arya Gumilar as Independent Commissioner.

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 71 Tanggal 26 September 2022, yang dibuat dihadapat Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan memberhentikan dengan hormat Erickson Mangunsong dan mengangkat Delil Khairat sebagai Direktur Teknik Operasi.

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 71 dated 26 September 2022, which was made before Notary Ashoya Ratam, SH, M.Kn., it was decided to honorably dismiss Erickson Mangunsong and appoint Delil Khairat as Director of Operations Engineering.

1. Umum (Lanjutan)

1.b. Dewan Komisaris, Direksi dan Komite Audit (Lanjutan)

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 64 Tanggal 25 Agustus 2022, yang dibuat dihadapat Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan memberhentikan dengan hormat Putri Eka Sukmawati dan mengangkat Beatrix Santi Anugrah sebagai Direktur Pengembangan dan Teknologi Informasi.

Susunan Komite per 31 Desember 2022 dan 2021 adalah sebagai berikut:

1. General (Continued)

1.b. Boards of Commissioners, Directors and Audit Committee (Continued)

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 64 dated 25 August 2022, which was made before Notary Ashoya Ratam, SH, M.Kn., it was decided to honorably dismiss Putri Eka Sukmawati and appoint Beatrix Santi Anugrah as Director of Development and Information Technology.

The composition of the Committee as of December 31, 2022 and 2021 is as follows:

	2022	2021	
Komite audit			***Audit committee***
Ketua	Julian Noor	Julian Noor	*Chairman*
Anggota	--	Muhammad Tonas	*Member*
Anggota	Dwi Pudjiastuti H	Dwi Pudjiastuti H	*Member*
Anggota	Djoko Sumarsono	Djoko Sumarsono	*Member*
Anggota	Fanita Meilisa	Fanita Meilisa	*Member*
Komite pemantau risiko			***Risk monitoring committee***
Ketua	Julian Noor	Julian Noor	*Chairman*
Anggota	Reza Yamora Siregar	Muhammad Tonas	*Member*
Anggota	Dadang Iskandar	Dadang Iskandar	*Member*
Anggota	Meryati Bandjarnahor	Ludovicus Sensi Wondabio	*Member*
Komite tata kelola terintegrasi			***Integrated governance committee***
Ketua	Julian Noor	Julian Noor	*Chairman*
Anggota	--	Untung Hadi Santosa	*Member*
Anggota	--	Setiawan	*Member*
Anggota	Jaenal Effendi	Jaenal Effendi	*Member*
Anggota	Djoko Sumarsono	Djoko Sumarsono	*Member*

Pada tanggal 31 Desember 2022 dan 2021 Grup memiliki jumlah karyawan sebagai berikut:

As at December 31, 2022 and 2021, the Group had employees as follow:

	2022	2021	
Tenaga kerja waktu tertentu	72	47	*Contract employees*
Tetap	377	379	*Permanent employees*
Jumlah karyawan	**449**	**426**	***Total employees***

1. Umum (Lanjutan)

1. General (Continued)

1.c. Struktur Entitas Anak

1.c. Subsidiaries Structure

Perusahaan memiliki saham entitas anak sebagai berikut:

The Company has ownership interest in the following subsidiaries:

Entitas anak/ *Subsidiaries*	Domisili/ *Domicile*	Domisili utama/ *Main domicile*	Jenis usaha/ *Business type*	Tahun operasi komersial/ *Start of commercial operation*	Persentase kepemilikan langsung/ *Direct ownership percentage* 2022 %	2021 %
Entitas anak yang dikonsolidasi secara langsung/ *Directly consolidated subsidiaries*						
PT Asuransi ASEI Indonesia	Jakarta	Jakarta	Asuransi/ *Insurance*	2014	99,9980	99,9980
PT Reasuransi Syariah Indonesia	Jakarta	Jakarta	Reasuransi syariah/ *Sharia reinsurance*	2016	99,9975	99,9975

Laporan keuangan konsolidasian terdiri dari laporan keuangan Perusahaan dan entitas anak (secara kolektif disebut sebagai “Grup”).

The accompanying consolidated financial statements comprise the financial statements of the Company and its subsidiaries (collectively referred to as “Group”).

PT Asuransi ASEI Indonesia (AAI)
Pada tanggal 9 Oktober 2014 Perusahaan membentuk entitas anak yakni PT Asuransi ASEI Indonesia (AAI), sebagaimana tertuang dalam Akta No. 8 oleh notaris Marthin Aliunir, S.H., yang disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-29156.40.10.2014. AAI berdomisili di Jakarta dan merupakan perusahaan asuransi. Modal dasar AAI adalah sebesar Rp800.000.000.000, yang terbagi dalam 800.000 lembar saham dengan nilai nominal Rp1.000.000 per saham. Modal disetor Perusahaan pada AAI dan persentase kepemilikannya adalah sebagai berikut:

PT Asuransi ASEI Indonesia (AAI)
On October 9, 2014 the Company established a subsidiary company namely PT Asuransi ASEI Indonesia (AAI), as coverred by Notarial Deed No. 8 of Marthin Aliunir, S.H., and was approved by the Minister of Law and Human Rights of the Republic of Indonesia in its decision letter No. AHU-29156.40.10.2014. AAI is domiciled in Jakarta and engaged in insurance company. The authorized share capital of AAI are amounted of Rp800,000,000,000 consisting of 800,000 shares with par value of Rp1,000,000 per share. The Company's paid-up share to AAI and its ownership percentage are as follows:

	Jumlah/*Amount* (Rp)	%	
Setoran awal saat pendirian	100.000.000.000	99.9980	*Initial paid up capital on the date of establishment*
Tambahan setoran modal saat *spin off* (18 Desember 2014)	450.000.000.000	99,9980	*Additional paid up capital at spin off date (December 18, 2014)*
Jumlah	**550.000.000.000**	**99.9980**	***Total***

1. Umum (Lanjutan)

1. General (Continued)

1.c. Struktur Entitas Anak (Lanjutan)

1.c. Subsidiaries Structure (Continued)

Angka laporan keuangan AAI per 31 Desember 2022 dan 2021 adalah sebagai berikut:

Figure of statement of financial position AAI as of December 31, 2022 and 2021 are as follow:

	2022 Rp	2021 Rp	Persentase dari konsolidasian/ *Percentage from consolidation* 2022 %	2021 %	
Jumlah aset	1.806.935.158.886	1.696.009.882.944	15,87	15,25	*Total assets*
Jumlah liabilitas	1.315.020.713.818	1.219.624.155.934	14,91	14,57	*Total liabilities*
Jumlah ekuitas	491.914.445.068	476.385.727.010	19,18	17,30	*Total equity*
Pendapatan underwriting - bersih	99.134.731.412	102.033.728.885	79,99	29,75	*Underwriting income - net*
Laba tahun berjalan	13.583.332.925	16.779.893.824	-6,20	3,24	*Profit current period*
Jumlah laba komprehensif	15.528.718.058	18.813.835.860	-6,34	3,44	*Total comprehensive income*

PT Reasuransi Syariah Indonesia (RSI)
Investasi pada entitas anak RSI merupakan investasi yang diambil alih dari PT Reasuransi Internasional Indonesia pada saat penggabungan usaha, sesuai dengan Akta Merger No.11 oleh notaris Nanda Fauz Iwan S.H, M.Kn., tanggal 23 Juni 2016. RSI berdomisili di Jakarta Pusat dan merupakan perusahaan yang bergerak dalam kegiatan reasuransi syariah.

PT Reasuransi Syariah Indonesia (RSI)
Investment in subsidiary of RSI represents investment which acquired from PT Reasuransi Internasional Indonesia at the merger date, as coverred by Merger Deed No. 11 of Nanda Fauz Iwan, S.H, M.Kn., dated June 23, 2016. RSI is domiciled in Central Jakarta and engaged in sharia reinsurance activities.

Pada tanggal 15 Juni 2016, RSI menerima pengalihan Portofolio Bisnis Syariah per 31 Mei 2016, dari Divisi Syariah PT Reasuransi Internasional Indonesia ke RSI, sebagaimana tercatat dalam Perjanjian Pengalihan Portofolio Bisnis Syariah kedua belah pihak No.00173/HK.04/00/ ReINDO/05/2016 dan No.00007/HK.04/00/ RSI/05/2016 tanggal 23 Mei 2016. Pengalihan Portofolio Bisnis Syariah ini telah mendapat persetujuan dari OJK melalui surat No. S-275/NB.2/2016.

On June 15, 2016, RSI received Sharia Business Portfolio transfer as of May 31, 2016, from Syariah Division of PT Reasuransi Internasional Indonesia to RSI, as stated on Sharia Business Portfolio Transfer Agreement, No.00173/HK.04/00/ReINDO/05/2016 and No.00007/HK.04/00/RSI/05/2016 dated May 23, 2016. The transfer of Sharia Business Portfolio has received approval from OJK through letter No. S-275/NB.2/2016.

Angka laporan keuangan RSI per 31 Desember 2022 dan 2021 (dana pengelola) adalah sebagai berikut:

Figure of statement of financial RSI as of December 31, 2022 and 2021 (the operator fund) are as follows:

	2022 Rp	2021 Rp	Persentase dari konsolidasian/ *Percentage from consolidation* 2022 %	2021 %	
Jumlah aset	424.287.917.768	424.135.919.783	3,73	3,81	*Total assets*
Jumlah liabilitas	40.923.394.368	49.608.876.595	0,46	0,59	*Total liabilities*
Jumlah ekuitas	424.287.917.769	374.527.043.275	16,54	13,60	*Total equity*
Pendapatan underwriting - bersih	51.045.990.396	55.310.933.051	41,19	16,13	*Underwriting income - net*
Laba tahun berjalan	17.548.014.204	22.010.051.059	-8,01	4,25	*Profit current period*
Jumlah laba komprehensif	9.305.904.084	21.626.850.479	-3,80	3,96	*Total comprehensive income*

2. Kebijakan Akuntansi Signifikan

2.a. Kepatuhan Terhadap Standar Akuntansi Keuangan (SAK)

Laporan keuangan konsolidasian telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia yang meliputi Pernyataan Standar Akuntansi Keuangan (PSAK) dan Interpretasi Standar Akuntansi Keuangan (ISAK) yang diterbitkan oleh Dewan Standar Akuntansi Keuangan - Ikatan Akuntan Indonesia (DSAK - IAI), dan Standar Akuntansi Keuangan yang dikeluarkan oleh Dewan Standar Akuntansi Syariah - Ikatan Akuntansi Indonesia (DSAS - IAI).

2.b. Dasar Pengukuran dan Penyusunan Laporan Keuangan Konsolidasian

Laporan keuangan konsolidasian disusun dan disajikan berdasarkan asumsi kelangsungan usaha serta atas dasar akrual, kecuali laporan arus kas konsolidasian. Dasar pengukuran dalam penyusunan konsolidasian ini adalah konsep biaya perolehan, kecuali beberapa akun tertentu yang didasarkan pengukuran lain sebagaimana dijelaskan dalam kebijakan akuntansi masing-masing akun tersebut. Biaya perolehan umumnya didasarkan pada nilai wajar imbalan yang diserahkan dalam pemerolehan aset.

Laporan arus kas disajikan dengan metode langsung (*direct method*) dengan mengelompokkan arus kas dalam aktivitas operasi, investasi dan pendanaan.

Mata uang penyajian yang digunakan dalam penyusunan laporan keuangan konsolidasian ini adalah Rupiah yang merupakan mata uang fungsional Grup.

2.c. Prinsip-prinsip Konsolidasi

Laporan keuangan konsolidasian mencakup laporan keuangan Perusahaan dan entitas-entitas anak seperti disebutkan pada Catatan 1.c.

2. Significant Accounting Policies

2.a. Compliance of Financial Accounting Standards (SAK)

The consolidated financial statements were prepared and presented in accordance with Indonesian Financial Accounting Standards which include the Statement of Financial Accounting Standards (PSAK) and Interpretation of Financial Accounting Standards (ISAK) issued by the Financial Accounting Standard Board - Indonesian Institute of Accountant (DSAK - IAI), and Standards Financial Accounting Issued by Sharia Standard Board - Indonesian Accounting Association (DSAS - IAI).

2.b. Basis of Measurement and Preparation of Consolidated Financial Statements

The consolidated financial statements have been prepared and presented based on going concern assumption and accrual basis of accounting, except for the statements of cash flows. Basis of measurement in preparation of these consolidated financial statements is the historical costs concept, except for certain accounts which have been prepared on the basis of other measurements as described in their respective policies. Historical cost is generally based on the fair value of the consideration given in exchange for assets.

The statements of cash flows are prepared using the direct method by classifying cash flows into operating, investing and financing activities.

The presentation currency used in the preparation of the consolidated financial statements is Indonesian Rupiah which is the functional currency of the Group.

2.c. Consolidation principles

The consolidated financial statements incorporate the financial statements of the Company and subsidiaries as described in Note 1.c.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.c. Prinsip-prinsip Konsolidasi (Lanjutan)

Entitas anak adalah entitas yang dikendalikan oleh Grup, yakni Grup terekspos, atau memiliki hak, atas imbal hasil variabel dari keterlibatannya dengan entit as dan memiliki kemampuan untuk mempengaruhi imbal hasil tersebut melalui kemampuan kini untuk mengarahkan aktivitas relevan dari entitas (kekuasaan atas *investee*).

Keberadaan dan dampak dari hak suara potensial dimana Grup memiliki kemampuan praktis untuk melaksanakan (yakni hak substantif) dipertimbangkan saat menilai apakah Grup mengendalikan entitas lain.

Laporan keuangan konsolidasian Grup mencakup hasil usaha, arus kas, aset dan liabilitas dari Perusahaan dan seluruh entitas anak yang secara langsung dan tidak langsung dikendalikan oleh Perusahaan. Entitas anak dikonsolidasikan sejak tanggal efektif akuisisi, yaitu tanggal dimana Grup secara efektif memperoleh pengendalian atas bisnis yang diakuisisi sampai tanggal pengendalian berakhir.

Entitas induk menyusun laporan keuangan konsolidasian dengan menggunakan kebijakan akuntansi yang sama untuk transaksi dan peristiwa lain dalam keadaan yang serupa. Seluruh transaksi, saldo, laba, beban, dan arus kas dalam intra kelompok usaha terkait dengan transaksi antar entitas dalam Grup dieliminasi secara penuh.

Grup mengatribusikan laba rugi dan setiap komponen dari penghasilan komprehensif lain kepada pemilik entitas induk dan kepentingan nonpengendali meskipun hal tersebut mengakibatkan kepentingan nonpengendali memiliki saldo defisit. Grup menyajikan kepentingan nonpengendali di ekuitas dalam laporan posisi keuangan konsolidasian, terpisah dari ekuitas pemilik entitas induk.

Perubahan dalam bagian kepemilikan entitas induk pada entitas anak yang tidak mengakibatkan hilangnya pengendalian adalah transaksi ekuitas (yaitu transaksi dengan pemilik dalam kapasitasnya sebagai pemilik).

2. Significant Accounting Policies (Continued)

2.c. Consolidation principles (Continued)

A subsidiary is an entity controlled by the Group, i.e the Group is exposed, or has rights, to variable returns from its involvement with the entity and has the ability to affect those returns through its current ability to direct the entity's relevant activities (power over the investee).

The existence and effect of substantive potential voting rights is that the Group has the practical ability to exercise (i.e substantive rights) are considered when assessing whether the Group controls another entity.

The Group's consolidated financial statements incorporate the results, cash flows, assets and liabilities of the Company and all of its directly and indirectly controlled subsidiaries. Subsidiaries are consolidated from the effective date of acquisition, which is the date on which the Group effectively obtains control of the acquired business until that control ceases.

A parent prepares the consolidated financial statements using uniform accounting policies for similar transactions and other events in similar circumstances. All intragroup transactions, balances, income, expenses and cash flows associated with intragroup transactions between entities within the group are eliminated in full.

The Group attributed the profit and loss and each component of other comprehensive income to the owners of the parent and noncontrolling interest even though this results in the noncontrolling interests having a deficit balance. The Group presents noncontrolling interest in equity in the consolidated statement of financial position, separately from the equity owners of the parent.

Changes in the parent's ownership interest in a subsidiary that do not result in loss of control are equity transactions (i.e transactions with owners in their capacity as owners).

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.c. Prinsip-prinsip Konsolidasi (Lanjutan)

Ketika proporsi ekuitas yang dimiliki oleh kepentingan nonpengendali berubah, Grup menyesuaikan jumlah tercatat kepentingan pengendali dan kepentingan nonpengendali untuk mencerminkan perubahan kepemilikan relatifnya dalam entitas anak. Selisih antara jumlah dimana kepentingan nonpengendali disesuaikan dan nilai wajar dari jumlah yang diterima atau dibayarkan diakui langsung dalam ekuitas dan didistribusikan pada pemilik dari entitas induk.

Jika Perusahaan kehilangan pengendalian, maka Perusahaan:

a) Menghentikan pengakuan aset (termasuk *goodwill*) dan liabilitas entitas anak pada jumlah tercatatnya ketika pengendalian hilang;
b) Menghentikan pengakuan jumlah tercatat setiap kepentingan nonpengendali pada entitas anak terdahulu ketika pengendalian hilang (termasuk setiap komponen penghasilan komprehensif lain yang didistribusikan pada kepentingan nonpengendali);
c) Mengakui nilai wajar pembayaran yang diterima (jika ada) dari transaksi, peristiwa, atau keadaan yang mengakibatkan hilangnya pengendalian;
d) Mengakui sisa investasi pada entitas anak terdahulu pada nilai wajarnya pada tanggal hilangnya pengendalian;
e) Mereklasifikasi ke laba rugi, atau mengalihkan secara langsung ke saldo laba jika disyaratkan oleh SAK lain, jumlah yang diakui dalam penghasilan komprehensif lain dalam kaitan dengan entitas anak; dan
f) Mengakui perbedaan apapun yang dihasilkan sebagai keuntungan atau kerugian dalam laba rugi yang diatribusikan kepada entitas induk.

2. Significant Accounting Policies (Continued)

2.c. Consolidation principles (Continued)

When the proportion of equity held by noncontrolling interest change, the Group adjusted the carrying amounts of the controlling interest and noncontrolling interest to reflect the changes in their relative interest in the subsidiaries. Any difference between the amount by which the noncontrolling interests are adjusted and the fair value of the consideration paid or received is recognized directly in equity and attributed to the owners of the parent.

If the Company losses control, the Company:

a) Derecognizes the assets (including goodwill) and liabilities of the subsidiary at their carrying amounts at the date when control is lost;
b) Derecognizes the carrying amount of any noncontrolling interests in the former subsidiary at the date when control is lost (including any components of other comprehensive income attributable to them);
c) Recognizes the fair value of the consideration received (if any) from the transaction, event or circumstances that resulted in the loss of control;
d) Recognizes any investment retained in the former subsidiary at fair value at the date when control is lost;
e) Reclassifies to profit or loss, or transfer directly to retained earnings if required by other SAKs, the amount recognized in other comprehensive income in relation to the subsidiary; and
f) Recognizes any resulting difference as a gain or loss attributable to the parent.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.d. Pernyataan dan Interpretasi Standar Akuntansi Baru dan Revisi yang Berlaku Efektif pada Tahun Berjalan

Dewan Standar Akuntansi Keuangan Ikatan Akuntan Indonesia (DSAK-IAI) telah menerbitkan standar baru, amandemen dan interpretasi berikut, yang berlaku efektif untuk tahun buku yang dimulai pada 1 Januari 2022 sebagai berikut:

- Amendemen PSAK 22: “Kombinasi bisnis tentang referensi ke kerangka konseptual”;
- Amendemen PSAK 57: “Provisi, liabilitas kontinjensi dan aset kontinjensi tentang kontrak memberatkan - Biaya memenuhi kontrak”;
- Penyesuaian tahunan PSAK 71: “Instrumen keuangan”;
- Penyesuaian tahunan PSAK 73: “Sewa”; dan
- Siaran Pers PSAK 24 "Imbalan Kerja".

Penerapan dari amandemen dan interpretasi diatas tidak menimbulkan perubahan substansial atas kebijakan akuntansi Perusahaan dan tidak memiliki dampak signifikan terhadap Laporan Keuangan pada tahun berjalan atau tahun sebelumnya kecuali PSAK 24 "Imbalan Kerja".

Siaran Pers PSAK 24 "Imbalan Kerja"

Pada bulan April 2022, Dewan Standar Akuntansi Keuangan Ikatan Akuntan Indonesia menerbitkan materi penjelasan melalui siaran pers atas persyaratan pengatribusian imbalan pada periode jasa sesuai PSAK No. 24, ”Imbalan Kerja” yang diadopsi dari IAS 19, *”Employee Benefits”.*

Materi penjelasan tersebut menyampaikan informasi bahwa pola fakta umum dari program pensiun berbasis undang-undang ketenagakerjaan yang berlaku di Indonesia saat ini memiliki pola fakta serupa dengan yang ditanggapi dan disimpulkan dalam *IFRS Intepretation Committee* Agenda *Decision Attributing Benefit to Periods of Service (IAS 19)*. Dengan menerapkan materi penjelasan tersebut maka Perusahaan perlu mengubah kebijakan akuntansi menyangkut atribusi imbalan kerja pada periode jasa dari yang diterapkan saat ini.

2. Significant Accounting Policies (Continued)

2.d. New and Revised Statements and Interpretation of Financial Accounting Standards Effective in the Current Year

The Financial Accounting Standards Board of the Indonesian Institute of Accountants (DSAK-IAI) has issued the following new standards, amendments and interpretations, which are effective for the financial year starting on January 1, 2022 as follows:

- Amendment of SFAS 22: “Business combination for reference to conceptual framework”;
- *Amendment of SFAS 57: “Provision, contingent liabilities, and contingent assets related to onerous contracts –Cost of fulfilling the contract”;*
- *Amendment of SFAS 71: “Financial instrument”;*
- *Annual improvement of SFAS 73: “Lease”; and*
- *SFAS of 24 Press Release "Employee Benefits"*

The adoption of the amendments and interpretations above did not result in a substantial change in the Bank's accounting policies and had no significant impact on the current or previous financial statements except for PSAK 24 "Employee Benefits".

PSAK 24 Press Release "Employee Benefits"

In April 2022, the Financial Accounting Standards Board of the Indonesian Institute of Accountants issued explanatory material via a press release regarding the requirements for attributing benefits over the period of service in accordance with PSAK No. 24, "Employee Benefits" adopted from IAS 19, "Employee Benefits".

Convey information that the general fact pattern of the pension program based on the current labor law in force in Indonesia has a fact pattern similar to that which was responded to and concluded in the IFRS Interpretation Committee Agenda Decision Attributing Benefit to Periods of Service (IAS 19). The Company need to change their accounting policies regarding the attribution of employee benefits to employees service period from that currently applied..

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan

Pengakuan dan Pengukuran Awal
Grup mengakui aset keuangan atau liabilitas keuangan dalam laporan posisi keuangan, jika dan hanya jika, Grup menjadi salah satu pihak dalam ketentuan pada kontrak instrumen tersebut. Pada saat pengakuan awal aset keuangan atau liabilitas keuangan, Grup mengukur pada nilai wajarnya.

Dalam hal aset keuangan atau liabilitas keuangan tidak diukur pada nilai wajar melalui laba rugi, nilai wajar tersebut ditambah atau dikurang dengan biaya transaksi yang dapat didistribusikan secara langsung dengan perolehan atau penerbitan aset keuangan atau liabilitas keuangan tersebut. Biaya transaksi yang dikeluarkan sehubungan dengan perolehan aset keuangan dan penerbitan liabilitas keuangan yang diklasifikasikan pada nilai wajar melalui laba rugi dibebankan segera.

Pengukuran Selanjutnya Aset Keuangan

Pengukuran selanjutnya aset keuangan tergantung pada klasifikasinya pada saat pengakuan awal. Grup mengklasifikasikan aset keuangan dalam salah satu dari empat kategori berikut:

(i) Aset Keuangan yang Diukur pada Nilai Wajar Melalui Laba Rugi (FVTPL)

Aset keuangan yang diukur pada FVTPL adalah aset keuangan yang dimiliki untuk diperdagangkan atau yang pada saat pengakuan awal telah ditetapkan untuk diukur pada nilai wajar melalui laba rugi.

Aset keuangan diklasifikasikan dalam kelompok diperdagangkan jika diperoleh atau dimiliki terutama untuk tujuan dijual atau dibeli kembali dalam waktu dekat, atau bagian dari portofolio instrumen keuangan tertentu yang dikelola bersama dan terdapat bukti mengenai pola ambil untung dalam jangka pendek aktual saat ini, atau merupakan derivatif, kecuali derivatif yang ditetapkan dan efektif sebagai instrumen lindung nilai.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments

Initial Recognition and Measurement
The Group recognizes a financial asset or a financial liability in the statement of financial position when, and only when, it becomes a party to the contractual provisions of the instrument. At initial recognition, the Group measures all financial assets and financial liabilites at its fair value.

In the case of a financial asset or financial liability not at fair value through profit or loss, fair value plus or minus with the transaction costs that are directly attributtable to the acquisition or issue of the financial asset or financial liability. Transaction costs incurred on acquisition of a financial asset and issue of a financial liability classified at fair value through profit or loss are expensed immediately

Subsequent Measurement of Financial Assets

Subsequent measurement of financial assets depends on their classification on initial recognition. The Group classifies financial assets in one of the following four categories:

(i) Financial Assets at Fair Value Through Profit or Loss (FVTPL)

Financial assets at FVTPL are financial assets held for trading or upon initial recognition it is designated as at fair value through profit or loss.

Financial asset is classified as held for trading if it is acquired or incurred principally for the purpose of selling and repurchasing it in the near term, or it is a part of a portfolio of identified financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit taking, or it is a derivative, except for a derivative that is a designated and effective hedging instrument.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Pengukuran Selanjutnya Aset Keuangan (Lanjutan)

(i) Aset Keuangan yang Diukur pada Nilai Wajar Melalui Laba Rugi (FVTPL) (Lanjutan)

Setelah pengakuan awal, aset keuangan yang diukur pada FVTPL diukur pada nilai wajarnya. Keuntungan atau kerugian yang timbul dari perubahan nilai wajar aset keuangan diakui dalam laba rugi.

Efek ekuitas dan reksadana milik Grup termasuk dalam kategori ini.

(ii) Pinjaman yang Diberikan dan Piutang

Pinjaman yang diberikan dan piutang adalah aset keuangan non derivatif dengan pembayaran tetap atau telah ditentukan dan tidak mempunyai kuotasi di pasar aktif, kecuali:

(a) Pinjaman yang diberikan dan piutang yang dimaksudkan untuk dijual dalam waktu dekat dan yang pada saat pengakuan awal ditetapkan sebagai aset keuangan yang diukur pada nilai wajar melalui laba rugi;
(b) Pinjaman yang diberikan dan piutang yang pada saat pengakuan awal ditetapkan sebagai tersedia untuk dijual; atau
(c) Pinjaman yang diberikan dan piutang dalam hal pemilik mungkin tidak akan memperoleh kembali investasi awal secara substansial kecuali yang disebabkan oleh penurunan kualitas pinjaman.

Setelah pengakuan awal, pinjaman yang diberikan dan piutang diukur pada biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif.

Kas dan setara kas, piutang reasuransi, piutang retrosesi, deposito berjangka, deposito jaminan dan aset lain-lain berupa piutang bunga, piutang karyawan dan piutang lain-lain termasuk dalam kategori ini.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Subsequent Measurement of Financial Assets (Continued)

(i) Financial Assets at Fair Value Through Profit or Loss (FVTPL) (Continued)

After initial recognition, financial assets at FVTPL are measured at its fair value. Gains or losses arising from a change in the fair value of financial assets are recognized in profit or loss.

The Group's securities and mutual funds are included in this category.

(ii) Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market, other than:

(a) Those that intends to sell immediately or in the near term and upon initial recognition designated as at fair value through profit or loss;

(b) Those that upon initial recognition designated as available for sale; or

(c) Those for which the holder may not recover substantially all of its initial investment, other than because of credit deterioration.

After initial recognition, loans and receivables are measured at amortized cost using the effective interest method.

Cash and cash equivalents, reinsurance receivables, retrocessions, time deposits, compulsory time deposits and other assets which consist of interest receivable, loan to employee and other receivables are included in this category.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Pengukuran Selanjutnya Aset Keuangan (Lanjutan)

(iii) Investasi Dimiliki Hingga Jatuh Tempo (HTM)

Investasi HTM adalah aset keuangan nonderivatif dengan pembayaran tetap atau telah ditentukan dan jatuh temponya telah ditetapkan, serta Grup mempunyai intensi positif dan kemampuan untuk memiliki aset keuangan tersebut hingga jatuh tempo.

Setelah pengakuan awal, investasi dimiliki hingga jatuh tempo diukur pada biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif. Grup tidak memiliki investasi yang dimiliki hingga jatuh tempo.

(iv) Aset Keuangan Tersedia Untuk Dijual (AFS)

Aset keuangan AFS adalah aset keuangan nonderivatif yang ditetapkan sebagai tersedia untuk dijual atau yang tidak diklasifikasikan sebagai (a) pinjaman yang diberikan dan piutang, (b) investasi yang diklasifikasikan dalam kelompok dimiliki hingga jatuh tempo, atau (c) aset keuangan yang diukur pada nilai wajar melalui laba rugi.

Setelah pengakuan awal, aset keuangan AFS diukur pada nilai wajarnya. Keuntungan atau kerugian yang timbul dari perubahan nilai wajar diakui dalam penghasilan komprehensif lain, kecuali untuk kerugian penurunan nilai dan keuntungan atau kerugian akibat perubahan kurs, sampai aset keuangan tersebut dihentikan pengakuannya. Pada saat itu, keuntungan atau kerugian kumulatif yang sebelumnya diakui dalam penghasilan komprehensif lain direklasifikasi dari ekuitas ke laba rugi sebagai penyesuaian reklasifikasi.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Subsequent Measurement of Financial Assets (Continued)

(iii) Held-to-Maturity (HTM) Invetsments

HTM investments are non-derivative financial assets with fixed or determinable payments and fixed maturity that the Group has the positive intention and ability to hold to maturity.

After initial recognition, HTM investments are measured at amortized cost using the effective interest method. The Group has no held-to-maturity investments.

(iv) Available-for-Sale (AFS) Financial Assets

AFS financial assets are non-derivative financial assets that are designated as available for sale on initial recognition or are not classified as (a) loans and receivables, (b) held-to-maturity investments, or (c) financial assets at fair value through profit or loss.

After initial recognition, AFS financial assets are measured at its fair value. Gains or losses arising from a change in the fair value is recognized on other comprehensive income, except for impairment losses and foreign exchange gains and losses, until the financial assets were are derecognized. At that time, the cumulative gains or losses previously recognized in other comprehensive income shall be reclassified from equity to profit or loss as a reclassification adjustment.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Pengukuran Selanjutnya Aset Keuangan (Lanjutan)

(iv) Aset Keuangan Tersedia Untuk Dijual (AFS) (Lanjutan)

Investasi dalam instrumen ekuitas yang tidak memiliki harga kuotasian di pasar aktif dan nilai wajarnya tidak dapat diukur secara andal diukur pada biaya perolehan.

Efek utang dan penyertaan langsung dalam bentuk saham milik Grup termasuk dalam kategori ini.

Pengukuran Selanjutnya Liabilitas Keuangan

Pengukuran selanjutnya liabilitas keuangan tergantung pada klasifikasinya pada saat pengakuan awal. Grup mengklasifikasikan liabilitas keuangan dalam salah satu dari kategori berikut:

(i) Liabilitas Keuangan yang Diukur pada Nilai Wajar Melalui Laba Rugi (FVTPL)

Liabilitas keuangan yang diukur pada FVTPL adalah liabilitas keuangan yang dimiliki untuk diperdagangkan atau yang pada saat pengakuan awal telah ditetapkan untuk diukur pada nilai wajar melalui laba rugi. Liabilitas keuangan diklasifikasikan dalam kelompok diperdagangkan jika diperoleh atau dimiliki terutama untuk tujuan dijual atau dibeli kembali dalam waktu dekat, atau bagian dari portofolio instrumen keuangan tertentu yang dikelola bersama dan terdapat bukti mengenai pola ambil untung dalam jangka pendek aktual saat ini, atau merupakan derivatif, kecuali derivatif yang ditetapkan dan efektif sebagai instrumen lindung nilai.

Setelah pengakuan awal, liabilitas keuangan yang diukur pada FVTPL diukur pada nilai wajarnya. Keuntungan atau kerugian yang timbul dari perubahan nilai wajar diakui dalam laba rugi.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Subsequent Measurement of Financial Assets (Continued)

(iv) Available-for-Sale (AFS) Financial Assets (Continued)

Investment in equity instruments that do not have a quoted market price in an active market and whose fair value cannot be reliably measured are measured at cost.

The Group's debt securities and investment in shares of stock are included in this category.

Subsequent Measurement of Financial Liabilities

Subsequent measurement of financial liabilities depends on their classification on initial recognition. The Group classified financial liabilities into one of the following categories:

(i) Financial Liabilities at Fair Value Through Profit or Loss (FVTPL)

Financial liabilities at FVTPL are financial liabilities held for trading or upon initial recognition it is designated as at fair value through profit or loss. Financial liabilities classified as held for trading if it is acquired or incurred principally for the purpose of selling and repurchasing it in the near term, or it is a part of a portfolio of identified financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit taking, or it is a derivative, except for a derivative that is a designated and effective hedging instrument.

After initial recognition, financial liabilities at FVTPL are measured at its fair value. Gains or losses arising from a change in the fair value are recognized in profit or loss.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Pengukuran Selanjutnya Liabilitas Keuangan (Lanjutan)

(i) Liabilitas Keuangan yang Diukur pada Nilai Wajar Melalui Laba Rugi (FVTPL) (Lanjutan)

Grup tidak memiliki liabilitas keuangan yang diukur pada nilai wajar melalui laba atau rugi.

(ii) Liabilitas Keuangan Lainnya

Liabilitas keuangan yang tidak diklasifikasikan sebagai liabilitas keuangan yang diukur pada FVTPL dikelompokan dalam kategori ini dan diukur pada biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif.

Liabilitas keuangan yang dikategorikan sebagai liabilitas keuangan yang diukur dengan biaya perolehan diamortisasi adalah utang reasuransi, utang retrosesi, utang dividen, utang lain-lain dan beban akrual.

Penghentian Pengakuan Aset dan Liabilitas Keuangan

Grup menghentikan pengakuan aset keuangan, jika dan hanya jika hak kontraktual atas arus kas yang berasal dari aset keuangan berakhir atau Grup mengalihkan hak kontraktual untuk menerima kas yang berasal dari aset keuangan atau tetap memiliki hak kontraktual untuk menerima kas tetapi juga menanggung kewajiban kontraktual untuk membayar arus kas yang diterima tersebut kepada satu atau lebih pihak penerima melalui suatu kesepakatan.

Jika Grup secara substansial mengalihkan seluruh risiko dan manfaat atas kepemilikan aset keuangan, maka Grup menghentikan pengakuan aset keuangan dan mengakui secara terpisah sebagai aset atau liabilitas untuk setiap hak dan kewajiban yang timbul atau yang masih dimiliki dalam pengalihan tersebut.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Subsequent Measurement of Financial Liabilities (Continued)

(i) Financial Liabilities at Fair Value Through Profit or Loss (FVTPL) (Continued)

The Group has no financial liabilities at fair value through profit or loss.

(ii) Other Financial Liabilities

Financial liabilities that are not classified as financial liabilities at FVTPL are grouped in this category and are measured at amortized cost using the effective interest method.

Financial liabilities categorized into financial liabilities at amortized cost are reinsurance payable, retrocession payable, dividend payable, other payables, and accrued expenses.

Derecognition of Financial Assets and Liabilities

The Group derecognize a financial asset when, and only when the contractual rights to the cash flows from the financial assets expire or the Group transfers the contractual rights to receive the cash flows of the financial asset or retains the contractual rights to receive the cash flows but assumes a contractual obligation to pay the cash flows to one or more recipients in an arrangement.

If the Group transfers substantially all the risks and rewards of ownership of the financial asset, the Group derecognize the financial assets and recognize separately as asset or liabilities any rights and obligation created or retained in the transfer.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Penghentian Pengakuan Aset dan Liabilitas Keuangan (Lanjutan)

Jika Grup secara substansial tidak mengalihkan dan tidak memiliki seluruh risiko dan manfaat atas kepemilikan aset keuangan tersebut dan masih memiliki pengendalian, maka Grup mengakui aset keuangan sebesar keterlibatan berkelanjutan dengan aset keuangan tersebut. Jika Grup secara substansial masih memiliki seluruh risiko dan manfaat atas kepemilikan aset keuangan, maka Grup tetap mengakui aset keuangan tersebut.

Grup menghentikan pengakuan liabilitas keuangan, jika dan hanya jika, liabilitas keuangan tersebut berakhir, yaitu ketika kewajiban yang ditetapkan dalam kontrak dilepaskan atau dibatalkan atau kadaluwarsa.

Penurunan Nilai Aset Keuangan

Pada setiap akhir periode pelaporan, Grup mengevaluasi apakah terdapat bukti objektif bahwa aset keuangan atau kelompok aset keuangan mengalami penurunan nilai. keuangan atau kelompok aset keuangan yang dapat diestimasi secara andal.

Aset keuangan atau kelompok aset keuangan diturunkan nilainya dan kerugian penurunan nilai telah terjadi, jika dan hanya jika, terdapat bukti objektif mengenai penurunan nilai tersebut sebagai akibat dari satu atau lebih peristiwa yang terjadi setelah pengakuan awal aset tersebut (peristiwa yang merugikan), dan peristiwa yang merugikan tersebut berdampak pada estimasi arus kas masa depan dari aset keuangan.

Berikut adalah bukti objektif bahwa aset keuangan atau kelompok aset keuangan mengalami penurunan nilai:
(a) Kesulitan keuangan signifikan yang dialami penerbit atau pihak peminjam;
(b) Pelanggaran kontrak, seperti terjadinya gagal bayar atau tunggakan pembayaran pokok atau bunga;

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Derecognition of Financial Assets and Liabilities (Continued)

If the Group neither transfers nor retains substantially all the risks and rewards of ownership of the financial asset and has retained control, the Group continues to recognize the financial asset to the extent of its continuing involvement in the financial asset. If the Group retains substantially all the risks and rewards of ownership of the financial asset, the Group continues to recognize the financial asset.

The Group removes a financial liability from its statement of financial position when, and only when, it is extinguished, i.e when the obligation specified in the contract is discharged or cancelled or expired.

Impairment of Financial Assets

At the end of each reporting period, the Group assesses whether there is any objective evidence that a financial asset or group of financial assets is impaired.

A financial asset or group of financial assets are impaired and impairment lossess are incurred, if and only if, there is objective evidence of impairment as a result of one or more events that occured after the initial recognition of the asset (loss event), and that loss event has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated.

The following are objective evidence that a financial asset or group of financial assets are impaired:
(a) Significant financial difficulty of the issuer or obligor;
(b) A breach of contract, such as default or delinquency in interest or principal payments;

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Penurunan Nilai Aset Keuangan (Lanjutan)

Berikut adalah bukti objektif bahwa aset keuangan atau kelompok aset keuangan mengalami penurunan nilai (Lanjutan):

(c) Terdapat kemungkinan bahwa pihak peminjam akan dinyatakan pailit atau melakukan reorganisasi keuangan lainnya;
(d) Terdapat data yang dapat diobservasi yang mengindikasikan adanya penurunan yang dapat diukur atas estimasi arus kas masa depan dari kelompok aset keuangan sejak pengakuan awal aset, seperti memburuknya status pembayaran pihak peminjam atau kondisi ekonomi yang berkorelasi dengan gagal bayar.

Untuk investasi pada instrumen ekuitas, penurunan yang signifikan atau penurunan jangka panjang dalam nilai wajar instrumen ekuitas di bawah biaya perolehannya merupakan bukti objektif terjadinya penurunan nilai. Jika terdapat bukti objektif bahwa kerugian penurunan nilai telah terjadi atas pinjaman yang diberikan dan piutang atau investasi dimiliki hingga jatuh tempo yang dicatat pada biaya perolehan diamortisasi, maka jumlah kerugian tersebut diukur sebagai selisih antara jumlah tercatat aset dan nilai kini estimasi arus kas masa depan yang didiskonto menggunakan suku bunga efektif awal dari aset tersebut dan diakui pada laba rugi.

Jika penurunan dalam nilai wajar atas aset keuangan tersedia untuk dijual telah diakui dalam penghasilan komprehensif lain dan terdapat bukti objektif bahwa aset tersebut mengalami penurunan nilai, maka kerugian kumulatif yang sebelumnya diakui dalam penghasilan komprehensif lain direklasifikasi dari ekuitas ke laba rugi sebagai penyesuaian reklasifikasi meskipun aset keuangan tersebut belum dihentikan pengakuannya. Jumlah kerugian kumulatif yang direklasifikasi adalah selisih antara biaya perolehan (setelah dikurangi pelunasan pokok dan amortisasi) dan nilai wajar kini, dikurangi kerugian penurunan nilai aset keuangan yang sebelumnya telah diakui dalam laba rugi.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Impairment of Financial Assets (Continued)

The following are objective evidence that a financial asset or group of financial assets are impaired (Continued):

(c) It becoming probable that the borrower will enter bankruptcy or other financial reorganization

(d) Observable data indicating that there is a measurable decrease in the estimated future cash flows from a group of financial assets since the initial recognition, such as adverse changes in the payment status of borrowers or economic condition that correlate with defaults.

For investment in equity instrument, a significant and prolonged decline in the fair value of the equity instrument below its cost is an objective evidence of impairment. If there is objective evidence that an impairment loss has been incurred on loans and receivables or held-to-maturity investments carried at amortized cost, the amount of impairment loss is measured as the difference between the carrying amount of the financial asset and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate and recognized in profit or loss.

When a decline in the fair value of an available-for-sale financial asset has been recognized in other comprehensive income and there is objective evidence that the asset is impaired, the cumulative loss that had been recognized in other comprehensive income shall be reclassified from equity to profit or loss as a reclassification adjustment even though the financial assets has not been derecognized. The amount of the cumulative loss that is reclassified are the difference between the acquisition cost (net of any principal repayment and amortization) and current fair value, less any impairment loss on that financial assets previously recognized in profit or loss.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Metode Suku Bunga Efektif

Metode suku bunga efektif adalah metode yang digunakan untuk menghitung biaya perolehan diamortisasi dari aset atau liabilitas keuangan (atau kelompok aset atau liabilitas keuangan) dan metode untuk mengalokasikan pendapatan bunga atau beban bunga selama periode yang relevan. Suku bunga efektif adalah suku bunga yang secara tepat mendiskontokan estimasi pembayaran atau penerimaan kas masa depan selama perkiraan umur dari instrumen keuangan, atau jika lebih tepat, digunakan periode yang lebih singkat untuk memperoleh jumlah tercatat neto dari aset keuangan atau liabilitas keuangan. Pada saat menghitung suku bunga efektif, Grup mengestimasi arus kas dengan mempertimbangkan seluruh persyaratan kontraktual dalam instrumen keuangan tersebut, seperti pelunasan dipercepat, opsi beli dan opsi serupa lain, tetapi tidak mempertimbangkan kerugian kredit masa depan. Perhitungan ini mencakup seluruh komisi dan bentuk lain yang dibayarkan atau diterima oleh pihak-pihak dalam kontrak yang merupakan bagian tak terpisahkan dari suku bunga efektif, biaya transaksi, dan seluruh premium atau diskonto lain.

Reklasifikasi

Grup tidak mereklasifikasi derivatif dari diukur pada nilai wajar melalui laba rugi selama derivatif tersebut dimiliki atau diterbitkan dan tidak mereklasifikasi setiap instrumen keuangan dari diukur melalui laba rugi jika pada pengakuan awal instrumen keuangan tersebut ditetapkan oleh Grup sebagai diukur pada nilai wajar melalui laba rugi. Grup dapat mereklasifikasi aset keuangan yang diukur pada nilai wajar melalui laba rugi, jika aset keuangan tidak lagi dimiliki untuk tujuan penjualan atau pembelian kembali aset keuangan tersebut dalam waktu dekat. Grup tidak mereklasifikasi setiap instrumen keuangan pada nilai wajar melalui laba rugi setelah pengakuan awal.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

The Effective Interest Method

The effective interest method is a method of calculating the amortized cost of a financial asset or a financial liability (or group of financial assets or financial liabilities) and of allocating the interest income or interest expense over the relevant period. The effective interest rate is the rate that exactly discount estimated future cash payments or receipts through the expected life of the financial instrument or, when appropriate, a shorter period to the net carrying amount of the financial asset or financial liability. When calculating the effective interest rate, the Group estimates cash flows considering all contractual terms of the financial instrument, for example, prepayment, call and similar option, but shall not consider future credit losses. The calculation includes all fees and points paid or received between parties to the contract that are an integral part of the effective interest rate, transaction costs, and all other premiums or discounts.

Reclassification

The Group shall not reclassify a derivative out of the fair value through profit or loss category while it is held or issued and not reclassify any financial instrument out of the fair value through profit or loss category if upon initial recognition it was designated by the Group as at fair value through profit or loss. The Group may reclassify that financial asset out of the fair value through profit or loss category if a financial asset is no longer held for the purpose of selling or repurchasing it in the near term. The Group shall not reclassify any financial instrument into the fair value through profit or loss category after initial recognition.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Reklasifikasi (Lanjutan)

Jika, karena perubahan intensi atau kemampuan Grup, instrumen tersebut tidak tepat lagi diklasifikasikan sebagai investasi dimiliki hingga jatuh tempo, maka investasi tersebut direklasifikasi menjadi tersedia untuk dijual dan diukur kembali pada nilai wajar. Jika terjadi penjualan atau reklasifikasi atas investasi dimiliki hingga jatuh tempo dalam jumlah yang lebih dari jumlah yang tidak signifikan, maka sisa investasi dimiliki hingga jatuh tempo direklasifikasi menjadi tersedia untuk dijual, kecuali penjualan atau reklasifikasi tersebut dilakukan ketika aset keuangan sudah mendekati jatuh tempo atau tanggal pembelian kembali, terjadi setelah seluruh jumlah pokoktelah diperoleh secara substansial sesuai jadwal pembayaran atau telah diperoleh pelunasan dipercepat; atau terkait dengan kejadian tertentu yang berada di luar kendali, tidak berulang, dan tidak dapat diantisipasi secara wajar.

Saling Hapus Aset Keuangan dan Liabilitas Keuangan

Aset keuangan dan liabilitas keuangan disalinghapuskan, jika dan hanya jika, Grup saat ini memiliki hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus atas jumlah yang telah diakui tersebut; dan berintensi untuk menyelesaikan secara neto atau untuk merealisasikan aset dan menyelesaikan liabilitasnya secara simultan.

Pengukuran Nilai Wajar

Nilai wajar adalah harga yang akan diterima untuk menjual suatu aset atau harga yang akan dibayar untuk mengalihkan suatu liabilitas dalam transaksi teratur antara pelaku pasar pada tanggal pengukuran.

Nilai wajar aset dan liabillitas keuangan diestimasi untuk keperluan pengakuan dan pengukuran atau untuk keperluan pengungkapan.

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Reclassification (Continued)

If, as a result of a change in Group's intention or ability, it is no longer appropriate to classify an investment as held to maturity, it shall be reclassified as available for sale and remeasured at fair value. Whenever sales or reclassification of more than an insignificant amount of held-to-maturity investments, any remaining held-to-maturity investments shall be reclassified as available for sale, other than sales or reclassification that are so close to maturity or the financial asset's call date, occur after all the financial asset's original principal has been collected substantially through scheduled payments or prepayments, or are attributable to an isolated event that is beyond control, non-recurring, and could not have been reasonably anticipated.

Offsetting a Financial Asset and a Financial Liability

A financial asset and financial liability shall be offset when and only when, the Group currently has a legally enforceable right to set off the recognized amount; and intends either to settle on a net basis, or to realize the asset and settle the liability simultaneously.

Fair Value Measurement

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.e. Instrumen Keuangan (Lanjutan)

Pengukuran Nilai Wajar (Lanjutan)

Nilai wajar dikategorikan dalam level yang berbeda dalam suatu hirarki nilai wajar berdasarkan pada apakah input suatu pengukuran dapat diobservasi dan signifikansi input terhadap keseluruhan pengukuran nilai wajar:

(i) Harga kuotasian (tanpa penyesuaian) di pasar aktif untuk aset atau liabilitas yang identik yang dapat diakses pada tanggal pengukuran (Level 1).
(ii) Input selain harga kuotasian yang termasuk dalam Level 1 yang dapat diobservasi untuk aset atau liabilitas, baik secara langsung maupun tidak langsung (Level 2).
(iii) Input yang tidak dapat diobservasi untuk aset atau liabilitas (Level 3).

Dalam mengukur nilai wajar aset atau liabilitas, Grup sebisa mungkin menggunakan data pasar yang dapat diobservasi. Apabila nilai wajar aset atau liabilitas tidak dapat diobservasi secara langsung, Grup menggunakan teknik penilaian yang sesuai dengan keadaannya dan memaksimalkan penggunaan input yang dapat diobservasi yang relevan dan meminimalkan penggunaan input yang tidak dapat diobservasi.

Perpindahan antara level hirarki wajar diakui oleh Grup pada akhir periode pelaporan dimana perpindahan terjadi.

Klasifikasi Instrument Keuangan

Grup mengklasifikasikan instrumen keuangan ke dalam klsaifikasi tertentu yang mencerminkan sifat dari informasi dan mempertimbangkan karakteristik dari instrumen keuangan tersebut. Klasifikasi ini dapat dilihat pada tabel berikut:

2. Significant Accounting Policies (Continued)

2.e. Financial Instruments (Continued)

Fair Value Measurement (Continued)

Fair values are categorised into different levels in a fair value hierarchy based on the degree to which the inputs to the measurement are observable and the significance of the inputs to the fair value measurement in its entirety:

(i) Quoted prices (unadjusted) in active markets for identical assets or liabilities that can be accessed at the measurement date (Level 1).

(ii) Inputs other than quoted prices included in Level 1 that are observable for the assets or liabilities, either directly or indirectly (Level 2).

(iii) Unobservable inputs for the assets or liabilities (Level 3).

When measuring the fair value of an asset or a liability, the Group uses market observable data to the extent possible. If the fair value of an asset or a liability is not directly observable, the Group uses valuation techniques that appropriate in the circumstances and maximizes the use of relevant observable inputs and minimizes the use of unobservable inputs.

Transfers between levels of the fair value hierarchy are recognised by the Group at the end of the reporting period during which the change occurred.

Classification Financial Instrument

The Group classifies financial instruments into certain classifications that reflect the nature of the information and consider the characteristics of the financial instruments. This classification can be seen in the following table:

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2. Significant Accounting Policies (Continued)

2.e. Instrumen Keuangan (Lanjutan)

2.e. Financial Instruments (Continued)

Klasifikasi Instrument Keuangan (Lanjutan)

Classification Financial Instrument (Continued)

Klasifikasi saat Pengakuan dan Pengukuran Awal/ *Classification of Initial Recognition and Measurement*		**Klasifikasi saat Pengakuan dan Pengukuran Awal/ *Classification of Initial Recognition and Measurement***
Aset Keuangan/ *Financial Assets*	Aset Keuangan yang Diukur Pada Nilai Wajar Melalui Laba Rugi/ *Financial Assets at Fair Value Through Profit or Loss*	1. Efek Ekuitas/ *Equity Securities (Saham/ Shares)* 2. Reksadana/ *Mutual Funds*
	Pinjaman yang Diberikan dan Piutang/ *Loans and Receivables*	1. Kas dan Bank/ *Cash on Hand and in Banks* 2. Piutang Premi (Reasuransi)/ *Premium (Reisurance) Receivables* 3. Piutang Reasuransi (Retrosesi)/ *Reinsurance (Retrocession) Receivables* 4. Deposito Berjangka/ *Time Deposits* 5. Aset Lain-lain/ *Other Assets:* - Piutang Bunga/ *Interest Receivables* - Piutang Lain-lain/ *Other Receivables*
	Dimiliki Hingga Jatuh Tempo/ *Held to Maturity*	-
	Aset Keuangan Tersedia untuk Dijual/ *Available for Sale*	1. Efek Utang/ *Debt Securities* (Obligasi/ *Bonds)* 2. Efek Ekuitas/ *Equity Securities* (Saham/ *Shares*) 3. Reksadana/ *Mutual Funds* 4. Sukuk Ijarah/ Sukuk Ijarah 5. Penyertaan Langsung dalam Bentuk Saham/ *Direct Investment in Shares of Stock*
Liabilitas Keuangan/ Financial Liabilities	Liabilitas Keuangan yang Diukur dengan Biaya Perolehan Diamortisasi/ *Financial Liabilities Measured at Amortized Cost*	1. Utang Klaim (Reasuransi)/ *Claim (Reinsurance) Payables* 2. Utang Reasuransi (Retrosesi)/ *Reinsurance (Retrocession) Payables* 3. Ujrah Diterima di Muka/ *Unearned* Ujrah 4. Beban Akrual/ *Accrued Expenses* 5. Utang Lain-lain/ *Other Payables*

2.f. Transaksi dan Saldo dengan Pihak Berelasi

Pihak berelasi adalah orang atau entitas yang terkait dengan entitas pelapor:

(a) Orang atau anggota keluarga dekatnya mempunyai relasi dengan entitas pelapor jika orang tersebut:
   i. Memiliki pengendalian atau pengendalian manajemen atas entitas pelapor;
   ii. Memiliki pengaruh signifikan atas entitas pelapor; atau
   iii. Merupakan personil manajemen kunci entitas pelapor atau entitas induk dari entitas pelapor.

2.f. Related Parties Transactions and Balances

A related party is a person or an entity that is related to the reporting entity:

(a) A person or a close member of that person's family is related to a reporting entity if that person:
   i. Has control or joint control over the reporting entity;
   ii. Has significant influence over the reporting entity; or
   iii. Is a member of the key management personnel of the reporting entity or of a parent of the reporting entity.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.f. Transaksi dan Saldo dengan Pihak Berelasi (Lanjutan)

Pihak berelasi adalah orang atau entitas yang terkait dengan entitas pelapor (Lanjutan):

(b) Suatu entitas berelasi dengan entitas pelapor jika memenuhi salah satu hal berikut:
   i. Entitas dan entitas pelapor adalah anggota dari kelompok usaha yang sama (artinya entitas induk, entitas anak, dan manajemen entitas anak saling berelasi dengan entitas lainnya);
   ii. Satu entitas adalah entitas asosiasi atau ventura manajemen dari entitas lain (atau entitas asosiasi atau ventura manajemen yang merupakan anggota suatu kelompok usaha, yang mana entitas lain tersebut adalah anggotanya);
   iii. Kedua entitas tersebut adalah ventura manajemen dari pihak ketiga yang sama;
   iv. Satu entitas adalah ventura manajemen dari entitas ketiga dan entitas yang lain adalah entitas asosiasi dari entitas ketiga;
   v. Entitas tersebut adalah suatu program imbalan pasca kerja untuk imbalan kerja dari salah satu entitas pelapor atau entitas yang terkait dengan entitas pelapor. Jika entitas pelapor adalah entitas yang menyelenggarakan program tersebut, maka entitas sponsor juga berelasi dengan entitas pelapor;
   vi. Entitas yang dikendalikan atau dikendalikan manajemen oleh orang yang diidentifikasi dalam huruf (a); atau
   vii. Orang yang diidentifikasi dalam huruf (a) (i) memiliki pengaruh signifikan atas entitas atau merupakan personil manajemen kunci entitas (atau entitas induk dari entitas);

2. Significant Accounting Policies (Continued)

2.f. Related Parties Transactions and Balances (Continued)

A related party is a person or an entity that is related to the reporting entity Continued):

(b) An entity is related to the reporting entity if any of the following conditions applies:

i. The entity and the reporting entity are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others);

ii. One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member);

iii. Both entities are joint ventures of the same third party;

iv. One entity is a joint venture of a third entity and the other entity is an associate of the third entity;

v. The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity, or an entity related to the reporting entity. If the reporting entity in itself such a plan, the sponsoring employers are also related to the reporting entity;

vi. The entity is controlled or jointly controlled by a person identified in (a); or

vii. A person identified in (a) (i) has significant influence over the entity or is a member of the key management personnel of the entity (or a parent of the entity);

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2. Significant Accounting Policies (Continued)

2.f. Transaksi dan Saldo dengan Pihak Berelasi (Lanjutan)

Entitas yang berelasi dengan Pemerintah adalah entitas yang dikendalikan, dikendalikan bersama, atau dipengaruhi oleh Pemerintah. Pemerintah mengacu kepada pemerintah, instansi Pemerintah dan badan yang serupa baik lokal, nasional maupun internasional.

Entitas yang berelasi dengan Pemerintah dapat berupa entitas yang dikendalikan atau dipengaruhi secara signifikan oleh Kementerian Keuangan atau Pemerintah Daerah yang merupakan Pemegang Saham entitas, atau entitas yang dikendalikan oleh Pemerintah Republik Indonesia melalui Kementerian BUMN sebagai kuasa pemegang saham.

Seluruh transaksi dan saldo yang signifikan dengan pihak berelasi diungkapkan dalam Catatan yang relevan.

2.f. Related Parties Transactions and Balances (Continued)

A Government-related entity is an entity that is controlled, jointly controlled or significant influence by a Government. Government refers to government, Government agencies and similar bodies whether local, national or international.

Government related entity can be an entity which controlled or significantly influenced by the Ministry of Finance or Local Government that representing as the shareholders of the entity or an entity controlled by the Government of Republic of Indonesia, represented by the Ministry of State Owned Entreprise as a shareholder's representative.

All significant transactions and balances with related parties are disclosed in the relevant Notes.

2.g. Kas dan Setara Kas

Kas dan setara kas, termasuk kas dan kas di bank yang tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

2.g. Cash and Cash Equivalent

Cash and cash equivalent are cash on hand and cash in banks that are not used as collateral or are not restricted.

2.h. Piutang/Utang Reasuransi

Piutang premi meliputi tagihan premi kepada tertanggung/agen/*broker* sebagai akibat transaksi reasuransi. Dalam hal Grup memberikan potongan premi kepada tertanggung, maka potongan tersebut langsung dikurangkan dari piutang preminya.

Utang klaim reasuransi diakui pada saat jumlahnya disepakati untuk dibayar. Piutang dan utang yang timbul atas kontrak reasuransi diakui pada saat jatuh tempo dan diukur pada biaya perolehan diamortisasi, dengan menggunakan metode suku bunga efektif. Penyisihan penurunan nilai dibentuk ketika terdapat bukti obyektif bahwa estimasi arus kas masa depan terkena dampak, sebagai akibat dari satu atau lebih peristiwa yang terjadi setelah pengakuan awal.

2.h. Reinsurance Receivables/Payables

Premiums receivables consist of receivables from policyholders/agents/brokers resulting from an insurance transaction. In conditions where the Group gives premium discount to policyholders, the discount is reduced directly from the related premiums receivables.

Claims reinsurance payables are recognized when the claim is approved to be settled. Receivables and payables arising from insurance contracts are recognized when due and measured at amortized cost, using the effective interest rate method. A provision for impairment is established when there is objective evidence that the estimated future cash flows have been impacted, as a result of one or more events that occurred after the initial recognition.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.i. Piutang/ Utang Retrosesi

Utang premi retrosioner sehubungan dengan reasuransi ulang (retrosesi) kepada grup asuransi lain dicatat di laporan posisi keuangan setelah dikurangi pendapatan komisi dan klaim yang terjadi. Penyajian utang dan piutang dari atau kepada grup retrosesi dilakukan secara terpisah antara saldo debet dan kredit untuk setiap grup *ceding*, saldo debit disajikan sebagai piutang dan saldo kredit sebagai utang.

2. Significant Accounting Policies (Continued)

2.i. Retrocession Receivables/ Payables

Retrocession payables related to retrocession to other insurance group is recorded in balance sheet net of commission income and incurred claims. Payables and receivables from/to retrocessioners group are presented separately between debit and credit for every ceding group, debit presented as receivables and credit as payables.

2.j. Kontrak Asuransi

Kontrak asuransi adalah kontrak dimana penanggung menerima risiko asuransi signifikan dari tertanggung. Risiko asuransi signifikan didefinisikan sebagai kemungkinan membayar manfaat signifikan kepada tertanggung jika suatu kejadian yang diasuransikan terjadi dibandingkan dengan manfaat minimum yang akan dibayarkan apabila risiko yang diasuransikan tidak terjadi.

2.j. Insurance Contract

Insurance contract is a contract under which the insurer accepts significant risk insurance from the insured. Significant insurance risk is defined as the possibility of paying significantly more benefit to the insured upon the occurence of insured event compared to the minimum benefit if the event does not occur.

Aset Retrosesi

Aset retrosesi adalah hak kontraktual neto reasuradur dalam suatu kontrak retrosesi. Nilai aset retrosesi atas liabilitas manfaat polis masa depan, premi yang belum merupakan pendapatan dan estimasi liabilitas klaim diestimasi secara konsisten dengan pendekatan yang digunakan dalam menentukan masing-masing liabilitas manfaat polis masa depan, premi yang belum merupakan pendapatan dan estimasi liabilitas klaim, berdasarkan syarat dan ketentuan dari kontrak retrosesi.

Pada setiap tanggal laporan posisi keuangan, manajemen Grup menelaah apakah aset retrosesi telah mengalami penurunan nilai. Penurunan nilai aset retrosesi terjadi jika, dan hanya jika terdapat bukti obyektif yang menyebabkan Grup tidak menerima seluruh jumlah yang sesuai dengan persyaratan kontrak dan dampaknya dapat diukur secara andal. Penurunan nilai diakui dalam laba rugi. Keuntungan atau kerugian membeli retrosesi diakui dalam laporan laba rugi komprehensif segera pada tanggal pembelian dan tidak diamortisasi.

Retrocession Assets

Retrocession asset is the reinsurance's net contractual rights under an retrocession contract. The amount of retrocession asset of the liability for future policy benefits, unearned premiums and estimated claims liability are estimated in a manner consistent with the approach used in determining their liability for future policy benefits, unearned premiums and claims liability estimates, based on terms and the terms of the retrocession contract.

The Group's management assesses at each statement of financial position date whether retrocession assets are impaired. Retrocession asset impairment occur if, and only if there is an objective evidence that the Group did not receive the entire amount in accordance with the contract requirements and the impact can be measured reliably. Impairment loss is recognized in profit or loss. Gains or losses on buying retrocession are recognized in the statement of comprehensive income immediately at the date of purchase and are not amortized.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.j. Kontrak Asuransi (Lanjutan)

Aset Retrosesi

Perjanjian retrosesi tidak membebaskan Grup dari kewajiban kepada pemegang polis.

Liabilitas Kontrak Asuransi

Liabilitas kontrak asuransi mencakup klaim dalam proses, premi belum merupakan pendapatan dan liabilitas manfaat polis masa depan.

Premi yang Belum Merupakan Pendapatan

Premi yang belum merupakan pendapatan adalah bagian dari premi yang belum diakui sebagai pendapatan karena masa pertanggungannya masih berjalan pada akhir periode akuntansi dan disajikan dalam jumlah bruto. Porsi retrosesi atas premi yang belum merupakan pendapatan disajikan sebagai bagian dari aset retrosesi.

Premi yang belum merupakan pendapatan dihitung secara individual dari setiap pertanggungan dan ditetapkan secara proporsional dengan jumlah proteksi yang diberikan selama periode risiko dengan menggunakan metode harian.

Liabilitas Manfaat Polis Masa Depan

Liabilitas manfaat polis masa depan adalah nilai kini estimasi manfaat polis masa depan yang akan dibayar kepada pemegang polis, dikurangi dengan nilai sekarang dari estimasi premi masa depan yang akan diterima dari pemegang polis dan diakui pada saat pengakuan pendapatan premi.

Liabilitas manfaat polis masa depan dinyatakan dalam laporan posisi keuangan berdasarkan perhitungan aktuaria. Kenaikan (penurunan) liabilitas manfaat polis masa depan diakui sebagai beban (pendapatan) dalam laporan laba rugi komprehensif.

2. Significant Accounting Policies (Continued)

2.j. Insurance Contract (Continued)

Retrocession Assets

Retrocession arrangements do not relieve the Group from its obligations to policy holders.

Insurance Contract Liabilities

Insurance contract liabilities include the outstanding claims provision, the provision for unearned premium and liability for future benefits.

Unearned Premiums

Unearned premiums are part of the premium that have not been recognized as revenue because the coverage is still running at the end of the accounting period and presented in the gross amount. Unearned premiums portion of retrocession is presented as part of the retrocession asset.

Unearned premiums are computed based on individual coverage that is determined proportional with protection amount given throughout period of risk using daily method.

Liability for Future Policy Benefits

Liability for future policy benefits represent the present value of estimate future policy benefits to be paid to policy holders, less present value of estimated future premiums to be received from policy holders, recognized consistently with the recognition of premium income.

Liability for future policy benefits is stated in the statement of financial position in accordance with the actuarial calculation. Increase (decrease) in liability for future policy benefits are recognized as an expense (income) in the current year's statement of comprehensive income.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.j. Kontrak Asuransi (Lanjutan)

Estimasi Liabilitas Klaim

Estimasi liabilitas klaim merupakan estimasi jumlah liabilitas yang menjadi tanggungan sehubungan dengan klaim yang masih dalam proses penyelesaian, termasuk klaim yang terjadi namun belum dilaporkan. Perubahan jumlah estimasi liabilitas klaim, sebagai akibat proses penelaahan lebih lanjut dan perbedaan antara jumlah estimasi klaim dengan klaim yang dibayarkan diakui dalam laba rugi pada periode terjadinya perubahan. Grup tidak mengakui setiap provisi untuk kemungkinan klaim masa depan sebagai liabilitas jika klaim tersebut timbul berdasarkan kontrak asuransi yang tidak ada pada akhir periode pelaporan (seperti provisi katastrofa dan provisi penyetaraan). Grup menghitung klaim yang sudah terjadi namun belum dilaporkan menggunakan *triangle method*.

Pendapatan Premi Ditangguhkan

Pendapatan premi diterima di muka dicatat sebagai pendapatan premi ditangguhkan dan diakui sebagai pendapatan sesuai dengan masa pertanggungannya.

Tes Kecukupan Liabilitas

Pada akhir periode pelaporan, Grup menilai apakah liabilitas asuransi yang diakui telah mencukupi dengan menggunakan estimasi kini atas arus kas masa depan terkait dengan kontrak asuransi. Jika nilai tercatat liabilitas asuransi setelah dikurangi dengan biaya akuisisi tangguhan terkait tidak mencukupi dibandingkan dengan estimasi arus kas masa depan, maka seluruh kekurangan tersebut diakui dalam laba rugi periode berjalan.

2.k. Pengakuan Pendapatan dan Beban

Pendapatan Premi

Premi yang diperoleh sehubungan dengan kontrak asuransi dari asuransi (atau reasuransi) jangka pendek diakui sebagai pendapatan selama periode polis (kontrak) berdasarkan proporsi jumlah proteksi yang diberikan.

2. Significant Accounting Policies (Continued)

2.j. Insurance Contract (Continued)

Estimated Claims Liabilities

The estimated claims liabilities are an estimate of the amount of liabilities to be borne in connection with claims that are still in the process of completion, including claims incurred but not yet reported. Changes in the estimated amount of claims liabilities, as a result of further review process and the difference between the estimated amounts of the claim with the claims paid are recognized in profit or loss in the period of change. The Group does not recognize any provisions for possible future claims as a liability if theclaims arising under insurance contracts that do not exist at the end of the reporting period (such as catastrophe provisions and equalization provisions). The Group calculates claims incurred but not reported using triangle method.

Deferred Premium Income

Advance premium income is recorded as deferred premium income and recognized as revenue over its coverage period.

Liability Adequacy Test

At the end of the reporting period, the Group assesses whether recognized insurance liabilities are sufficient by using current estimates of future cash flows related to the insurance contracts. If the carrying value of insurance liabilities net of related deferred acquisition costs is insufficient compared to the estimated future cash flows, the entire deficiency is recognized in profit or loss for the period.

2.k. Revenue and Expense Recognition

Premium Income

Premium earned in relation to insurance contracts of short-term insurance (or reinsurance) are recognized as revenue over the period of the policy (contract) in proportion to the amount of protection to the amount of protection provided.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.k. Pengakuan Pendapatan dan Beban (Lanjutan)

Pendapatan Premi (Lanjutan)

Premi selain kontrak reasuransi jangka pendek diakui sebagai pendapatan pada saat jatuh tempo.

Premi dari polis bersama (*coinsurance*) diakui sebesar proporsi premi Grup.

Grup mereasuransikan sebagian risiko atas akseptasi pertanggungan yang diperoleh kepada Grup asuransi lain dan Grup reasuransi. Jumlah premi dibayar atau bagian premi atas transaksi reasuransi prospektif diakui sebagai premi reasuransi sesuai periode kontrak reasuransi secara proporsional dengan proteksi yang diberikan. Pembayaran atau kewajiban atas transaksi reasuransi retrospektif diakui sebagai piutang reasuransi sebesar kewajiban yang dibukukan sehubungan kontrak reasuransi tersebut. Porsi reasuransi atas premi belum merupakan pendapatan yang ditentukan secara konsisten dengan pendekatan yang digunakan dalam menentukan premi yang belum merupakan pendapatan, berdasarkan syarat dan ketentuan dari kontrak reasuransi tersebut.

Klaim dan Manfaat

Beban klaim dan manfaat meliputi klaim disetujui (*settled claims*), klaim dalam proses penyelesaian termasuk klaim yang terjadi namun belum dilaporkan dan beban penyelesaian klaim. Klaim tersebut diakui sebagai beban klaim pada saat timbulnya liabilitas untuk memenuhi klaim. Bagian klaim retrosesi diakui dan dicatat sebagai pengurang beban klaim pada periode yang sama dengan periode pengakuan beban klaim. Hak subrogasi diakui sebagai pengurang beban klaim pada saat realisasi.

Jumlah klaim dalam proses penyelesaian termasuk klaim yang sudah terjadi namun belum dilaporkan, diakui sebagai estimasi liabilitas klaim yang diukur berdasarkan perhitungan teknis asuransi.

2. Significant Accounting Policies (Continued)

2.k. Revenue and Expense Recognition (Continued)

Premium Income (Continued)

Premium other than short-term reinsurance contracts are recognized as revenue at maturity.

Premium from coinsurance policies are recognized based on the Group's proportionate share of the premium.

The Group reinsures part of its total accepted risk to other insurance and reinsurance companies. Premiums paid or share in the reinsurance premium on prospective reinsurance transactions are recognized as reinsurance premium over the reinsurance contract period based on the coverage provided. Premium payments or liabilities on retrospective reinsurance transactions are recognized as reinsurance payables in the amount equivalent to the recorded liability in relation to the reinsurance contract. Unearned premiums portion of reinsurance is determined consistently with the approach used in determining the unearned premiums, based on terms and conditions of the reinsurance contract.

Claims and Benefits

Claims and benefits expense consist of settled claims, claims in process including claims incurred but not yet reported and claim settlement expenses. Claims are recognized as expenses when incurred and liabilities arise due to claims. Retrocession claims received from retrocession companies are recognized as a deduction from the claims expense in the same period as the recognition of claims expense. Subrogation right is recognized as deduction from claims expense when realized.

Claims in process included claims incurred but not yet reported, recognized as estimated of claims liabilities which are measured based on insurance technical calculations.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

Klaim dan Manfaat (Lanjutan)

Perubahan estimasi liabilitas klaim, sebagai akibat proses penelaahan lebih lanjut dan perbedaan antara jumlah estimasi klaim dengan klaim yang dibayarkan, diakui dalam laba rugi pada periode terjadinya perubahan.

Porsi retrosesi atas estimasi liabilitas klaim ditentukan secara konsisten dengan pendekatan yang digunakan dalam menentukan estimasi liabilitas klaim berdasarkan syarat dan ketentuan kontrak reasuransi terkait.

Beban Akuisisi

Biaya-biaya yang berhubungan dengan penutupan polis baru maupun pembaharuannya, antara lain komisi, bonus agen dan biaya lainnya, dibebankan pada tahun berjalan.

Beban Usaha

Beban usaha diakui sesuai manfaatnya pada tahun yang bersangkutan.

2.l. Transaksi dan Saldo dalam Mata Uang Asing

Dalam menyiapkan laporan keuangan konsolidasian, Grup mencatat dengan menggunakan mata uang dari lingkungan ekonomi utama di mana entitas beroperasi (“Mata Uang Fungsional”). Mata uang fungsional Grup adalah Rupiah.

Transaksi-transaksi selama tahun berjalan dalam mata uang asing dicatat dalam Rupiah dengan kurs spot antara Rupiah dan valuta asing pada tanggal transaksi. Pada akhir periode pelaporan, pos moneter dalam mata uang asing dijabarkan ke dalam Rupiah menggunakan kurs penutup. Referensi kurs Penutup menggunakan kurs tengah Bank Indonesia dan Jakarta Interbank Offered Rate (JISDOR). Kurs Penutup pada 2022 dan 2021 adalah sebagai berikut:

2. Significant Accounting Policies (Continued)

Claims and Benefits (Continued)

The changes in estimated claims liabilities as a result of further review process and the difference between the estimated amount of the claim and the claims paid are recognized in profit or loss when incurred.

Estimated retrocession recoverable for estimated claims liabilities are presented as part of the reinsurance assets and measured consistently with the method of measuring the estimated claims liabilities under the related reinsurance contracts.

Acquisition Expenses

Expenses incurred in the acquisition or renewal of insurance contracts, including commissions, agents bonuses and other charges, are charged to expense in the current year.

Operating Expenses

Operating expenses are recognized based on the benefits for the year.

2.l. Foreign Currency Transactions and Balances

In preparing the consolidated financial statements, the Group records used the currency of the primary economic environment in which the entity operates (“The Functional Currency”). The functional currency of the Group is Rupiah.

Transactions during the year denominated in foreign currencies are recorded in Rupiah at the spot rate between Rupiah and the foreign currency on the transaction date. At the end of the reporting period, monetary items denominated in foreign currencies are translated into Rupiah using the closing rates of exchange. The closing rate reference uses the middle exchange rate of Bank Indonesia and the Jakarta Interbank Offered Rate (JISDOR). Closing Rates on 2022 and 2021 are as follows:

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2. Significant Accounting Policies (Continued)

2.l. Transaksi dan Saldo dalam Mata Uang Asing (Lanjutan)

2.l. Foreign Currency Transactions and Balances (Continued)

	2022 Rp	2021 Rp	
Poundsterling Inggris (GBP)	18.810	19.295	*Great Britain Poundsterling (GBP)*
Euro (EUR)	16.609	16.156	*Euro (EUR)*
Dolar Amerika Serikat (USD)	15.592	14.278	*United States Dollar (USD)*
Dolar Australia (AUD)	10.571	10.375	*Australian Dollar (AUD)*
Dolar Singapura (SGD)	11.610	10.577	*Singapore Dollar (SGD)*
Riyal Saudi Arabia (SAR)	4.146	3.803	*Riyal Saudi Arabia (SAR)*
Ringgit Malaysia (MYR)	3.539	3.428	*Malaysian Ringgit (MYR)*
Krone Denmark (DKK)	2.233	2.172	*Krone Denmark (DKK)*
Yuan China (CNY)	2.242	2.245	*Chinese Yuan (CNY)*
Hongkong Dolar (HKD)	2.000	1.831	*Hongkong Dollar (HKD)*
Thailand Baht (THB)	451	430	*Thailand Baht (THB)*
Peso Philipina (PHP)	280	280	*Peso Philipina (PHP)*
Yen Jepang (JPY)	118	124	*Japanese Yen (JPY)*

2.m Aset Tetap

Grup menggunakan model revaluasi untuk pengukuran aset tetapnya. Aset tetap dinyatakan sebesar nilai wajar.

Aset tetap Grup disusutkan dengan menggunakan metode garis lurus pada (RIU) dan (RSI) dan metode saldo menurun pada entitas anak (AAI). Perbedaan atas kebijakan penyusutan aset tetap pada entitas anak telah disesuaikan pada laporan konsolidasian Perusahaan. Berikut taksiran masa manfaat ekonomis aset tetap Grup.

2.m. Fixed Assets

The Group used the revaluation model for measuring its fixed assets. Fixed assets are stated at fair value.

The Group's fixed assets are depreciated using the straight-line method at (RIU) and (RSI) and the declining balance method at subsidiaries (AAI). Differences in the depreciation policies for fixed assets in subsidiaries have been adjusted in the Company's consolidated reports. The following is the estimated useful lives of the Group's fixed assets.

	Taksiran masa manfaat/ Estimated useful lifes	
Bangunan	20 tahun/ years	*Building*
Renovasi	8 tahun/ years	*Renovation*
Mesin	8 tahun/ years	*Machine*
Peralatan dan perabot kantor	4 - 8 tahun/ years	*Equipment and office furniture*
Kendaraan	5 tahun/ years	*Vehicles*

Nilai sisa, taksiran masa manfaat, dan metode penyusutan atas aset tetap dievaluasi dan disesuaikan setiap tanggal neraca. Dampak dari revisi tersebut, jika ada, diakui dalam laba rugi pada periode terjadinya.

The residual values estimated useful lives, and depreciation method of fixed assets are reviewed, and adjusted as appropriate, at each statement of financial position date. The effects of any adjustment are recognized in the profit or loss when the changes arise.

Bila nilai tercatat suatu aset melebihi taksiran jumlah yang dapat diperoleh kembali maka nilai tersebut diturunkan ke jumlah yang dapat diperoleh kembali tersebut, yang ditentukan sebagai nilai tertinggi antara harga jual neto dan nilai pakai. Penurunan nilai aset tersebut diakui sebagai kerugian penurunan nilai aset dan dibebankan pada tahun berjalan.

When the carrying value of an asset exceeds its estimated recoverable value, the asset is written down to its estimated recoverable value, which is determined as the higher of net selling price or value in use. Impairment of asset is recognized as loss on impairment of asset which is charged to current operations.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2. Significant Accounting Policies (Continued)

2.m Aset Tetap (Lanjutan)

Aset tetap dalam pembangunan dinyatakan sebesar biaya perolehan dan dipindahkan ke aset tetap yang bersangkutan pada saat selesai dan siap digunakan sesuai dengan maksudnya.

Beban pemeliharaan dan perbaikan dibebankan pada laba rugi pada saat terjadinya, pengeluaran yang memperpanjang masa manfaat atau memberi manfaat ekonomis di masa yang akan datang dalam bentuk peningkatan kapasitas atau peningkatan standar kinerja dikapitalisasi.

Apabila aset tetap tidak digunakan lagi atau dijual, maka nilai tercatat dan akumulasi penyusutannya dikeluarkan dari laporan keuangan. Keuntungan atau kerugian yang dihasilkannya diakui dalam laba rugi tahun berjalan.

2.m. Fixed Assets (Continued)

Construction in progress is stated at cost and transferred to the fixed assets when completed and ready for its intended use.

The cost of repair and maintenance is charged to profit or loss as incurred, expenditures which extend the useful life of the asset or result in increased future economic benefits such as increase in capacity and standards of performance are capitalized.

When assets are retired or otherwise disposed off, their carrying values and the related accumulated depreciation are removed from the accounts and any resulting gain or loss is reflected in the current year's profit or loss.

2.n. Penurunan Nilai Aset

Pada setiap akhir periode pelaporan, Grup menilai apakah terdapat indikasi aset mengalami penurunan nilai. Jika terdapat indikasi tersebut, Grup mengestimasi jumlah terpulihkan aset tersebut. Jumlah terpulihkan ditentukan atas suatu aset individual, dan jika tidak memungkinkan, Grup menentukan jumlah terpulihkan dari unit penghasil kas dari aset tersebut.

Jumlah terpulihkan adalah jumlah yang lebih tinggi antara nilai wajar dikurangi biaya pelepasan dengan nilai pakainya. Nilai pakai adalah nilai kini dari arus kas yang diharapkan akan diterima dari aset atau unit penghasil kas. Nilai kini dihitung dengan menggunakan tingkat diskonto sebelum pajak yang mencerminkan nilai waktu uang dan risiko spesifik atas aset atau unit yang penurunan nilainya diukur.

Jika, dan hanya jika, jumlah terpulihkan aset lebih kecil dari jumlah tercatatnya, maka jumlah tercatat aset diturunkan menjadi sebesar jumlah terpulihkan. Penurunan tersebut adalah rugi penurunan nilai dan segera diakui dalam laba rugi.

2.n. Impairment of Asset

At the end of each reporting period, the Group assesses whether there is any indication that an asset may be impaired. If any such indication exists, the Group shall estimate the recoverable amount of the asset. Recoverable amount is determined for an individual asset, if it is not possible, the Group determines the recoverable amount of the asset's cash-generating unit.

The recoverable amount is the higher of fair value less costs to sell and its value in use. Value in use is the present value of the estimated future cash flows of the asset or cash generating unit. Present values are computed using pre-tax discount rates that reflect the time value of money and the risks specific to the asset or unit whose impairment is being measured.

If, and only if, the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset shall be reduced to its recoverable amount. The reduction is an impairment loss and is recognized immediately in profit or loss.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.n. Penurunan Nilai Aset (Lanjutan)

Rugi penurunan nilai yang telah diakui dalam periode sebelumnya untuk aset selain *goodwill* dibalik jika, dan hanya jika, terdapat perubahan estimasi yang digunakan untuk menentukan jumlah terpulihkan aset tersebut sejak rugi penurunan nilai terakhir diakui. Jika demikian, jumlah tercatat aset dinaikkan ke jumlah terpulihkannya. Kenaikan ini merupakan suatu pembalikan rugi penurunan nilai.

2.o. Biaya Ditangguhkan

Biaya ditangguhkan adalah pengeluaran biaya yang mempunyai masa manfaat lebih dari satu tahun yang tidak dikelompokkan sebagai aset tetap, seperti pengadaan partisi kantor. Terhadap biaya ditangguhkan dilakukan amortisasi setiap tahun sebesar 25% dari nilai buku, untuk jangka waktu paling lama 8 (delapan) tahun. Biaya ditangguhkan disajikan sebagai bagian dari aset lain-lain di laporan posisi keuangan.

2.p. Utang Komisi

Utang komisi adalah liabilitas Grup kepada pialang dan/atau agen asuransi sebagai imbalan atas jasanya dalam perolehan penutupan asuransi.

2.q. Liabilitas Imbalan Kerja

Imbalan Kerja Jangka Pendek
Imbalan kerja jangka pendek diakui ketika pekerja telah memberikan jasanya dalam suatu periode akuntansi, sebesar jumlah tidak terdiskonto dari imbalan kerja jangka pendek yang diharapkan akan dibayar sebagai imbalan atas jasa tersebut.

Imbalan kerja jangka pendek mencakup antara lain upah, gaji, bonus dan insentif.

Imbalan Pascakerja
Imbalan pascakerja seperti pension, uang pisah dan uang penghargaan masa kerja dihitung sesuai dengan Undang-Undang Ketenagakerjaan No. 13/2003, Undang-Undang Cipta Kerja No. 11/2020 dan Peraturan Perusahaan.

2. Significant Accounting Policies (Continued)

2.n. Impairment of Asset (Continued)

An impairment loss recognized in prior period for an asset other than goodwill is reversed if, and only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognized. If this is the case, the carrying amount of the asset shall be increased to its recoverable amount. That increase is a reversal of an impairment loss.

2.o. Deferred Charges

Deferred charges are expenditures that have economic life of more than one year but not classified as fixed assets, i.e office partition. Deferred expenses are amortized every year equivalent to 25% of the remaining book value for a maximum period of 8 (eight) years. The deferred charges is presented as part of other asset in the statement of financial position.

2.p. Commission Payables

Commission payables represent liability of the Group to brokers and/or insurance agents as compensation for their services in getting insurance coverage.

2.q. Post Employee Benefits

Short-term Employee Benefits
Short-term employee benefits are recognized when an employee has rendered service during accounting period, at the undiscounted amount of short-term employee benefits expected to be paid in exchange for that service.

Short-term employee benefits include such as wage, salary, bonus and incentive.

Post-employment Benefits
Post-employment benefits such as retirement, severance and service payments are calculated based on Labor Law No. 13/2003, No. 11/2020 and Company Regulation.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2. Significant Accounting Policies (Continued)

2.q. Liabilitas Imbalan Kerja (Lanjutan)

Grup mengakui jumlah liabilitas imbalan pasti neto sebesar nilai kini kewajiban imbalan pasti pada akhir periode pelaporan dikurangi nilai wajar aset program yang dihitung oleh aktuaris independen dengan menggunakan metode *Projected Unit Credit*. Nilai kini kewajiban imbalan pasti ditentukan dengan mendiskontokan imbalan tersebut.

Grup mencatat tidak hanya kewajiban hukum berdasarkan persyaratan formal program imbalan pasti, tetapi juga kewajiban konstruktif yang timbul dari praktik informal entitas.

Biaya jasa kini, biaya jasa lalu dan keuntungan atau kerugian atas penyelesaian, serta bunga neto atas liabilitas (aset) imbalan pasti neto diakui dalam laba rugi.

Pengukuran kembali atas liabilitas (aset) imbalan pasti neto yang terdiri dari keuntungan dan kerugian aktuarial, imbal hasil atas aset program dan setiap perubahan dampak batas atas aset diakui sebagai penghasilan komprehensif lain.

Pesangon

Grup mengakui pesangon sebagai liabilitas dan beban pada tanggal yang lebih awal diantaranya:
(a) Ketika Grup tidak dapat lagi menarik tawaran atas imbalan tersebut; dan
(b) Ketika Grup mengakui biaya untuk restrukturisasi yang berada dalam ruang lingkup PSAK 57 dan melibatkan pembayaran pesangon.

Grup mengukur pesangon pada saat pengakuan awal, mengukur dan mengakui perubahan selanjutnya, sesuai dengan sifat imbalan kerja.

2.q. Post Employee Benefits (Continued)

The Group recognized the amount of the net defined benefit liability at the present value of the defined benefit obligation at the end of the reporting period less the fair value of plan assets which calculated by independent actuaries using the Projected Unit Credit method. Present value benefit obligation is determined by discounting the benefit.

The Group accounts not only for its legal obligation under the formal terms of a defined benefit plan, but also for any constructive obligation that arises from the entity's informal practices.

Current service cost, past service cost and gain or loss on settlement, and net interest on the net defined benefit liability (asset) are recognized in profit and loss.

The remeasurement of the net defined benefit liability (assets) comprises actuarial gains and losses,the return on plan assets, and any change in effect of the asset ceiling are recognized in other comprehensive income.

Termination Benefits

The Group recognizes a liability and expense for termination benefits at the earlier of the following dates:
(a) When the Group can no longer withdraw the offer of those benefits; and
(b) When the Group recognizes costs for a restructuring that is within the scope of PSAK 57 and involves payment of termination benefits.

The Group measures termination benefits on initial recognition, measures and recognizes subsequent changes, in accordance with the nature of the employee benefits.

2.r. Pendapatan Hasil Investasi

Pendapatan hasil investasi merupakan pendapatan yang diperoleh dari hasil pengelolaan aset investasi seperti bunga, diskonto, dividen, *capital gain* (*loss*), selisih kurs investasi disajikan sebagai bagian dari hasil investasi.

2.r. Investment Income

Investment income derived from investment assets such as deposits interest, discounts, dividends, capital gains (losses) in foreign exchange, are presented as part of investment income.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2. Significant Accounting Policies (Continued)

2.s. Pajak Penghasilan

Beban pajak adalah jumlah gabungan pajak kini dan pajak tangguhan yang diperhitungkan dalam menentukan laba rugi pada suatu periode. Pajak kini dan pajak tangguhan diakui dalam laba rugi, kecuali pajak penghasilan yang timbul dari transaksi atau peristiwa yang diakui dalam penghasilan komprehensif lain atau secara langsung di ekuitas. Dalam hal ini, pajak tersebut masing-masing diakui dalam penghasilan komprehensif lain atau ekuitas.

Jumlah pajak kini untuk periode berjalan dan periode sebelumnya yang belum dibayar diakui sebagai liabilitas. Jika jumlah pajak yang telah dibayar untuk periode berjalan dan periode-periode sebelumnya melebihi jumlah pajak yang terutang untuk periode tersebut, maka kelebihannya diakui sebagai aset. Liabilitas (aset) pajak kini untuk periode berjalan dan periode sebelumnya diukur sebesar jumlah yang diperkirakan akan dibayar kepada (direstitusi dari) otoritas perpajakan, yang dihitung menggunakan tarif pajak (dan undang-undang pajak) yang telah berlaku atau secara substantif telah berlaku pada akhir periode pelaporan.

Manfaat terkait dengan rugi pajak yang dapat ditarik untuk memulihkan pajak kini dari periode sebelumnya diakui sebagai aset. Aset pajak tangguhan diakui untuk akumulasi rugi pajak belum dikompensasi dan kredit pajak belum dimanfaatkan sepanjang kemungkinan besar laba kena pajak masa depan akan tersedia untuk dimanfaatkan dengan rugi pajak belum dikompensasi dan kredit pajak belum dimanfaatkan.

Seluruh perbedaan temporer kena pajak diakui sebagai liabilitas pajak tangguhan, kecuali perbedaan temporer kena pajak yang berasal dari:

(a) Pengakuan awal *goodwill*; atau
(b) Pengakuan awal aset atau liabilitas dari transaksi yang bukan kombinasi bisnis dan pada saat transaksi tidak mempengaruhi laba akuntansi atau laba kena pajak (rugi pajak).

2.s. Income Tax

Tax expense is the aggregate amount included in the determinination of profit or loss for the period in respect of current tax and deferred tax. Current tax and deferred tax is recognized in profit or loss, except for income tax arising from transactions or events that are recognized in other comprehensive income or directly in equity. In this case, the tax is recognized in other comprehensive income or equity respectively.

Current tax for current and prior periods shall to the extent unpaid be recognized as a liability. If the amount already paid in respect of current and prior periods exceeds the amount due for those periods, the excess shall be recognised as an asset. Current tax liabilities (assets) for the current and prior periods shall be measured at the amount expected to be paid to (recovered from) the taxation authorities, using the tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period.

Tax benefits related to tax loss that can be carried back to recover current tax of a previous periods is recognized as an asset. Deferred tax asset is recognized for the carryforward of unused tax losses and unused tax credit to the extent that it is probable that future taxable profit will be available against which the unused tax losses and unused tax credits can be utilized.

A deferred tax liability shall be recognised for all taxable temporary differences, except to the extent that the deferred tax liability arises from:

(a) The initial recognition of goodwill; or
(b) The initial recognition of an asset or liability in a transaction which is not a business combination and at the time of the transaction, affects neither accounting profit nor taxable profit (tax loss).

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.s. Pajak Penghasilan (Lanjutan)

Aset pajak tangguhan diakui untuk seluruh perbedaan temporer dapat dikurangkan sepanjang kemungkinan besar laba kena pajak akan tersedia sehingga perbedaan temporer dapat dimanfaatkan untuk mengurangi laba dimaksud, kecuali jika aset pajak tangguhan timbul dari pengakuan awal aset atau pengakuan awal liabilitas dalam transaksi yang bukan kombinasi bisnis dan pada saat transaksi tidak mempengaruhi laba akuntansi atau laba kena pajak (rugi pajak).

Aset dan liabilitas pajak tangguhan diukur dengan menggunakan tarif pajak yang diharapkan berlaku ketika aset dipulihkan atau liabilitas diselesaikan, berdasarkan tarif pajak (dan peraturan pajak) yang telah berlaku atau secara substantif telah berlaku pada akhir periode pelaporan. Pengukuran aset dan liabilitas pajak tangguhan mencerminkan konsekuensi pajak yang sesuai dengan cara Grup memperkirakan, pada akhir periode pelaporan, untuk memulihkan atau menyelesaikan jumlah tercatat aset dan liabilitasnya.

Jumlah tercatat aset pajak tangguhan ditelaah ulang pada akhir periode pelaporan. Grup mengurangi jumlah tercatat aset pajak tangguhan jika kemungkinan besar laba kena pajak tidak lagi tersedia dalam jumlah yang memadai untuk mengkompensasikan sebagian atau seluruh aset pajak tangguhan tersebut. Setiap pengurangan tersebut dilakukan pembalikan atas aset pajak tangguhan hingga kemungkinan besar laba kena pajak yang tersedia jumlahnya memadai.

Grup melakukan saling hapus aset pajak tangguhan dan liabilitas pajak tangguhan jika dan hanya jika:

(a) Grup memiliki hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus aset pajak kini terhadap liabilitas pajak kini; dan

2. Significant Accounting Policies (Continued)

2.s. Income Tax (Continued)

A deferred tax asset shall be recognised for all deductible temporary differences to the extent that it is probable that taxable profit will be available against which the deductible temporary difference can be utilised, unless the deferred tax asset arises from the initial recognition of an asset or liability in a transaction that is not a business combination and at the time of the transaction affects neither accounting profit nor taxable profit (tax loss).

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the asset is realized or the liability is settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by the end of the reporting period. The measurement of deferred tax liabilities and deferred tax assets shall reflect the tax consequences that would follow from the manner in which the Group expects, at the end of the reporting period, to recover or settle the carrying amount of its assets and liabilities.

The carrying amount of a deferred tax asset reviewed at the end of each reporting period. The Group shall reduce the carrying amount of a deferred tax asset to the extent that it is no longer probable that sufficient taxable profit will be available to allow the benefit of part or all of that deferred tax asset to be utilised. Any such reduction shall be reversed to the extent that it becomes probable that sufficient taxable profit will be available.

The Group offsets deferred tax assets and deferred tax liabilities if, and only if:

(a) The Group has a legally enforceable right to set off current tax assets against current tax liabilities; and

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.s. Pajak Penghasilan (Lanjutan)

(b) Aset pajak tangguhan dan liabilitas pajak tangguhan terkait dengan pajak penghasilan yang dikenakan oleh otoritas perpajakan yang sama atas:
   i. Entitas kena pajak yang sama; atau
   ii. Entitas kena pajak yang berbeda yang bermaksud untuk memulihkan aset dan liabilitas pajak kini dengan dasar neto, atau merealisasikan aset dan menyelesaikan liabilitas secara bersamaan, pada setiap periode masa depan dimana jumlah signifikan atas aset atau liabilitas pajak tangguhan diperkirakan untuk diselesaikan atau dipulihkan.

Grup melakukan saling hapus atas aset pajak kini dan liabilitas pajak kini jika dan hanya jika, Grup:
(a) Memiliki hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus atas jumlah yang diakui; dan
(b) Bermaksud untuk menyelesaikan dengan dasar neto atau merealisasikan aset dan menyelesaikan liabilitas secara bersamaan.

2.t. Pendapatan Lain-lain

Pendapatan lain-lain merupakan pendapatan yang tidak dapat dikelompokkan dalam pendapatan yang diuraikan sebelumnya, antara lain pelepasan aktiva tetap yang dipakai sendiri, jasa giro, administrasi polis, selisih kurs aset non investasi.

2.u. Transaksi Asuransi Syariah

Penerimaan dana dari nasabah untuk produk Syariah diakui sebagai liabilitas di laporan posisi keuangan sebesar jumlah yang diterima setelah dikurangi bagian *fee* (*ujroh*) untuk Grup dalam rangka mengelola pendapatan dari produk Syariah.

Surplus yang dapat didistribusikan akan ditetapkan berdasarkan kecukupan kontribusi premi yang diterima dan hasil investasi yang terkait cukup untuk menutup beban atas pembayaran klaim dan pembentukan cadangan.

2. Significant Accounting Policies (Continued)

2.s. Income Tax (Continued)

(b) The deferred tax assets and the deferred tax liabilities relate to income taxes levied by the same taxation authority on either:
   i. The same taxable entity; or
   ii. Different taxable entities which intend either to settle current tax liabilities and assets on a net basis, or to realize the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

The Group offsets current tax assets and current tax liabilities if, and only if, the Group:

(a) Has legally enforceable right to set off the recognized amounts, and

(b) Intends either to settle on a net basis, or to realize the assets and settle liabilities simultaneously.

2.t. Other Income

Other income is income which can not be classified in the previous category, including fixed assets disposals, banking fee, policies administration, foreign exchange difference of non-investment assets.

2.u. Sharia Insurance Transaction

Funds received from customers for Sharia products is recognized as liabilities in the statement of financial position for the amount received net of the portion representing the Group's fees (ujroh) in managing the Sharia product revenue.

The distributable surplus will be determined based on whether the premium contribution received and its related investment return are sufficient to cover for the expenses on claims paid and reserve set up.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2. Significant Accounting Policies (Continued)

2.u. Transaksi Asuransi Syariah (Lanjutan)

Setiap kelebihan, setelah dikurangkan dengan porsi untuk membayar pinjaman kepada Grup atau *qardh*, jika ada, akan dibagikan kepada peserta, Grup dan dana *tabarru'* sesuai dengan akad kontrak asuransi. Ketika dana *tabarru'* tidak mencukupi untuk menutup klaim yang telah terjadi, Grup akan memberikan *qardh* (pinjaman tidak berbunga) untuk menyelesaikannya. Pada saat dana *tabarru'* memiliki *surplus underwriting*, maka qardh akan dibayarkan terlebih dahulu sebelum Grup menyatakan pembagian surplus yang dapat didistribusikan.

2.u. Sharia Insurance Transaction (Continued)

Any excess, after deduction the portion to repay the loan or qardh from the Group, if any, will be distributed to the policy holders, to the Group, and to the tabarru' fund in accordance with insurance contract. When the tabarru' fund is insufficient to cover all claims incurred, the Group will settle under qardh (non-bearing interest loans). The qardh is to be repaid first when tabarru' fund has an underwriting surplus before the Group declares the distributable surplus.

2.v. Obligasi Wajib Konversi

Pada tanggal 31 Desember 2014, PT Reasuransi Internasional Indonesia dahulu sebagai entitas anak, menerbitkan Obligasi Wajib Konversi ("OWK"). Pada tanggal jatuh tempo nilai pokok OWK akan dikonversi menjadi saham biasa Grup dengan harga konversi sebagaimana disepakati dalam perjanjian penerbitan OWK.

Perjanjian penerbitan OWK ditandatangani pada tanggal 31 Desember 2014 sesuai dengan Akta Notaris Arry Supratno SH No. 168 dan telah mengalami beberapa kali perubahan:

- Perubahan pertama di tandatangani pada tanggal 30 Maret 2015 sesuai dengan Akta Notaris Arry Supratno SH No. 107.
- perubahan kedua ditandatangani pada tanggal 18 Desember 2015 sesuai Akta sesuai dengan Akta Notaris Arry Supratno SH No. 127
- Perubahan ketiga pada tanggal 19 Desember 2017 sesuai Akta Notaris Arry Supratno, S.H. No. 45
- Perubahan keempat pada tanggal pada tanggal 22 Desember 2020 sesuai Akta Notaris Arry Supratno, S.H. No. 28
- Perubahan kelima pada tanggal 10 Februari 2022 sesuai Akta Notaris Arry Supratno, S.H. No. 7, dengan perubahan ketentuan OWK sebagai berikut:

2.v. Mandatory Convertible Bonds

On December 31, 2014, PT Reasuransi International Indonesia previously as subsdiary issued Mandatory Convertible Bond ("MCB"). At the maturity date, the nominal value of MCB will be converted into the Group's shares at a conversion price as agreed in the MCB's issuance agreement.

The OWK issuance agreement was signed on December 31, 2014 in accordance with Notarial Deed of Arry Supratno SH. 168 and has undergone several changes:

- *The first amendment was signed on March 30, 2015 in accordance with the Notary Deed of Arry Supratno SH No. 107.*
- *the second amendment was signed on December 18, 2015 according to the Deed in accordance with the Notary Deed of Arry Supratno SH No. 127*
- *The third amendment on December 19, 2017 according to the Notary Deed of Arry Supratno, S.H. No. 45*
- *The fourth amendment was dated December 22, 2020 according to the Notary Deed of Arry Supratno, S.H. No. 28*
- *The fifth amendment is on February 10, 2022 according to the Notary Deed of Arry Supratno, S.H. No. 7 with changes to the provisions of the OWK as follows:*

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.v. Obligasi Wajib Konversi (Lanjutan)

Tanggal efektif	:	1 Januari 2022
Jatuh tempo	:	31 Desember 2024
IRR	:	8,90%
Kupon	:	7,00%
Selisih imbal hasil	:	Rp49.284.165.000
Jumlah selisih imbal hasi	:	Rp160.659.844.986

2.w. Properti Investasi

Properti investasi adalah properti (tanah atau bangunan atau bagian dari suatu bangunan atau kedua-duanya) yang dikuasai oleh pemilik atau penyewa melalui sewa pembiayaan untuk menghasilkan sewa atau untuk kenaikan nilai atau kedua-duanya, dan tidak untuk digunakan dalam produksi atau penyediaan barang atau jasa atau untuk tujuan administratif; atau dijual dalam kegiatan usaha sehari-hari.

Properti investasi diakui sebagai aset jika dan hanya jika besar kemungkinan manfaat ekonomi masa depan yang terkait dengan properti investasi akan mengalir ke entitas; dan biaya perolehan properti investasi dapat diukur dengan andal.

Properti investasi pada awalnya diukur sebesar biaya perolehan, meliputi harga-harga pembelian dan setiap pengeluaran yang dapat diatribusikan secara langsung (biaya jasa hukum, pajak pengalihan properti, dan biaya transaksi lain). Biaya transaksi termasuk dalam pengukuran awal tersebut.

Setelah pengakuan awal, Grup memilih menggunakan model biaya dan mengukur properti investasi sebesar biaya perolehan dikurangi akumulasi penyusutan dan akumulasi rugi penurunan nilai aset. Hak atas tanah tidak disusutkan dan disajikan sebesar biaya perolehan. Bangunan disusutkan dengan menggunakan metode garis lurus berdasarkan taksiran masa manfaat ekonomis (20 tahun).

Biaya pemeliharaan dan perbaikan dibebankan pada laba rugi pada saat terjadinya, sedangkan pemugaran dan penambahan dikapitalisasi.

2. Significant Accounting Policies (Continued)

2.v. Mandatory Convertible Bonds (Continued)

Effective date	:	*January 1, 2022*
Maturity	:	*December 31, 2024*
IRR	:	*8,90%*
Coupon	:	*7,00%*
Differences in return	:	*Rp49,284,165,000*
Total Differences in retur	:	*Rp160,659,844,986*

2.w. Investment Properties

Investment properties are properties (land or a building or part of a building or both) held by the owner or the lessee under a finance lease to earn rentals or for capital appreciation or both, rather than for use in the production or supply of goods or services or for administrative purposes; or sale in the daily business activities.

Investment property is ecognized as an asset when, and only when it is probable that the future economic benefits that are associated with the investment property will flow to the entity; and the cost of the investment property can be measured reliably.

An investment property shall be measured initially at its cost, comprises its purchase price and any directly attributable expenditure (professional fees for legal services, property transfer taxes and other transaction costs). Transaction costs are included in the initial measurement.

After initial recognition, the Group choose to use cost model and measure its investment property at acquisition cost less accumulated depreciation and accumulated impairment losses. Landrights are not depreciated and are carried at costs. Buildings are depreciated using the straight-line method over their estimate useful lives (20 years).

Maintenance and repairment costs are charged to profit or loss as incurred, while renewals and betterments are capitalized.

2. Kebijakan Akuntansi Signifikan (Lanjutan)

2.w. Properti Investasi (Lanjutan)

Perusahaan mengalihkan properti ke, atau dari, properti investasi jika, dan hanya jika, ketika properti memenuhi, atau berhenti memenuhi, definisi properti investasi dan terdapat bukti atas perubahan penggunaan, mencakup:

(a) Dimulainya penggunaan oleh pemilik, atau pengembangan untuk pemilik, untuk pengalihan dari properti investasi menjadi properti yang digunakan sendiri;
(b) Dimulainya pengembangan untuk dijual, untuk pengalihan dari properti investasi menjadi persediaan;
(c) Berakhirnya pemakaian oleh pemilik, untuk pengalihan dari properti yang digunakan sendiri menjadi properti investasi; dan
(d) Insepsi sewa operasi kepada pihak lain, untuk pengalihan dari persediaan menjadi properti investasi.

Properti investasi dihentikan pengakuannya pada saat dilepaskan atau ketika tidak digunakan lagi secara permanen dan tidak memiliki manfaat ekonomi masa depan yang diperkirakan dari pelepasannya. Keuntungan atau kerugian yang timbul dari penghentian atau pelepasan ditentukan dari selisih antara hasil neto pelepasan dan jumlah tercatat aset, dan diakui dalam laba rugi pada periode terjadinya penghentian atau pelepasan.

3. Sumber Ketidakpastian Estimasi dan Pertimbangan yang Penting

Penyusunan laporan keuangan konsolidasian Grup mengharuskan manajemen untuk membuat pertimbangan, estimasi dan asumsi yang mempengaruhi jumlah yang dilaporkan dari pendapatan, beban, aset dan liabilitas, dan pengungkapan atas liabilitas kontijensi pada akhir periode pelaporan. Ketidakpastian mengenai asumsi dan estimasi tersebut dapat mengakibatkan penyesuaian material terhadap nilai tercatat aset dan liabilitas dalam periode pelaporan berikutnya.

2. Significant Accounting Policies (Continued)

2.w. Investment Properties (Continued)

The Company shall transfer a property, to, or from investment property when, and only when, there the property meets, or ceases to meet, the definition of investment property and there is evidence of the change in use, include:

(a) Commencement of owner-occupation, or of development with a view to owner-occupation, for a transfer from investment property to owner-occupied property;
(b) Commencement of development with a view to sale, for a transfer from investment property to inventories;
(c) End of owner-occupation, for a transfer from owner-occupied property to investment property; and

(d) Inception of an operating lease to another party, for a transfer from inventories to investment property.

An investment property is derecognizing on disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from its disposal. Gains or losses arising from the retirement or disposal are determined as the difference between the net disposal proceeds and the carrying amount of the asset and are recognized in profit or loss in the period of the retirement or disposal.

3. Sources of Estimation Uncertainty and Critical Judgement

The preparation of the Group's consolidated financial statements requires management to make judgements, estimations and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the end of the reporting period. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset and liability affected in future periods.

3. Sumber Ketidakpastian Estimasi dan Pertimbangan yang Penting (Lanjutan)

3.a. Pertimbangan

Pertimbangan berikut ini dibuat oleh manajemen dalam rangka penerapan kebijakan akuntansi Grup yang memiliki pengaruh paling signifikan atas jumlah yang diakui dalam laporan keuangan:

Klasifikasi Aset dan Liabilitas Keuangan

Grup menetapkan klasifikasi atas aset dan liabilitas tertentu sebagai aset keuangan dan liabilitas keuangan dengan mempertimbangkan bila definisi yang ditetapkan PSAK 55 (Revisi 2014) dipenuhi. Dengan demikian, aset keuangan dan liabilitas keuangan diakui sesuai dengan kebijakan akuntansi Grup seperti diungkapkan pada Catatan 2.e.

Cadangan Kerugian Penurunan Nilai Piutang Reasuransi dan Piutang Retrosesi

Grup mengevaluasi akun tertentu jika terdapat informasi bahwa pihak *ceding* dan atau pihak retrosesi yang bersangkutan tidak dapat memenuhi liabilitas keuangannya. Dalam hal tersebut, Grup mempertimbangkan, berdasarkan fakta dan situasi yang tersedia, termasuk namun tidak terbatas pada, jangka waktu hubungan dengan pelanggan dan faktor pasar yang telah diketahui, untuk mencatat provisi spesifik atas jumlah piutang reasuransi dan piutang retrosesi guna mengurangi jumlah piutang yang diharapkan dapat diterima oleh Grup. Provisi spesifik ini dievaluasi kembali dan disesuaikan jika tambahan informasi yang diterima mempengaruhi jumlah cadangan kerugian penurunan nilai piutang reasuransi dan piutang retrosesi.

Nilai tercatat dari piutang reasuransi dan piutang retrosesi Grup setelah cadangan kerugian penurunan nilai pada tanggal 31 Desember 2022 adalah masing-masing sebesar Rp965.275.661.968 dan Rp1.004.073.960.478, dan pada tanggal 31 Desember 2021 adalah masing-masing sebesar Rp1.075.599.521.622 dan Rp905.662.641.986. Penjelasan lebih lanjut diungkapkan dalam Catatan 6.e dan 7.e.

3. Sources of Estimation Uncertainty and Critical Judgement (Continued)

3.a. Judgements

The following judgements are made by management in the process of applying the Group's accounting policies that have the most significant effects on the amounts recognized in the financial statements.

Classification of Financial Assets and Financial Liabilities

The Group determines the classifications of certain assets and liabilities as financial assets and financial liabilities by judging if they meet the definition set forth in PSAK 55 (Revised 2014). Accordingly, the financial assets and financial liabilities are accounted for in accordance with the Group's accounting policies disclosed in Note 2.e.

Allowance for Impairment Loss of Reinsurance Receivables and Retrocession Receivables

The Group evaluates specific accounts where it has information that certain ceding and or retrocession are unable to meet their financial obligations. In these cases, the Group uses judgement, based on the best available facts and circumstances, including but not limited to, the length of its relationship with the customer and known market factors, to record specific provisions for reinsurance receivables and retrocession receivables against amounts due to reduce its receivable amounts that the Group expects to collect. These specific provisions are re-evaluated and adjusted as additional information received affects the amounts of allowance for impairment loss of reinsurance receivables and retrocession receivables.

The carrying amounts of the Group's reinsurance receivables and retrocession receivables after allowance for impairment losses as of December 31, 2022 amounted to Rp965,275,661,968 and Rp1,004,073,960,478, respectively, and as of December 31, 2021 were Rp1,075,599,521,622 and Rp.905,662,641,986, respectively. Further details are discussed in Notes 6.e and 7.e.

3. Sumber Ketidakpastian Estimasi dan Pertimbangan yang Penting (Lanjutan)

3.a. Pertimbangan (Lanjutan)

Pajak Penghasilan

Pertimbangan signifikan dilakukan dalam menentukan provisi atas pajak penghasilan badan. Terdapat transaksi dan perhitungan tertentu yang penentuan pajak akhirnya adalah tidak pasti sepanjang kegiatan usaha normal. Grup mengakui liabilitas atas pajak penghasilan badan berdasarkan estimasi apakah akan terdapat tambahan pajak penghasilan badan. Penjelasan lebih rinci diungkapkan dalam Catatan 17.c.

3.b. Estimasi dan Asumsi Akuntansi

Asumsi utama masa depan dan sumber utama estimasi ketidakpastian lain pada tanggal pelaporan yang memiliki risiko signifikan bagi penyesuaian yang material terhadap nilai tercatat aset dan liabilitas untuk tahun berikutnya diungkapkan di bawah ini.

Nilai Wajar Aset Keuangan dan Liabilitas Keuangan

Standar Akuntansi Keuangan di Indonesia mensyaratkan pengukuran aset keuangan dan liabilitas keuangan tertentu pada nilai wajarnya, dan penyajian ini mengharuskan penggunaan estimasi. Komponen pengukuran nilai wajar yang signifikan ditentukan berdasarkan bukti-bukti objektif yang dapat diverifikasi (seperti nilai tukar, suku bunga), sedangkan saat dan besaran perubahan nilai wajar dapat menjadi berbeda karena penggunaan metode penilaian yang berbeda.

Estimasi Klaim Retensi Sendiri dan Premi yang Belum Merupakan Pendapatan

Grup mencatat estimasi klaim yang sudah terjadi namun belum dilaporkan dan pendapatan premi yang belum diakui berdasarkan metode perhitungan tertentu yang berlaku umum di Indonesia. Asumsi utama yang mendasari metode tersebut adalah pengalaman klaim masa lalu. Estimasi klaim yang sudah terjadi namun belum dilaporkan merupakan bagian atas estimasi klaim retensi sendiri.

3. Sources of Estimation Uncertainty and Critical Judgement (Continued)

3.a. Judgements (Continued)

Income Tax

Significant judgement is involved in determining the provision for corporate income tax. There are certain transactions and computation for which the ultimate tax determination is uncertain during the ordinary course of business. The Group recognizes liabilities for expected corporate income tax issues based on estimates of whether additional corporate income tax will be due. Further details are disclosed in Note 17.c.

3.b. Accounting Estimates and Assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed below.

Fair Value of Financial Assets and Liabilities

Indonesian Financial Accounting Standards require measurement of certain financial assets and liabilities at fair values, and the disclosure requires the use of estimation. Significant component of fair value measurement is determined based on verifiable objective evidence (i.e. foreign exchange rate, interest rate), while timing and amount of changes in fair value might differ user due to different valuation method used.

Estimated Own Retention Claims and Unearned Premiums

The Group records estimated of incurred but not reported and unearned premiums based on a certain calculation method which generally applied in Indonesia. The main assumption underlying this method is the Group's past claim experience. Estimated of incurred but not reported is part of estimated claim for own retention.

3. Sumber Ketidakpastian Estimasi dan Pertimbangan yang Penting (Lanjutan)

3. Sources of Estimation Uncertainty and Critical Judgement (Continued)

3.b. Estimasi dan Asumsi Akuntansi (Lanjutan)

3.b. Accounting Estimates and Assumptions (Continued)

Estimasi Klaim Retensi Sendiri dan Premi yang Belum Merupakan Pendapatan (Lanjutan)

Hasil aktual yang berbeda dari hasil perhitungan akan dibebankan ke laba rugi tahun berjalan. Sementara Grup berkeyakinan bahwa hasil perhitungan tersebut adalah wajar dan sesuai, perbedaan signifikan pada hasil aktual akan dapat mempengaruhi secara material estimasi klaim retensi sendiri dan pendapatan premi yang belum diakui. Nilai tercatat atas estimasi klaim retensi sendiri dan pendapatan premi yang belum diakui Grup pada tanggal 31 Desember 2022 masing-masing sebesar Rp4.120.880.781.696 dan Rp2.382.414.744.898 dan pada tanggal 31 Desember 2021 masing-masing sebesar Rp3.582.335.897.441 dan Rp2.111.563.453.138. Penjelasan lebih rinci diungkapkan dalam Catatan 16.

Estimated Own Retention Claims and Unearned Premiums (Continued)

Actual results that differ from the calculated results will be charged to the current year's profit or loss. While the Group believes that the results of these calculations are reasonable and appropriate, significant differences in the actual results could materially affect the estimated own retention claims and unrecognized premium income. The carrying amounts of estimated own retention claims and unrecognized premium income by the Group as of December 31, 2022 amounted to Rp4,120,880,781,696 and Rp2,382,414,744,898 and at December 31, 2021 in the amount of Rp3,582,335,897,441 and Rp2,111,563,453,138, respectively. Further details are discussed in Note 16.

Pengujian Kecukupan Liabilitas

Pada tanggal pelaporan, keseluruhan jumlah aset dan liabilitas asuransi yang dicatat telah dilakukan pengujian kecukupan liabilitas dan Direksi meyakini bahwa jumlah tersebut adalah memadai.

Liability Adequacy Test

As of the reporting date, all insurance assets and liabilities have been estimated and the Directors believe that the amount recorded are adequate.

Estimasi Umur Manfaat Aset Tetap

Grup melakukan penelaahaan berkala atas masa manfaat ekonomis aset tetap berdasarkan faktor-faktor seperti kondisi teknis dan perkembangan teknologi di masa depan. Hasil operasi di masa depan akan dipengaruhi secara material atas perubahan estimasi ini yang diakibatkan oleh perubahan faktor yang telah disebutkan di atas (Nilai tercatat aset tetap disajikan dalam Catatan 11).

Estimated Useful Lives of Fixed Assets

The Group reviews periodically the estimated useful lives of fixed assets based on factors such as technical specification and future technological developments. Future results of operations could be materially affected by changes in these estimates brought about by changes in the factors mentioned (Carrying amount of fixed assets is presented in Note 11).

3. Sumber Ketidakpastian Estimasi dan Pertimbangan yang Penting (Lanjutan)

3.b. Estimasi dan Asumsi Akuntansi (Lanjutan)

Imbalan Kerja

Nilai kini liabilitas imbalan pascakerja tergantung pada beberapa faktor yang ditentukan dengan dasar aktuarial berdasarkan beberapa asumsi. Asumsi yang digunakan untuk menentukan biaya (penghasilan) pensiun neto mencakup tingkat diskonto. Perubahan asumsi ini akan mempengaruhi jumlah tercatat imbalan pascakerja.

Grup menentukan tingkat diskonto yang sesuai pada akhir periode pelaporan, yakni tingkat suku bunga yang harus digunakan untuk menentukan nilai kini arus kas keluar masa depan estimasian yang diharapkan untuk menyelesaikan liabilitas. Dalam menentukan tingkat suku bunga yang sesuai, Grup mempertimbangkan tingkat suku bunga obligasi pemerintah yang didenominasikan dalam mata uang imbalan akan dibayar dan memiliki jangka waktu yang serupa dengan jangka waktu liabilitas yang terkait.

Asumsi kunci liabilitas imbalan pascakerja sebagian ditentukan berdasarkan kondisi pasar saat ini. Informasi tambahan diungkapkan pada Catatan 25.

3. Sources of Estimation Uncertainty and Critical Judgement (Continued)

3.b. Accounting Estimates and Assumptions (Continued)

Post-Employment Benefits

The present value of the post-employment benefits obligations depends on a number of factors that are determined on an actuarial basis using a number of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of post employment benefits obligations.

The Group determines the appropriate discount rate at the end of each reporting period, that is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the obligations. In determining the appropriate discount rate, the Group considers the interest rates of government bonds that are denominated in the currency in which the benefits will be paid and that have terms to maturity approximating the terms of the related obligation.

Other key assumptions for post-employment benefit obligations are based in part on current market conditions. Additional information is disclosed in Note 25.

4. Kas dan Setara Kas / *4. Cash and Cash Equivalents*

	2022 Rp	2021 Rp	
Kas			***Cash on hand***
Rupiah	200.551.690	197.376.348	*Rupiah*
Dolar Amerika Serikat	42.214.716	73.923.774	*United States Dollar*
Sub Jumlah	**242.766.406**	**271.300.122**	***Sub Total***
Bank			***Cash in banks***
Rupiah			***Rupiah***
Pihak berelasi:			*Related parties:*
PT Bank Mandiri (Persero) Tbk	19.416.682.471	7.238.563.816	*PT Bank Mandiri (Persero) Tbk*
PT Bank Negara Indonesia (Persero) Tbk	5.693.076.077	6.247.038.808	*PT Bank Negara Indonesia (Persero) Tbk*
PT Bank Syariah Indonesia Tbk	2.274.115.924	7.198.759.773	*PT Bank Syariah Indonesia Tbk*
PT Bank Rakyat Indonesia (Persero) Tbk	73.575.418	1.487.045.736	*PT Bank Rakyat Indonesia (Persero) Tbk*
PT Bank Tabungan Negara (Persero) Tbk	67.791.331	48.928.999	*PT Bank Tabungan Negara (Persero) Tbk*
	27.525.241.221	22.220.337.132	
Pihak ketiga:			*Third parties:*
PT Bank Woori Saudara Indonesia 1906 Tbk	8.080.628.912	354.583.935	*PT Bank Woori Saudara Indonesia 1906 Tbk*
Citibank, N.A	2.295.220.116	2.503.694.592	*Citibank, N.A*
PT Bank Sinarmas Tbk	1.858.907.622	1.918.373.061	*PT Bank Sinarmas Tbk*
PT BPD Jambi	696.885.980	1.544.446.721	*PT BPD Jambi*
PT Bank Muamalat Indonesia Tbk	475.804.571	--	*PT Bank Muamalat Indonesia Tbk*
PD BPR Bank Sumedang	474.469.398	255.540.350	*PD BPR Bank Sumedang*
PD BPR Bank Sleman	474.076.440	448.882.043	*PD BPR Bank Sleman*
PT Bank Central Asia Tbk	410.464.172	559.025.756	*PT Bank Central Asia Tbk*
PD BPR Bank Daerah Gunungkidul	354.335.733	328.358.916	*PD BPR Bank Daerah Gunungkidul*
PT Bank JTrust Indonesia Tbk	293.006.470	64.527.409	*PT Bank JTrust Indonesia Tbk*
PT Bank Mega Tbk	278.791.890	207.393.521	*PT Bank Mega Tbk*
PT Bank Neo Commerce Tbk	256.362.081	252.371.401	*PT Bank Neo Commerce Tbk*
PD BPR Bank Magelang	207.252.763	108.221.925	*PD BPR Bank Magelang*
PT BPD Sulawesi Selatan dan Sulawesi Barat	179.323.001	336.518.288	*PT BPD Sulawesi Selatan dan Sulawesi Barat*
PD BPR Bank Pasar Kulon Progo	154.606.711	167.346.252	*PD BPR Bank Pasar Kulon Progo*
PT BPR Bank Bantul (Perseroda)	147.127.360	96.574.570	*PT BPR Bank Bantul (Perseroda)*
PD BPR Bank Tegal Gotong Royong	138.429.751	127.665.352	*PD BPR Bank Tegal Gotong Royong*
PT BPR Bank Klaten	130.319.892	101.074.211	*PT BPR Bank Klaten*
PT Bank KB Bukopin Syariah	109.596.882	196.877.844	*PT Bank KB Bukopin Syariah*
PT Bank Jabar Banten Syariah	100.046.641	--	*PT Bank Jabar Banten Syariah*
Lainnya (dibawah Rp100.000.000)	1.160.353.979	4.853.024.186	*Others (below Rp100,000,000)*
	18.276.010.365	14.424.500.333	

4. Kas dan Setara Kas (Lanjutan) / *4. Cash and Cash Equivalents (Continued)*

	2022 Rp	2021 Rp	
Dollar Amerika Serikat			***United States Dollar***
Pihak berelasi:			*Related parties:*
PT Bank Mandiri (Persero) Tbk	5.706.674.622	4.067.001.463	*PT Bank Mandiri (Persero) Tbk*
PT Bank Syariah Indonesia Tbk	708.457.029	643.525.087	*PT Bank Syariah Indonesia Tbk*
PT Bank Negara Indonesia (Persero) Tbk	319.149.427	106.872.384	*PT Bank Negara Indonesia (Persero) Tbk*
PT Bank Rakyat Indonesia (Persero) Tbk	5.768.872	6.945.008	*PT Bank Rakyat Indonesia (Persero) Tbk*
	6.740.049.950	4.824.343.942	
Pihak ketiga:			*Third parties:*
Citibank, N.A	9.425.394.873	33.008.945.395	*Citibank, N.A*
PT Bank Sinarmas Tbk	902.835.912	578.188.156	*PT Bank Sinarmas Tbk*
PT Bank Woori Saudara Indonesia 1906 Tbk	52.891.397	48.070.263	*PT Bank Woori Saudara Indonesia 1906 Tbk*
PT BPD Jawa Barat dan Banten Tbk	25.346.731	23.228.218	*PT BPD Jawa Barat dan Banten Tbk*
	10.406.468.913	33.658.432.032	
Sub Jumlah	**62.947.770.449**	**75.127.613.439**	***Sub Total***
Deposito *on call*			***Deposit on call***
Pihak berelasi:			*Related parties:*
PT Bank Mandiri (Persero) Tbk	4.000.000.000	18.000.000.000	*PT Bank Mandiri (Persero) Tbk*
Pihak ketiga:			*Third parties:*
PT BPD Bank Jawa Barat dan Banten Tbk	--	29.000.000.000	*PT BPD Bank Jawa Barat dan Banten Tbk*
PT Bank Woori Saudara Indonesia 1906 Tbk	--	25.000.000.000	*PT Bank Woori Saudara Indonesia 1906 Tbk*
Sub Jumlah	**4.000.000.000**	**72.000.000.000**	***Sub Total***
Jumlah	**67.190.536.855**	**147.398.913.561**	***Total***

5. Investasi / *5. Investments*

	2022 Rp	2021 Rp	
Deposito berjangka	2.293.488.430.763	2.031.692.243.405	*Time deposits*
Surat berharga			*Marketable secuirities*
SUN dan Obligasi	2.363.045.573.966	2.055.638.743.077	*SUN and Bonds*
Reksadana	1.145.554.736.505	1.667.959.913.612	*Mutual fund*
Saham	202.900.993.892	198.523.297.345	*Stocks*
Medium term note	63.959.600.000	34.559.530.000	*Medium term note*
Efek Beragunan Aset	10.047.615.400	--	*Asset-backed securities*
Jumlah surat berharga	3.785.508.519.763	3.956.681.484.034	*Total marketable securities*
Penyertaan saham	4.040.532.829	3.350.532.829	*Investment in share*
Properti investasi	15.950.070.672	16.105.003.640	*Investment property*
Sub jumlah	6.098.987.554.027	6.007.829.263.908	*Sub total*
Cadangan kerugian penurunan nilai	--	(129.480.450)	*Allowance for impairment losses*
Jumlah	**6.098.987.554.027**	**6.007.699.783.458**	***Total***

a. Deposito Berjangka / *a. Time Deposits*

	2022 Rp	2021 Rp	
Rupiah			***Rupiah***
Pihak berelasi:			*Related parties:*
PT Bank Mandiri Taspen	498.725.679.986	498.725.679.986	*PT Bank Mandiri Taspen*
PT Bank Tabungan Negara (Persero) Tbk	741.219.000.000	272.100.000.000	*PT Bank Tabungan Negara (Persero) Tbk*
PT Bank Rakyat Indonesia (Persero) Tbk	191.793.643.842	41.300.000.000	*PT Bank Rakyat Indonesia (Persero) Tbk*
PT Bank Mandiri (Persero) Tbk	50.861.000.000	51.361.000.000	*PT Bank Mandiri (Persero) Tbk*
PT Bank Syariah Indonesia Tbk	15.300.000.000	190.550.000.000	*PT Bank Syariah Indonesia Tbk*
PT Bank Tabungan Pensiunan Nasional Tbk	2.000.000.000	--	*PT Bank Tabungan Pensiunan Nasional Tbk*
Sub Jumlah	1.499.899.323.828	1.054.036.679.986	*Sub Total*

5. Investasi (Lanjutan) / *5. Investments (Continued)*

a. Deposito Berjangka (Lanjutan) / *a. Time Deposits (Continued)*

	2022 Rp	2021 Rp	
Rupiah (Lanjutan)			***Rupiah (Continued)***
Pihak ketiga:			*Third parties:*
Citibank, N, A Jakarta	78.577.811.954	43.281.103.992	*Citibank, N, A Jakarta*
PT Bank DKI	34.650.000.000	35.850.000.000	*PT Bank DKI*
PT Bank Woori Saudara Indonesia 1906 Tbk	25.000.000.000	12.000.000.000	*PT Bank Woori Saudara Indonesia 1906 Tbk*
PT Bank Panin Dubai Syariah Tbk	10.200.000.000	7.700.000.000	*PT Bank Panin Dubai Syariah Tbk*
PT Bank KB Bukopin Syariah	7.600.000.000	53.900.000.000	*PT Bank KB Bukopin Syariah*
PT Bank Sinarmas Tbk	6.000.000.000	6.000.000.000	*PT Bank Sinarmas Tbk*
PT BPD Sulawesi Selatan dan Sulawesi Barat	5.000.000.000	11.000.000.000	*PT BPD Sulawesi Selatan dan Sulawesi Barat*
PT Bank Mega Tbk	5.000.000.000	5.000.000.000	*PT Bank Mega Tbk*
PT Bank Jabar dan Banten Syariah	4.000.000.000	4.700.000.000	*PT Bank Jabar dan Banten Syariah*
PT Bank Victoria Syariah	1.100.000.000	1.100.000.000	*PT Bank Victoria Syariah*
PT Bank Muamalat Indonesia Tbk	1.000.000.000	3.000.000.000	*PT Bank Muamalat Indonesia Tbk*
PT BPD Sumatera Utara	500.000.000	500.000.000	*PT BPD Sumatera Utara*
PT BPR Sumatera Selatan Sudirman	500.000.000	--	*PT BPR Sumatera Selatan Sudirman*
PT BPR Bank Sleman (Perseroda)	500.000.000	--	*PT BPR Bank Sleman (Perseroda)*
PD BPR Bank Daerah Gunungkidul	400.000.000	400.000.000	*PD BPR Bank Daerah Gunungkidul*
PD BPR Sumatera Selatan	250.000.000	--	*PD BPR Sumatera Selatan*
PT BPR Pekanbaru Madani	100.000.000	--	*PT BPR Pekanbaru Madani*
PT Bank Pembangunan Daerah Sumatera Barat	--	200.000.000.000	*PT Bank Pembangunan Daerah Sumatera Barat*
PT BPD Riau Kepri	--	173.500.000.000	*PT BPD Riau Kepri*
PT BPD Jambi	--	50.000.000.000	*PT BPD Jambi*
PT BPD Sumatera Selatan dan Bangka Belitung	--	750.000.000	*PT BPD Sumatera Selatan dan Bangka Belitung*
Sub Jumlah	180.377.811.954	608.681.103.992	*Sub Total*
Dollar Amerika Serikat			***United States Dollar***
Pihak berelasi:			*Related parties:*
PT Bank Rakyat Indonesia (Persero) Tbk	166.579.804.625	281.456.850.327	*PT Bank Rakyat Indonesia (Persero) Tbk*
PT Bank Raya Indonesia Tbk	15.745.815.080	14.342.859.100	*PT Bank Raya Indonesia Tbk*
PT Bank Mandiri (Persero) Tbk	1.949.000.000	1.784.750.000	*PT Bank Mandiri (Persero) Tbk*
Sub Jumlah	184.274.619.705	297.584.459.427	*Sub Total*
Pihak ketiga:			*Third parties:*
Citibank, N. A	428.936.675.276	71.390.000.000	*Citibank, N. A*
Jumlah	**2.293.488.430.763**	**2.031.692.243.405**	***Total***

5. Investasi (Lanjutan) / *5. Investments (Continued)*

a. Deposito Berjangka (Lanjutan) / *a. Time Deposits (Continued)*

	2022 Rp	2021 Rp	
Suku bunga			***Interest rates***
Deposito berjangka Rupiah	0,1 % - 6,25%	0.89% - 8.50%	*Rupiah time deposit*
Deposito berjangka Dollar Amerika Serikat	0,1% - 0,62%	0.2% - 1.25%	*United States Dollar time deposit*
Jangka Waktu	1 - 12 Bulan/ *Month*	1 - 15 Bulan/ *Month*	*Maturity period*

	2022 Rp	2021 Rp	
Berdasarkan perjanjian sejak penempatan awal/			***Based on agreement since initial placement***
1 Bulan	831.812.487.231	176.176.853.992	*1 Months*
3 Bulan	763.686.275.629	543.287.709.427	*3 Months*
6 Bulan	252.553.987.917	484.512.000.000	*6 Months*
12 Bulan	445.435.679.986	827.715.679.986	*12 Months*
Jumlah	**2.293.488.430.763**	**2.031.692.243.405**	***Total***

	2022 Rp	2021 Rp	
Berdasarkan sisa umur jatuh tempo			***Based on maturity date***
1 Bulan	831.812.487.231	176.176.853.992	*1 Months*
3 Bulan	763.686.275.629	543.287.709.427	*3 Months*
6 Bulan	252.553.987.917	484.512.000.000	*6 Months*
12 Bulan	445.435.679.986	827.715.679.986	*12 Months*
Jumlah	**2.293.488.430.763**	**2.031.692.243.405**	***Total***

b. Surat Utang Negara dan Obligasi Korporasi / *a. Government and Corporate Bonds*

	2022 Rp	2021 Rp	
Tersedia untuk dijual	2.363.045.573.966	2.055.638.743.077	*Available for sale*
Jumlah	**2.363.045.573.966**	**2.055.638.743.077**	***Total***

5. Investasi (Lanjutan)

b. Surat Utang Negara dan Obligasi Korporasi (Lanjutan)

5. Investments (Continued)

a. Government and Corporate Bonds (Continued)

Obligasi/ *Bonds*	Tanggal jatuh tempo/ *Maturity date*	Tingkat bunga/ *Interest rate*	Peringkat/ *rating*	Nilai nominal/ *Par value*	Nilai wajar/ *Fair value*	Keuntungan (Kerugian) Belum Direalisasi/ *Unrealized Gain (Loss)*
		2022				
		(%)	Rp	Rp	Rp	Rp
Pihak berelasi/ *Related parties* (Catatan 38/ *Note 38*)				**2.178.497.675.000**	**2.224.435.019.255**	**53.190.526.379**
Pihak ketiga/ Third parties						
Sukuk Ijr Berkelanjutan Moratelindo Tahap III V	7-Oct-23	10,50%	idA-(sy)	30.000.000.000	30.759.000.000	30.759.000.000
Obligasi Berkelanjutan IV Adira Finance Thp V Thn 2019 Sr C	16-Apr-24	9,15%	idAAA	16.000.000.000	16.615.055.361	6.615.055.360
Obligasi Berkelanjutan III Medco Energi Internasional Thp I Thn 2018 Sr B	29-Mar-23	9,15%	idA+	15.000.000.000	15.155.951.300	77.569.500
Sukuk Ijr Berkelanjutan I Sampoerna Agro Tp I Thn 2020 Sr B	3-Mar-25	9,75%	idA-(sy)	5.000.000.000	5.131.790.800	5.131.790.800
Sukuk Ijr Berkelanjutan I XL Axiata Thp II Thn 2017 Sr E	28-Apr-27	9,40%	idAAA(sy)	4.000.000.000	4.351.845.120	4.351.845.120
Sukuk Ijr Berkelanjutan II XL Axiata Thp II Thn 2019 Sr C	8-Feb-24	9,25%	idAAA(sy)	4.000.000.000	4.139.482.560	4.139.482.560
Sukuk Ijr Berkelanjutan II Indosat Thp II Thn 2017 Sr E	9-Nov-27	8,65%	idAAA(sy)	3.000.000.000	3.181.123.590	3.181.123.590
Sukuk Ijr Berkelanjutan II Aneka Gas Industri Thp IV Thn 2021 Sr A	22-Dec-24	9,65%	idA(sy)	3.000.000.000	3.011.499.990	3.011.499.990
Obligasi Berkelanjutan IV Indosat Tahap I Tahun 2022 Seri A			idAAA	5.000.000.000	5.073.606.350	73.606.350
Obligasi Berkelanjutan II PNM Tahap II Tahun 2018 Seri B			idA+	6.000.000.000	6.044.729.640	44.729.640
Sukuk Ijarah Berkelanjutan I Sampoerna Agro Tahap III Tahun 2022 Seri B	2-Mar-27	8,40%	A	5.000.000.000	4.897.549.600	4.897.549.600
Sukuk Ijarah Berkelanjutan II Aneka Gas Industri Tahap V Tahun 2022 Seri B	5-Apr-27	8,90%	A	15.000.000.000	14.981.999.700	14.981.999.700
Sukuk Ijarah Berkelanjutan II Aneka Gas Industri Tahap V Tahun 2022 Seri C	5-Apr-29	9,75%	A	8.000.000.000	8.115.190.240	8.115.190.240
Sukuk Wakalah Berkelanjutan I Medco Power Indonesia Tahap I Tahun 2022 Seri B	4-Aug-27	9,25%	A	2.000.000.000	2.016.562.860	2.016.562.860
Sukuk Ijarah Berkelanjutan III XL Axiata Tahap I Tahun 2022 Seri D	1-Sep-32	8,25%	AAA	3.000.000.000	3.091.451.580	3.091.451.580
Sukuk Ijarah Berkelanjutan IV Indosat Tahap I Tahun 2022 Seri B	26-Oct-27	8,25%	AAA	2.000.000.000	2.043.716.020	2.043.716.020
Sukuk Wakalah Berkelanjutan I Medco Power Indonesia Tahap II Tahun 2022 Seri A	30-Dec-25	9,00%	A	10.000.000.000	10.000.000.000	10.000.000.000
Sub Jumlah/ Sub Total				136.000.000.000	138.610.554.711	102.532.172.910
Jumlah/ Total				**2.314.497.675.000**	**2.363.045.573.966**	**155.722.699.289**

Obligasi/ Bonds	Tanggal jatuh tempo/ *Maturity date*	Tingkat bunga/ *Interest rate*	Peringkat/ *rating*	Nilai nominal/ *Par value*	Nilai wajar/ *Fair value*	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss)
		2021				
		(%)	Rp	Rp	Rp	Rp
Pihak berelasi/ Related parties (Catatan 38/ Note 38)				**1.757.556.000.000**	**1.902.345.932.796**	**77.847.431.220**
Pihak ketiga/ Third parties						
Sukuk Ijr Berkelanjutan Moratelindo Tahap III V	7-Oct-23	10,50%	idA-(sy)	30.000.000.000	31.309.836.600	966.643.074
Obligasi Berkelanjutan II Indosat Thp I Thn 2017 Sr C	31-May-22	8,55%	idAAA	20.000.000.000	20.408.190.200	408.190.200
Obligasi Berkelanjutan IV Adira Finance Thp V Thn 2019 Sr C	16-Apr-24	9,15%	idAAA	10.000.000.000	10.933.383.300	933.383.300
Obligasi Berkelanjutan III Medco Energi Internasional Thp I Thn 2018 Sr B	29-Mar-23	9,15%	idA+	10.000.000.000	10.245.053.500	245.053.500
Obligasi Berkelanjutan I Tunas Baru Lampung Thp I Thn 2018	29-Mar-23	9,50%	A(idn)	10.000.000.000	10.244.842.200	244.842.200
Obligasi Berkelanjutan I AKR Corporindo Thp I Thn 2017 Sr B	7-Jul-22	8,88%	idAA-	10.000.000.000	10.209.769.400	209.769.400
Obligasi Indofood Sukses Makmur VIII Thn 2017	26-May-22	8,70%	idAA+	8.000.000.000	8.171.856.720	171.856.720
Sukuk Ijr Berkelanjutan I Moratelindo Thp IV Thn 2021 Sr B	4-May-26	11,00%	idA(sy)	7.000.000.000	7.439.295.150	439.295.150
Sukuk Mudharabah Berkelanjutan III Adira Thp III Thn 2019	23-Jan-24	1,00%	idAAA(sy)	6.000.000.000	6.547.160.100	277.839.876

5. Investasi (Lanjutan)

5. Investments (Continued)

b. Surat Utang Negara dan Obligasi Korporasi (Lanjutan)

a. Government and Corporate Bonds (Continued)

2021						
Obligasi/ Bonds	**Tanggal jatuh tempo/ *Maturity date***	**Tingkat bunga/ *Interest rate***	**Peringkat/ *rating***	**Nilai nominal/ *Par value***	**Nilai wajar/ *Fair value***	**Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss)**
		(%)	Rp	Rp	Rp	Rp
Sukuk Wakalah Medco Power Indonesia I Thn 2018 Sr B	4-Jul-23	10,25%	idA(sy)	5.000.000.000	5.190.661.400	44.729.796
Sukuk Ijr Berkelanjutan I Sampoerna Agro Tp I Thn 2020 Sr B	3-Mar-25	9,75%	idA-(sy)	5.000.000.000	5.148.040.650	148.040.650
Obligasi Berkelanjutan I Bank BJB Thp I Thn 2017 Sr B	6-Dec-22	8,15%	idAA-	5.000.000.000	5.136.010.150	136.010.150
Sukuk Ijr Berkelanjutan II Aneka Gas industri Thap I tahun 2020	14-Aug-25	10,55%	idA-(sy)	5.000.000.000	5.117.701.000	117.701.000
Sukuk Ijr Berkelanjutan I XL Axiata Thp II Thn 2017 Sr E	28-Apr-27	9,40%	idAAA(sy)	4.000.000.000	4.526.108.120	167.712.314
Sukuk Ijr Berkelanjutan II XL Axiata Thp II Thn 2019 Sr C	8-Feb-24	9,25%	idAAA(sy)	4.000.000.000	4.349.470.160	193.289.616
Sukuk Ijr Berkelanjutan II Indosat Thp II Thn 2017 Sr E	9-Nov-27	8,65%	idAAA(sy)	3.000.000.000	3.284.556.721	78.305.763
Sukuk Ijr Berkelanjutan II Aneka Gas Industri Thp IV Thn 2021 Sr A	22-Dec-24	9,65%	idA(sy)	3.000.000.000	2.998.153.290	(1.846.710)
Sukuk Ijarah Berkelanjutan Moratelindo Thp I Thn 2019 Sr A	9-Jul-22	9,90%	idA(sy)	2.000.000.000	2.032.721.620	32.721.621
Sub Jumlah/ Sub Total				147.000.000.000	153.292.810.281	4.813.537.620
Jumlah/ Total				**1.904.556.000.000**	**2.055.638.743.077**	**82.660.968.840**

c. Reksadana

c. Mutual Funds

	2022 Rp	**2021** Rp	
Diukur pada nilai wajar melalui laba rugi	51.697.700.230	49.866.253.295	*Fair value through profit or loss*
Tersedia untuk dijual	1.093.857.036.275	1.618.093.660.317	*Available for sale*
Jumlah	**1.145.554.736.505**	**1.667.959.913.612**	***Total***

Diukur pada Nilai Wajar melalui Laba Rugi

Fair Value Through Profit or Loss

2022				
Reksa Dana/ *Mutual Fund*	**Unit/ *Unit***	**Biaya perolehan/ *Cost***	**Nilai aset bersih/ *Net asset value***	**Laba (rugi) belum direalisasi/ *Unrealized gain (loss)***
		Rp	Rp	Rp
Pihak ketiga/ *Third parties*				
Reksa Dana Syariah Majoris Sukuk Negara Indonesia	2.182.331	2.816.965.303	2.790.075.928	(26.889.375)
Reksa Dana Syariah Bahana Mes Syariah Fund Kelas G	1.102.212	1.545.477.258	1.566.827.100	21.349.842
Sucorinvest Sharia Money Market Fund	1.739.173	2.127.669.065	2.209.166.695	81.497.630
Syailendra Pendapatan Tetap Premium	9.878.587	15.105.253.829	16.262.493.768	1.157.239.939
Sucorinvest Bond Fund	3.234.466	5.082.187.793	5.161.238.154	79.050.361
Trim Kas 2	6.058.109	10.105.662.508	10.466.719.142	361.056.634
Syailendra Capital	1.312.027	2.000.000.000	2.018.695.543	18.695.543
Sucorinvest Money Market Fund	6.667.152	10.768.517.509	11.222.483.900	453.966.391
Jumlah/ Total	**32.174.057**	**49.551.733.265**	**51.697.700.230**	**2.145.966.965**

5. Investasi (Lanjutan)

5. Investments (Continued)

c. Reksadana (Lanjutan)

c. Mutual Funds (Continued)

Diukur pada Nilai Wajar melalui Laba Rugi (Lanjutan)

Fair Value Through Profit or Loss (Continued)

2021				
Reksa Dana/ *Mutual Fund*	**Unit/ *Unit***	**Biaya perolehan/ *Cost***	**Nilai aset bersih/ *Net asset value***	**Laba (rugi) belum direalisasi/ *Unrealized gain (loss)***
		Rp	**Rp**	**Rp**
Pihak ketiga/ Third parties				
Reksa Dana Syariah				
Majoris Sukuk Negara Indonesia	2.182.331	2.740.508.203	2.816.965.304	76.457.101
Reksa Dana Syariah				
Bahana Mes Syariah Fund Kelas G	1.102.212	1.500.000.000	1.545.477.258	45.477.258
Sucorinvest Sharia Money Market Fund	8.406.325	12.598.058.908	12.896.186.573	298.127.665
Syailendra Pendapatan Tetap Premium	9.878.587	15.000.000.000	15.105.253.829	105.253.829
Sucorinvest Bond Fund	3.234.466	5.000.000.000	5.082.187.793	82.187.793
Syailendra Dana Kas	1.561.577	2.229.627.107	2.314.520.030	84.892.923
Trim Kas 2	6.058.109	10.000.000.000	10.105.662.508	105.662.508
Jumlah/ Total	**32.423.607**	**3.503.834.488**	**49.866.253.295**	**798.059.077**

Tersedia untuk Dijual

Available for Sale

2022				
Reksa Dana/ *Mutual Fund*	**Unit/ *Unit***	**Biaya perolehan/ *Cost***	**Nilai aset bersih/ *Net asset value***	**Laba (rugi) belum direalisasi/ *Unrealized gain (loss)***
		Rp	**Rp**	**Rp**
Pihak ketiga/ *Third parties*				
Schroder Global Sharia Equity Fund	2.401.122	62.368.000.000	52.267.595.952	(10.100.404.048)
Avrist Ada Sukuk Berkah Syariah	52.564.022	55.463.000.000	52.866.265.593	(2.596.734.407)
Manulife Pendapatan Bulanan II	42.732.486	50.000.000.000	48.835.539.754	(1.164.460.246)
BNP Paribas Cakra	1.673.360	46.776.000.000	37.764.151.432	(9.011.848.568)
BNP Paribas Prima USD	2.243.449	46.776.000.000	42.566.986.376	(4.209.013.624)
Investa Dana Dollar Mandiri	1.978.403	46.776.000.000	43.270.325.904	(3.505.674.096)
PNM Syariiah Multi Ekspor I	50.000.000	50.000.000.000	50.527.485.000	527.485.000
Mandiri Investa Dana Obligasi Seri II	27.993.757	40.000.000.000	41.074.960.284	1.074.960.284
Micro BUMN 2019 Seri V	40.000.000	40.000.000.000	40.439.552.000	439.552.000
Manulife Obligasi Negara Indonesia II	15.047.041	40.000.000.000	40.894.396.106	894.396.106
Manulife Syariah Sukuk Indonesia	36.153.290	40.000.000.000	39.209.689.082	(790.310.918)
Schroder Dana Mantap Plus II	20.196.255	60.000.000.000	58.505.318.948	(1.494.681.052)
Micro BUMN 2019 Seri VI	30.000.000	30.000.000.000	30.557.943.000	557.943.000
BNP Paribas Prima II	10.688.861	30.000.000.000	30.437.601.990	437.601.990
Asia Pasifik Dollar AS	1.370.473	31.184.000.000	25.293.794.568	(5.890.205.432)
BNI-AM Makara Investasi	19.787.374	23.564.755.544	24.371.770.033	807.014.489
BNI-AM Proteksi Flamboyan	20.000.000	20.000.000.000	21.771.782.000	1.771.782.000
PNM Kaffah	18.470.344	18.470.343.600	19.258.421.444	788.077.844
BNI-AM Amanah II	20.000.000	20.000.000.000	20.321.510.000	321.510.000
Manulife Dana Campuran II	7.147.912	20.000.000.000	19.750.966.755	(249.033.245)
BNP Paribas Pesona Syariah	7.720.130	20.000.000.000	18.789.715.243	(1.210.284.757)
Schroder Dana Prestasi Plus	594.316	20.000.000.000	20.058.801.645	58.801.645
BNI-AM Indeks IDX30	20.039.189	20.355.224.868	16.794.243.256	(3.560.981.612)
Mandiri Investa Atraktif	4.859.188	7.000.000.000	4.883.240.662	(2.116.759.338)
Schroder USD Bond Fund	1.539.297	38.980.000.000	37.445.930.850	(1.534.069.150)
Manulife Syariah Sektoral Amanah	3.878.543	15.000.000.000	13.797.801.109	(1.202.198.891)
Premier ETF Indonesia Financial	18.200.000	11.738.675.043	9.354.905.560	(2.383.769.483)
Premier ETF HIGH DIVIDEN 20	19.200.000	9.943.860.480	11.614.920.960	1.671.060.480
Premier ETF Sri-Kehati	24.500.000	9.936.472.350	10.837.202.600	900.730.250
Premier ETF IDX30	17.000.000	9.746.468.900	9.027.304.300	(719.164.600)
BNP Paribas Pesona	357.003	10.000.000.000	9.185.027.317	(814.972.683)
BNP Paribas Infrastruktur Plus	3.072.801	10.000.000.000	8.605.286.446	(1.394.713.554)

5. Investasi (Lanjutan)

5. Investments (Continued)

c. Reksadana (Lanjutan)

c. Mutual Funds (Continued)

Tersedia untuk Dijual (Lanjutan)

Available for Sale (Continued)

2022

Reksa Dana/ *Mutual Fund*	Unit/ *Unit*	Biaya perolehan/ *Cost* Rp	Nilai aset bersih/ *Net asset value* Rp	Laba (rugi) belum direalisasi/ *Unrealized gain (loss)* Rp
BNI-AM Rosella	9.000.000	9.000.000.000	8.997.228.000	(2.772.000)
Premier ETF R-LQ45	8.500.000	9.628.118.300	8.657.160.750	(970.957.550)
Danareksa Mawar Konsumer 10	5.087.346	10.000.000.000	7.989.746.454	(2.010.253.546)
Pembiayaan Mikro BUMN Seri V	7.000.000	7.000.000.000	7.076.921.600	76.921.600
Sucorinvest Sharia Money Market Fund	819.169	1.000.000.000	1.040.540.651	40.540.651
Mandiri Investa Equity Dynamo Factor	6.118.088	10.000.000.000	7.131.487.811	(2.868.512.189)
Trim Kas 2	3.069.202	5.129.808.602	5.302.723.778	172.915.176
Avrist Dana Terproteksi Sukuk Berkah 2	4.000.000	4.000.000.000	4.368.274.000	368.274.000
Mandiri Investa Atraktif Syariah	4.286.409	20.000.000.000	17.307.106.224	(2.692.893.776)
PNM Syariah	1.089.686	3.500.000.000	3.266.738.093	(233.261.907)
Mes Syariah Fund Kelas G	1.782.963	2.500.000.000	2.534.536.001	34.536.001
Mandiri Investa Ekuitas Syariah	1.992.461	2.500.000.000	2.174.471.799	(325.528.201)
Manulife Institutional Equity Fund	8.105.238	20.000.000.000	17.433.719.413	(2.566.280.587)
Reksa Dana Terproteksi Manulife USD Protek	5.000.000	77.960.000.000	78.934.500.000	974.500.000
Syailendra Capital	6.990.960	10.530.327.613	10.756.350.981	226.023.368
Syailendra Sharia Money Market Fund	389.286	500.000.000	505.094.551	5.094.544
Jumlah/ Total	**614.639.424**	**1.147.327.055.300**	**1.093.857.036.275**	**(53.470.019.032)**

2021

Reksa Dana/ *Mutual Fund*	Unit/ *Unit*	Biaya perolehan/ *Cost* Rp	Nilai aset bersih/ *Net asset value* Rp	Laba (rugi) belum direalisasi/ *Unrealized gain (loss)* Rp
Pihak ketiga/ Third parties				
Bahana Likuid Plus	118.886.281	150.000.000.000	150.066.585.974	66.585.974
Danareksa Seruni Pasar Uang III	80.125.251	125.000.000.000	125.058.938.553	58.938.553
Insight Terporteksi 25	76.972.022	76.972.021.898	83.772.515.427	6.800.493.529
` BNI-AM Dana Likuid	43.911.778	75.000.000.000	75.095.727.677	95.727.677
Manulife Indonesia Money Market Fund	43.885.827	75.000.000.000	75.041.691.535	41.691.535
Schroder Global Sharia Equity Fund	2.401.122	57.112.000.000	58.137.444.010	1.025.444.010
Avrist Ada Sukuk Berkah Syariah	52.564.022	55.463.000.000	54.846.352.321	(616.647.679)
Manulife Pendapatan Bulanan II	42.732.486	50.000.000.000	50.083.755.673	83.755.673
BNP Paribas Cakra Syariah USD Kelas RK1	1.673.360	42.834.000.000	43.818.360.107	984.360.107
BNP Paribas Prima USD	2.243.449	42.834.000.000	43.108.623.933	274.623.933
Investa Dana Dollar Mandiri	1.978.403	42.834.000.000	42.630.411.059	(203.588.941)
PNM Syariiah Multi Ekspor I	40.000.000	40.000.000.000	40.581.956.000	581.956.000
Schroder Dynamic Balanced Fund	26.294.685	40.000.000.000	40.526.682.531	526.682.531
Mandiri Investa Dana Obligasi Seri II	27.993.757	40.000.000.000	40.471.414.874	471.414.874
PNM Syariah Pembiayaan Micro BUMN 2019 Seri V	40.000.000	40.000.000.000	40.457.312.000	457.312.000
Manulife Obligasi Negara Indonesia II	15.047.041	40.000.000.000	40.268.288.738	268.288.738
Manulife Syariah Sukuk Indonesia	36.153.290	40.000.000.000	40.085.321.764	85.321.764
Schroder Dana Mantap Plus II	13.297.586	40.000.000.000	39.368.833.008	(631.166.992)
PNM Syariah Pembiayaan Micro BUMN 2019 Seri IV	30.000.000	30.000.000.000	30.563.640.000	563.640.000
PNM Syariah Pembiayaan Micro BUMN 2019 Seri VI	30.000.000	30.000.000.000	30.541.926.000	541.926.000
BNP Paribas Prima II	10.688.861	30.000.000.000	30.045.213.884	45.213.884

5. Investasi (Lanjutan) / *5. Investments (Continued)*

c. Reksadana (Lanjutan) / *c. Mutual Funds (Continued)*

Tersedia untuk Dijual (Lanjutan) / *Available for Sale (Continued)*

	2021			
Reksa Dana/ ***Mutual Fund***	**Unit/** ***Unit***	**Biaya perolehan/** ***Cost*** Rp	**Nilai aset bersih/** ***Net asset value*** Rp	**Laba (rugi) belum direalisasi/** ***Unrealized gain (loss)*** Rp
Manulife Saham Syariah				
Asia Pasifik Dollar AS	1.370.473	28.556.000.000	29.594.066.217	1.038.066.217
Insight Money	16.509.140	25.000.000.000	25.029.699.942	29.699.942
BNI-AM Makara Investasi	19.787.374	23.564.755.544	24.595.329.762	1.030.574.218
BNI-AM Proteksi Flamboyan	20.000.000	20.000.000.000	22.020.294.000	2.020.294.000
PNM Kaffah	18.470.344	18.470.343.600	20.216.843.880	1.746.500.280
BNI-AM Amanah II	20.000.000	20.000.000.000	20.082.254.000	82.254.000
Manulife Dana Campuran II	7.147.912	20.000.000.000	19.974.267.518	(25.732.482)
BNP Paribas Pesona Syariah	7.720.130	20.000.000.000	18.256.871.881	(1.743.128.119)
Schroder Dana Prestasi Plus	594.316	20.000.000.000	17.824.850.262	(2.175.149.738)
BNI-AM Indeks IDX30	19.848.121	20.176.591.776	16.914.569.034	(3.262.022.742)
Mandiri Investa Atraktif	4.286.409	20.000.000.000	16.604.263.691	(3.395.736.309)
Danareksa Proteksi 51	16.000.000	16.000.000.000	16.454.332.800	454.332.800
Danareksa BUMN Property 4	15.000.000	15.000.000.000	15.223.551.000	223.551.000
Schroder USD Bond Fund	586.613	14.278.000.000	14.050.993.093	(227.006.907)
Manulife Syariah Sektoral Amanah	3.878.543	15.000.000.000	13.560.705.763	(1.439.294.237)
PNM Multi Ekspor	100.000.000	10.000.000.000	10.145.489.000	145.489.000
Mandiri RDT seri 106	10.000.000	10.000.000.000	10.115.500.000	115.500.000
Premier ETF Indonesia Financial	18.200.000	11.738.675.043	9.587.579.820	(2.151.095.223)
Premier ETF HIGH DIVIDEN 20	19.200.000	9.943.860.480	9.465.744.000	(478.116.480)
Premier ETF Sri-Kehati	24.500.000	9.936.472.350	9.309.808.900	(626.663.450)
Premier ETF IDX30	17.000.000	9.746.468.900	8.970.021.100	(776.447.800)
BNP Paribas Pesona	357.003	10.000.000.000	8.949.605.512	(1.050.394.488)
BNP Paribas Infrastruktur Plus	3.072.801	10.000.000.000	8.655.219.459	(1.344.780.541)
BNI-AM Rosella	9.000.000	9.000.000.000	8.645.456.700	(354.543.300)
Premier ETF R-LQ45	8.500.000	9.628.118.300	8.449.663.850	(1.178.454.450)
Danareksa Mawar Konsumer 10	5.087.346	10.000.000.000	7.841.929.040	(2.158.070.960)
PNM Pembiayaan Mikro BUMN Seri II	7.000.000	7.000.000.000	7.085.377.600	85.377.600
Pembiayaan Mikro BUMN Seri V	7.000.000	7.000.000.000	7.080.029.600	80.029.600
Sucorinvest Sharia Money Market Fund	5.135.070	7.000.000.000	7.012.004.110	12.004.110
Mandiri Investa Equity Dynamo Factor	6.118.088	10.000.000.000	6.931.915.789	(3.068.084.211)
Trim Kas 2	3.003.582	5.000.000.000	5.010.339.530	10.339.530
Avrist Dana Terproteksi Sukuk Berkah 2	4.000.000	4.000.000.000	4.583.062.000	583.062.000
Mandiri Investa Atraktif Syariah	4.859.188	7.000.000.000	4.401.209.244	(2.598.790.756)
Trimegah Kas Syariah	2.794.948	3.496.757.466	3.501.978.150	5.220.684
PNM Syariah	1.089.686	3.500.000.000	2.989.783.404	(510.216.596)
Reksa Dana Syariah Bahana				
Mes Syariah Fund Kelas G	1.782.963	2.500.000.000	2.500.000.000	--
Mandiri Investa Ekuitas Syariah	1.992.461	2.500.000.000	1.888.055.598	(611.944.402)
Jumlah/ Total	**1.167.741.732**	**1.628.085.065.357**	**1.618.093.660.317**	**(9.991.405.040)**

d. Saham / *d. Shares*

	2022 Rp	**2021** Rp	
Diukur pada nilai wajar melalui laba rugi	110.951.202.839	103.988.035.112	*Fair value through profit or loss*
Tersedia untuk dijual	91.949.791.053	94.535.262.233	*Available for sale*
Sub jumlah	202.900.993.892	198.523.297.345	*Sub total*
Cadangan kerugian penurunan nilai	--	(129.480.450)	*Allowance for impairment losses*
Jumlah	**202.900.993.892**	**198.393.816.895**	***Total***

5. Investasi (Lanjutan)

5. Investments (Continued)

d. Saham (Lanjutan)

d. Shares (Continued)

Diukur pada Nilai Wajar melalui Laba Rugi (Lanjutan)

Fair Value Through Profit or Loss (Continued)

2022				
Saham/ *Shares*	**Lembar saham/ *Number of shares***	**Biaya perolehan/ *Cost*** Rp	**Nilai wajar/ *Fair value*** Rp	**Laba (rugi) belum direalisasi/ *Unrealized gain (loss)*** Rp
Pihak berelasi/ *Related parties* (Catatan 38/*Note 38*)	**13.445.344**	**53.441.293.896**	**57.221.330.821**	**3.780.036.925**
Pihak ketiga/ *Third parties*				
PT Bank Central Asia Tbk	2.213.000	15.800.916.231	18.921.150.000	3.120.233.769
PT Astra International Tbk	1.032.900	7.306.880.849	5.887.530.000	(1.419.350.849)
PT Merdeka Copper Gold Tbk	1.166.120	3.931.397.517	4.804.414.400	873.016.883
PT Tower Bersama Infrastructure Tbk	252.700	657.674.963	581.210.000	(76.464.963)
PT Adaro Energy Tbk	1.680.600	5.092.288.167	6.470.310.000	1.378.021.833
PT United Tractors Tbk	37.000	977.671.299	964.775.000	(12.896.299)
PT XL AXIATA TBK	736.500	2.117.125.707	1.576.110.000	(541.015.707)
PT Kalbe Farma Tbk	1.079.200	1.915.953.436	2.255.528.000	339.574.564
PT Charoen Pokphand Indonesia Tbk	195.600	1.308.844.857	1.105.140.000	(203.704.857)
PT Unilever Indonesia Tbk	279.000	2.698.763.580	1.311.300.000	(1.387.463.580)
PT Indofood Sukses Makmur Tbk	167.100	1.248.645.402	1.123.747.500	(124.897.902)
PT Indofood CBP Sukses Makmur Tbk	91.200	910.464.927	912.000.000	1.535.073
PT Sarana Menara Nusantara Tbk	1.164.300	1.324.361.354	1.280.730.000	(43.631.354)
PT Indocement Tunggal Prakarsa Tbk	48.900	938.615.457	484.110.000	(454.505.457)
PT Hanjaya Mandala Sampoerna Tbk	336.700	1.284.814.216	282.828.000	(1.001.986.216)
PT Bank Jago Tbk	163.000	1.757.161.227	606.360.000	(1.150.801.227)
PT BFI Finance Indonesia Tbk	1.066.300	1.401.530.333	1.124.946.500	(276.583.833)
PT GoTo Gojek Tokopedia Tbk	14.665.900	5.063.442.535	1.334.594.618	(3.728.847.917)
PT Harum Energy Tbk	1.144.400	2.249.568.407	1.853.928.000	(395.640.407)
PT Vale Indonesia Tbk	119.600	646.485.740	849.160.000	202.674.260
Sub jumlah/ *Sub total*	27.640.020	58.632.606.204	53.729.872.018	(4.902.734.186)
Jumlah/ *Total*	**41.085.364**	**112.073.900.100**	**110.951.202.839**	**(1.122.697.261)**

2021				
Saham/ *Shares*	**Lembar saham/ *Number of shares***	**Biaya perolehan/ *Cost*** Rp	**Nilai wajar/ *Fair value*** Rp	**Laba (rugi) belum direalisasi/ *Unrealized gain (loss)*** Rp
Pihak berelasi/ Related parties (Catatan 38/Note 38)	**13.657.644**	**54.728.106.133**	**52.287.327.745**	**(2.440.778.388)**
Pihak ketiga/ Third parties				
PT Bank Central Asia Tbk	1.868.800	11.345.468.406	13.642.240.114	2.296.771.708
PT Astra International Tbk	1.394.500	9.864.890.449	7.948.650.001	(1.916.240.448)
PT Merdeka Copper Gold Tbk	1.213.500	2.869.687.416	4.720.515.000	1.850.827.584
PT Tower Bersama Infrastructure Tbk	1.439.200	3.550.384.876	4.245.640.001	695.255.125
PT Adaro Energy Tbk	1.713.000	3.215.688.810	3.854.250.001	638.561.191
PT United Tractors Tbk	162.400	4.291.184.299	3.597.160.002	(694.024.297)
PT XL AXIATA TBK	505.500	1.578.709.264	1.602.434.997	23.725.733
PT Kalbe Farma Tbk	766.200	1.205.983.925	1.237.412.994	31.429.069
PT Bumi Serpong Damai Tbk	1.219.800	1.697.491.360	1.231.998.001	(465.493.359)
PT Charoen Pokphand Indonesia Tbk	195.600	1.308.844.857	1.163.820.000	(145.024.857)
PT Unilever Indonesia Tbk	279.000	2.698.763.581	1.146.690.001	(1.552.073.580)
PT Indofood Sukses Makmur Tbk	167.100	1.248.645.402	1.056.907.500	(191.737.902)
PT Gudang Garam Tbk	33.000	2.656.060.030	1.009.799.998	(1.646.260.032)
PT Erajaya Swasembada Tbk	1.568.900	615.118.591	941.340.000	326.221.409
PT Media Nusantara Citra Tbk	921.900	1.221.365.029	829.710.001	(391.655.028)
PT Indofood CBP Sukses Makmur Tbk	91.200	910.464.929	793.440.002	(117.024.927)
PT Sarana Menara Nusantara Tbk	604.000	691.493.314	679.499.999	(11.993.315)
PT Indocement Tunggal Prakarsa Tbk	48.900	938.615.457	591.690.000	(346.925.457)
PT Indo Tambangraya Megah Tbk	24.500	614.118.241	499.800.001	(114.318.240)
PT Hanjaya Mandala Sampoerna Tbk	336.700	1.284.814.215	324.915.499	(959.898.716)
PT Pakuwon Jati Tbk	659.900	333.591.386	306.190.254	(27.401.132)
PT AKR Corporindo Tbk	67.300	375.644.740	276.603.001	(99.041.739)
Sub jumlah/ Sub total	15.280.900	54.517.028.577	51.700.707.367	(2.816.321.210)
Jumlah/ Total	**28.938.544**	**109.245.134.710**	**103.988.035.112**	**(5.257.099.598)**

5. Investasi (Lanjutan)

5. Investments (Continued)

d. Saham (Lanjutan)

d. Shares (Continued)

Tersedia untuk Dijual (Lanjutan)

Available for Sale (Continued)

2022

Saham/ *Shares*	Lembar saham/ *Number of shares*	Biaya perolehan/ *Cost* Rp	Nilai wajar/ *Fair value* Rp	Laba (rugi) belum direalisasi/ *Unrealized gain (loss)* Rp
Pihak berelasi				
Related parties **(Catatan 38/*Note 38*)**	**25.986.114**	**68.835.872.842**	**55.440.220.038**	**(13.395.652.804)**
Pihak ketiga/ *Third parties*				
PT Bank Central Asia Tbk	810.500	5.331.268.898	6.929.775.000	1.598.506.102
PT Astra International Tbk	1.758.000	11.890.547.500	10.020.600.000	(1.869.947.500)
PT Adaro Energy Tbk	330.300	663.308.634	1.273.780.000	610.471.366
PT United Tractors Tbk	119.500	3.033.600.000	3.115.962.500	82.362.500
PT XL AXIATA TBK	374.000	916.300.000	800.360.000	(115.940.000)
PT Bumi Serpong Damai Tbk	400.000	781.000.000	368.000.000	(413.000.000)
PT Unilever Indonesia Tbk	507.500	4.420.837.500	2.385.250.000	(2.035.587.500)
PT Indofood Sukses Makmur Tbk	534.500	4.320.900.000	3.594.512.500	(726.387.500)
PT Gudang Garam Tbk	53.300	3.994.775.000	959.400.000	(3.035.375.000)
PT Indofood CBP Sukses Makmur Tbk	157.500	1.477.375.000	1.575.000.000	97.625.000
PT Sarana Menara Nusantara Tbk	770.000	774.650.000	847.000.000	72.350.000
PT Hanjaya Mandala Sampoerna Tbk	821.000	2.770.900.000	689.640.000	(2.081.260.000)
PT AKR Corporindo Tbk	1.025.000	1.255.062.500	1.435.000.000	179.937.500
PT Matahari Department Store Tbk	82.000	998.137.500	389.500.000	(608.637.500)
PT Astra Agro Lestari Tbk	91.400	1.275.382.542	733.485.000	(541.897.542)
PT Berlian Laju Tanker Tbk	2.589.609	--	129.480.450	129.480.450
Bank Jatim	1.169.800	873.454.000	830.558.000	(42.896.000)
PT Pool Advista Indonesia Tbk	10.000	3.125.000	500.000	(2.625.000)
PT Maskapai Reasuransi Indonesia Tbk	100.178	583.902.447	431.767.565	(152.134.882)
Sub jumlah/ *Sub total*	11.704.087	45.364.526.521	36.509.571.015	(8.854.955.506)
Cadangan Kerugian Penurunan Nilai/ *Allowance for Impairment Losses*	--	--	--	--
Jumlah/ *Total*	**37.690.201**	**114.200.399.363**	**91.949.791.053**	**(22.250.608.310)**

2021

Saham/ *Shares*	Lembar saham/ *Number of shares*	Biaya perolehan/ *Cost* Rp	Nilai wajar/ *Fair value* Rp	Laba (rugi) belum direalisasi/ *Unrealized gain (loss)* Rp
Pihak berelasi				
Related parties (Catatan 38/Note 38)	**26.509.140**	**70.882.724.440**	**54.859.002.393**	**(16.023.722.047)**
Pihak ketiga/ Third parties				
PT Astra International Tbk	1.758.000	11.890.547.500	10.020.600.000	(1.869.947.500)
PT Bank Central Asia Tbk	1.120.000	7.367.083.488	8.176.000.000	808.916.512
PT Indofood Sukses Makmur Tbk	434.500	3.533.400.000	2.748.212.500	(785.187.500)
PT United Tractors Tbk	119.500	3.033.600.000	2.646.925.000	(386.675.000)
PT Unilever Indonesia Tbk	508.000	4.443.237.500	2.096.100.000	(2.347.137.500)
PT Indofood CBP Sukses Makmur Tbk	257.500	2.264.875.000	2.002.750.000	(262.125.000)
PT AKR Corporindo Tbk	410.000	2.510.125.000	1.685.100.000	(825.025.000)
PT Gudang Garam Tbk	53.300	3.994.775.000	1.630.980.000	(2.363.795.000)
PT Adaro Energy Tbk	655.500	1.281.621.750	1.474.875.000	193.253.250
PT Kalbe Farma Tbk	907.100	1.480.528.000	1.464.966.500	(15.561.500)
PT Bank Pembangunan Jawa Timur Tbk	1.169.800	873.454.000	877.350.000	3.896.000
PT Astra Agro Lestari Tbk	91.400	1.275.382.542	868.300.000	(407.082.542)
PT Hanjaya Mandala Sampoerna Tbk	821.000	2.770.900.000	792.265.000	(1.978.635.000)
PT Indo Tambangraya Megah Tbk	30.000	863.500.000	612.000.000	(251.500.000)
PT Pakuwon Jati Tbk	1.274.300	588.178.014	591.275.200	3.097.186
PT Sarana Menara Nusantara Tbk	500.000	592.500.000	562.500.000	(30.000.000)
PT Maskapai Reasuransi Indonesia Tbk	100.178	583.902.447	423.752.940	(160.149.507)
PT Bumi Serpong Damai Tbk	400.000	781.000.000	404.000.000	(377.000.000)
PT Matahari Department Store Tbk	82.000	998.137.500	340.300.000	(657.837.500)
PT Berlian Laju Tanker Tbk	2.589.609	--	129.480.450	129.480.450
PT Asuransi Bina Dana Arta Tbk	21.885	3.587.170	128.027.250	124.440.080
PT Pool Advista Indonesia Tbk	10.000	3.125.000	500.000	(2.625.000)
Sub jumlah/ Sub total	13.313.572	51.133.459.911	39.676.259.840	(11.457.200.071)
Cadangan Kerugian Penurunan Nilai/ *Allowance for Impairment Losses*	--	--	(129.480.450)	--
Jumlah/ Total	**39.822.712**	**122.016.184.351**	**94.535.262.233**	**(27.480.922.118)**

5. Investasi (Lanjutan) / *5. Investments (Continued)*

e. *Medium Term Note* / *e. Medium Term Note*

	2022 Rp	2021 Rp	
Tersedia untuk dijual	63.959.600.000	34.559.530.000	*Available for sale*
Jumlah	**63.959.600.000**	**34.559.530.000**	***Total***

Tersedia untuk Dijual (Lanjutan) / *Available for Sale (Continued)*

2022				
Medium Term Note	**Tingkat bunga/ *Interest rate***	**Nilai nominal/ *Par value***	**Nilai wajar/ *Fair value***	**Keuntungan (Kerugian) Belum Direalisasi/ *Unrealized Gain (Loss)***
	(%)	**Rp**	**Rp**	**Rp**
Pihak berelasi/ *Related parties*				
MTN Subordinasi I Bank Mandiri 2018	8,50%	10.000.000.000	10.163.600.000	(163.600.000)
MTN Bahana Pembinaan Usaha Indonesia (Persero) Tahun 2022	9,00%	50.000.000.000	53.796.000.000	(3.796.000.000)
Jumlah/ Total		**60.000.000.000**	**63.959.600.000**	**(3.959.600.000)**

2021				
Medium Term Note	**Tingkat bunga/ *Interest rate***	**Nilai nominal/ *Par value***	**Nilai wajar/ *Fair value***	**Keuntungan (Kerugian) Belum Direalisasi/ *Unrealized Gain (Loss)***
	(%)	**Rp**	**Rp**	**Rp**
Pihak berelasi/ *Related parties*				
MTN Subordinasi I Bank Mandiri 2018		10.000.000.000	10.483.100.000	(483.100.000)
MTN Perusahaan Pengelola Aset Tahun 2019 seri B		8.000.000.000	8.317.280.000	(317.280.000)
MTN Bahana Pembinaan Usaha Indonesia (Persero) Tahun 2022		15.000.000.000	15.759.150.000	(759.150.000)
Jumlah/ Total		**33.000.000.000**	**34.559.530.000**	**(1.559.530.000)**

f. Efek Beragunan Aset / *f. Assets Backed Securities*

	2022 Rp	2021 Rp	
Tersedia untuk dijual	10.047.615.400	--	*Available for sale*
Jumlah	**10.047.615.400**	**--**	***Total***

5. Investasi (Lanjutan)

5. Investments (Continued)

f. Efek Beragunan Aset (Lanjutan)

f. Assets Backed Securities (Continued)

Tersedia untuk Dijual (Lanjutan)

Available for Sale (Continued)

Efek Beragunan Aset/ *Asset-backed securities*	2022 Tingkat bunga/ *Interest rate*	Nilai nominal/ *Par value*	Nilai wajar/ *Fair value*	Keuntungan (Kerugian) Belum Direalisasi/ *Unrealized Gain (Loss)*
	(%)	Rp	Rp	Rp
Pihak berelasi/ *Related parties*				
EBA-SP SMF-BTN07 Kelas A	8,50%	10.000.000.000	10.047.615.400	(47.615.400)
Jumlah/ Total		**10.000.000.000**	**10.047.615.400**	**(47.615.400)**

g. Penyertaan Saham

g. Investment in Share

	2022 Rp	2021 Rp	
Pihak berelasi	**1.245.889.000**	**1.245.889.000**	***Related parties***
Pihak ketiga:			***Third parties:***
PT Reasuransi Maipark Indonesia	1.394.018.829	1.394.018.829	*PT Reasuransi Maipark Indonesia*
PT Asrinda Arthasangga	1.400.625.000	710.625.000	*PT Asrinda Arthasangga*
Jumlah	**4.040.532.829**	**3.350.532.829**	***Total***

Penyertaan saham ini tidak terdaftar di bursa efek sehingga tidak tersedia nilai wajar dari sahamnya. Oleh karena itu investasi tersebut dinyatakan sebesar nilai perolehannya.

These investments in shares are non-listed companies and there is no readly available measure of fair value of the shares, as such the investment is stated at cost.

h. Properti Investasi

h. Investment Property

	2022 Rp	2021 Rp	
Saldo awal tahun	16.105.003.640	16.209.374.469	*Balance at beginning of the year*
Dikurangi:			*Less:*
Penurunan nilai wajar	(154.932.968)	(104.370.829)	*Fair value decrease*
Jumlah	**15.950.070.672**	**16.105.003.640**	***Total***

Properti investasi yang dimiliki entitas anak, PT Reasuransi Syariah Indonesia, berupa gedung perkantoran yang berlokasi di Jl. Rawamangun Muka Raya No.2, RT.11/RW.14, Jakarta Timur. Properti tersebut telah disewakan kepada pihak ketiga.

Investment property owned by subsidiary, PT Reasuransi Syariah Indonesia, represents investments in office units located at Jl. Rawamangun Muka Raya No.2, RT.11/RW.14, Jakarta Timur. The property has been rented to the third parties.

5. Investasi (Lanjutan)

h. Properti Investasi

Pada tanggal 26 April 2019, telah terjadi reklasifikasi dari properti investasi ke aset tetap, berdasarkan keputusan manajemen yang menetapkan peruntukan tanah dan bangunan aset investasi yaitu sebagian lantai gedung digunakan untuk operasional entitas anak, PT Reasuransi Syariah Indonesia, dan sebagian lainnya untuk disewakan.

Properti ini disewakan kepada pihak ketiga. Hasil dari sewa tersebut dicatat dalam akun "Hasil Investasi" pada laba rugi.

5. Investments (Continued)

h. Investment Property

On April 26, 2019, there was a reclassification from investment property to fixed assets, based on management's decision to determine the allocation of land and building assets investment, namely some floors of the building is operationally used by subsidiary, PT Reasuransi Syariah Indonesia, operations and some for rent.

Rental revenue of this investment is recorded as a part of "Investments Income" account in the profit or loss.

6. Piutang Reasuransi/ Premi

a. Berdasarkan *Cedant/* Pemegang Polis

6. Reinsurance/ Premium Receivables

a. By Cedant/ Police Holder

	2022 Rp	2021 Rp	
Pihak berelasi	**191.317.065.165**	**137.690.609.997**	***Related parties:***
Pihak ketiga:			***Third parties:***
PT Asuransi Allianz Life Indonesia	134.741.051.133	-	*PT Asuransi Allianz Life Indonesia*
PT Asuransi MSIG Indonesia	70.764.943.888	75.628.773.611	*PT Asuransi MSIG Indonesia*
PT Marsh Indonesia	68.374.411.912	66.466.845.589	*PT Marsh Indonesia*
PT Tala Re International	51.033.068.473	53.374.068.007	*PT Tala Re International*
PT Asuransi Jiwa Manulife Indonesia	40.462.864.131	41.221.948.726	*PT Asuransi Jiwa Manulife Indonesia*
UIB Asia Reinsurance Brokers Pte Ltd	24.346.067.207	28.002.743.886	*UIB Asia Reinsurance Brokers Pte Ltd*
PT Maskapai Reasuransi Indonesia Tbk	23.374.430.494	42.795.324.673	*PT Maskapai Reasuransi Indonesia Tbk*
PT American International Group (AIG) Insurance Indonesia	21.720.294.903	10.741.622.391	*PT American International Group (AIG) Insurance Indonesia*
PT Sompo Insurance Indonesia	20.984.704.356	-	*PT Sompo Insurance Indonesia*
PT Lumbung Sari	19.773.764.379	19.783.287.104	*PT Lumbung Sari*
Sub jumlah dipindahkan	475.575.600.876	338.014.613.987	*Sub total carried forward*

6. Piutang Reasuransi/ Premi (Lanjutan) / *6. Reinsurance/ Premium Receivables (Continued)*

a. Berdasarkan *Cedant/* Pemegang Polis (Lanjutan) / *a. By Cedant/ Police Holder (Continued)*

	2022 Rp	2021 Rp	
Pihak ketiga (Lanjutan):			***Third parties (Continued):***
Sub jumlah pindahan	475.575.600.876	338.014.613.987	*Total brought forward*
AON Re Brokers Asia Pte Ltd	16.618.691.112	38.162.258.567	*AON Re Brokers Asia Pte Ltd*
PT Jaya Proteksindo Sakti Reinsurance JPS RE	15.058.765.677	30.663.073.341	*PT Jaya Proteksindo Sakti Reinsurance JPS RE*
PT AJB Bumiputera 1912	14.808.272.607	14.285.671.037	*PT AJB Bumiputera 1912*
PT Axa Mandiri Financial Services	12.737.709.194	75.634.252.425	*PT Axa Mandiri Financial Services*
PT Asuransi Ramayana	12.571.197.652	16.181.023.738	*PT Asuransi Ramayana*
PT Estika Jasatama	10.219.352.012	-	*PT Estika Jasatama*
PT Bank Woori Saudara Indonesia 1906 Tbk	10.119.399.965	9.048.160.511	*PT Bank Woori Saudara Indonesia 1906 Tbk*
Guy Carpenter & Company, LCC	9.883.476.021	10.792.887.536	*Guy Carpenter & Company, LCC*
PT Finansial Wiramitra Danadyaksa	9.184.731.934	26.665.313.164	*PT Finansial Wiramitra Danadyaksa*
PT Willis Indonesia	8.193.862.561	69.355.967.452	*PT Willis Indonesia*
Hanover Insurance Group	278.942.751	32.850.504.817	*Hanover Insurance Group*
PT Asuransi Tugu Pratama Indonesia Tbk	318.710.104	12.832.085.689	*PT Asuransi Tugu Pratama Indonesia Tbk*
PT Prudential Life Assurance	-	65.981.865.116	*PT Prudential Life Assurance*
PT Asuransi Adira Dinamika	-	17.012.982.605	*PT Asuransi Adira Dinamika*
PT Bank Pembangunan Daerah Riau Kepri	-	2.485.491.268	*PT Bank Pembangunan Daerah Riau Kepri*
Lain-lain (dibawah Rp10.000.000.000)	325.917.671.854	329.642.195.167	*Other (below Rp10,000,000,000)*
Sub Jumlah	921.486.384.320	1.089.608.346.420	*Sub Total*
Jumlah	**1.112.803.449.485**	**1.227.298.956.417**	***Total***
Dikurangi :			***Less :***
Cadangan kerugian penurunan nilai	(147.527.787.517)	(151.699.434.795)	*Allowance for impairment* losses
Jumlah	**965.275.661.968**	**1.075.599.521.622**	***Total***

b. Berdasarkan Umur / *b. By Age*

	2022 Rp	2021 Rp	
0 - 60 hari	397.221.249.226	309.362.513.712	*0 - 60 days*
121 - 365 hari	125.045.934.850	234.475.062.952	*121 - 365 days*
Lebih dari 1 tahun	590.536.265.409	683.461.379.753	*More than 1 years*
Jumlah	1.112.803.449.485	1.227.298.956.417	*Total*
Cadangan kerugian penurunan nilai	(147.527.787.517)	(151.699.434.795)	*Allowance for impairment losses*
Piutang reasuransi neto	**965.275.661.968**	**1.075.599.521.622**	***Net reinsurance receivables***

6. Piutang Reasuransi/ Premi (Lanjutan) / *6. Reinsurance/ Premium Receivables (Continued)*

c. Berdasarkan Jenis Mata Uang / *c. By Currency*

	2022 Rp	2021 Rp	
Rupiah	873.813.473.272	980.409.007.967	*Rupiah*
Dolar Amerika Serikat	238.989.976.213	239.226.539.449	*United States Dollar*
Lain-lain (dibawah Rp 10 Miliar)	--	7.663.409.001	*Others (below Rp 10 bilion)*
Jumlah	1.112.803.449.485	1.227.298.956.417	*Total*
Cadangan kerugian penurunan nilai	(147.527.787.517)	(151.699.434.795)	*Allowance for impairment losses*
Piutang reasuransi neto	**965.275.661.968**	**1.075.599.521.622**	***Net reinsurance receivables***

d. Berdasarkan Jenis Asuransi / *d. By type of Insurance*

	2022 Rp	2021 Rp	
Reasuransi umum	476.392.785.552	554.923.188.807	*General reinsurance*
Asuransi	335.442.371.765	368.624.105.979	*Insurance*
Reasuransi jiwa	300.968.292.168	303.751.661.631	*Life reinsurance*
Jumlah	1.112.803.449.485	1.227.298.956.417	*Total*
Cadangan kerugian penurunan nilai	(147.527.787.517)	(151.699.434.795)	*Allowance for impairment losses*
Piutang reasuransi neto	**965.275.661.968**	**1.075.599.521.622**	***Net reinsurance receivables***

e. Cadangan Kerugian Penurunan Nilai / *e. Cadangan Kerugian Penurunan Nilai*

	2022 Rp	2021 Rp	
Saldo awal	151.699.434.795	97.335.333.877	*Beginning balance*
Penambahan (pemulihan) cadangan selama tahun berjalan - bersih (Catatan 37)	(4.171.647.278)	54.364.100.918	*Impairment (recovery) during the years - net (Note 37)*
Saldo akhir	**147.527.787.517**	**151.699.434.795**	***Ending balance***

Manajemen berkeyakinan bahwa jumlah cadangan kerugian penurunan nilai cukup untuk menutupi kerugian yang mungkin timbul dari tidak tertagihnya piutang premi/ reasuransi tersebut.

Management believes that the allowance for impairment losses is adequate to cover the risk of uncollectible premium/ reinsurance receivables

7. Piutang Retrosesi/ Reasuransi / *7. Retrocession/ Reinsurance Receivables*

a Berdasarkan Reasuradur/ Retrosesioner / *a. By Reinsurer/ Retrocessioner*

	2022 Rp	2021 Rp	
Pihak berelasi	**147.165.965.634**	**147.344.646.566**	***Related parties:***
Pihak ketiga:			***Third parties:***
Swiss Reinsurance Company Ltd	144.417.496.975	162.985.265.097	*Swiss Reinsurance Company Ltd*
PT Asuransi Reliance Indonesia	92.123.311.736	19.035.659.298	*PT Asuransi Reliance Indonesia*
Trinity Reinsurance Broker Ltd	83.557.614.956	86.314.400.344	*Trinity Reinsurance Broker Ltd*
PT Asuransi Raya	75.497.365.407	75.497.365.407	*PT Asuransi Raya*
AON Benfield Indonesia	73.388.262.677	36.276.898	*AON Benfield Indonesia*
Axa Partners Credit and Lifestyle Protection	49.887.847.253	10.912.792.480	*Axa Partners Credit and*
PT IBS Insurance Broking Service	38.832.304.197	40.953.575.905	*PT IBS Insurance Broking Service*
Hannover Ruck Se Hong Kong Branch	31.505.444.537	14.870.135.084	*Hannover Ruck Se*
Scor Reinsurance Far East Pte Ltd Singapore	29.312.888.312	8.081.367.601	*Scor Reinsurance Far East*
PT Asiare Binajasa Reinsurance Broker	29.227.559.631	14.705.121.345	*PT Asiare Binajasa*
PT Asuransi Tugu Kresna Pratama	27.618.854.665	29.434.652.192	*PT Asuransi Tugu Kresna Pratama*
PT Esa Bina Sejati (FI Re)	27.512.290.515	43.500.484.352	*PT Esa Bina Sejati (FI Re)*
AXA PPP Healthcare Ltd	22.194.919.912	17.535.421.869	*AXA PPP Healthcare Ltd*
PT Asuransi Central Asia	19.793.140.114	19.793.140.114	*PT Asuransi Central Asia*
PT Tugu Reasuransi Indonesia	14.339.362.136	13.844.135.969	*PT Tugu Reasuransi Indonesia*
PT Asuransi Purna Artanugraha	10.399.387.565	10.127.526.341	*PT Asuransi Purna Artanugraha*
The TOA Reinsurance Ltd	380.873.448	11.630.615.950	*The TOA Reinsurance Ltd*
PT Maskapai Reasuransi Indonesia Tbk	222.996.940	8.637.736.000	*PT Maskapai Reasuransi*
Reinsurance Group Of America	-	32.318.589.561	*Reinsurance Group Of America*
Guy Carpenter & Company, LCC	-	14.809.298.662	*Guy Carpenter & Company, LCC*
Lain-lain (dibawah Rp10.000.000.000)	228.689.786.188	249.191.366.178	*Other (below Rp10,000,000,000)*
Sub Jumlah	998.901.707.164	884.214.926.647	*Sub Total*
Jumlah	**1.146.067.672.798**	**1.031.559.573.213**	***Total***
Dikurangi :			***Less :***
Cadangan kerugian penurunan nilai	(141.993.712.320)	(125.896.931.227)	*Allowance for impairment* losses
Jumlah	**1.004.073.960.478**	**905.662.641.986**	***Total***

Piutang reasuradur/ retrosesi merupakan tagihan kepada reasuradur/ *retrocessioner* yang timbul dari transaksi reasuransi/ retrosesi sehubungan dengan penerimaan premi reasuransi, komisi reasuransi dan klaim reasuransi.

Reinsurance/ retrocession receivables represent claimstoreinsurers/retrocessionaries arising from reinsurance/ retrocession transactions in connection with receipt of reinsurance premiums, reinsurance commissions and reinsurance claims.

7. Piutang Retrosesi/ Reasuransi (Lanjutan) / *7. Retrocession/ Reinsurance Receivables (Continued)*

b. Berdasarkan Umur / *b. By Age*

	2022 Rp	2021 Rp	
0 - 60 hari	200.760.119.272	170.462.651.473	*0 - 60 days*
61 - 365 hari	280.764.163.594	187.965.518.043	*61 - 365 days*
Lebih dari 1 tahun	664.543.389.932	673.131.403.697	*More than 1 years*
Jumlah	1.146.067.672.798	1.031.559.573.213	*Total*
Cadangan kerugian penurunan nilai	(141.993.712.320)	(125.896.931.227)	*Allowance for impairment losses*
Piutang retrosesi neto	**1.004.073.960.478**	**905.662.641.986**	***Net retrocession receivables***

c. Berdasarkan Jenis Mata Uang / *c. By Currency*

	2022 Rp	2021 Rp	
Rupiah	1.021.249.084.570	805.925.246.226	*Rupiah*
Dolar Amerika Serikat	124.818.588.228	209.231.741.257	*United States Dollar*
Lain-lain (dibawah Rp 10 Miliar)	--	16.402.585.730	*Others (below Rp 10 bilion)*
Jumlah	1.146.067.672.798	1.031.559.573.213	*Total*
Cadangan kerugian penurunan nilai	(141.993.712.320)	(125.896.931.227)	*Allowance for impairment losses*
Piutang retrosesi neto	**1.004.073.960.478**	**905.662.641.986**	***Net retrocession receivables***

d. Berdasarkan Jenis Asuransi / *d. By type of Insurance*

	2022 Rp	2021 Rp	
Asuransi	581.958.210.972	555.811.759.044	*Insurance*
Reasuransi jiwa	300.075.169.366	271.735.313.765	*Life reinsurance*
Reasuransi umum	264.034.292.460	204.012.500.404	*General reinsurance*
Jumlah	1.146.067.672.798	1.031.559.573.213	*Total*
Cadangan kerugian penurunan nilai	(141.993.712.320)	(125.896.931.227)	*Allowance for impairment losses*
Piutang retrosesi neto	**1.004.073.960.478**	**905.662.641.986**	***Net retrocession receivables***

e. Cadangan Kerugian Penurunan Nilai / *e. Cadangan Kerugian Penurunan Nilai*

	2022 Rp	2021 Rp	
Saldo awal	125.896.931.227	92.591.248.480	*Beginning balance*
Penambahan cadangan selama tahun berjalan - bersih (Catatan 37)	16.096.781.093	33.305.682.747	*Impairment during the years - net (Note 37)*
Saldo akhir	**141.993.712.320**	**125.896.931.227**	***Ending balance***

Manajemen berkeyakinan bahwa jumlah cadangan kerugian penurunan nilai cukup untuk menutupi kerugian yang mungkin timbul dari tidak tertagihnya piutang reasuransi/ retrosesi tersebut.

Management believes that the allowance for impairment losses is adequate to cover possible losses from uncollectible reinsurance/ retrocession receivables.

8. Aset Reasuransi/ Retrosesi

8. Reinsurance / Retrocession Assets

	2022 Rp	2021 Rp	
Aset retrosesi			***Retrocession assets***
Kebakaran	1.030.659.755.243	794.672.456.998	*Fire*
Jiwa	675.855.703.663	734.306.376.864	*Life*
Casualty	176.424.175.632	92.914.795.134	*Casualty*
Rangka kapal	75.923.704.391	78.235.859.972	*Marine hull*
Engineering	70.570.625.356	58.565.379.709	*Engineering*
Motor	16.353.865.183	30.497.280.381	*Motorcycle*
Pengangkutan	22.411.375.198	19.491.349.547	*Marine cargo*
Aviasi	2.896.802.431	2.854.581.222	*Aviation*
Kecelakaan diri	3.010.906.980	2.177.480.731	*Personal accident*
Aset reasuransi			***Reinsurance assets***
Asuransi kredit	295.404.661.859	197.887.100.916	*Credit insurance*
Asuransi penjaminan	17.159.453.380	39.198.202.110	*Suretyship insurance*
Asuransi umum	30.174.652.027	27.109.953.720	*General insurance*
Asuransi syariah	5.416.378.104	9.165.660.012	*Sharia Insurance*
Asuransi ekspor	7.458.167.429	7.148.998.580	*Export insurance*
Reasuransi masuk	199.858.902	1.305.520.165	*Reinsurance*
Jumlah	**2.429.920.085.778**	**2.095.530.996.061**	***Total***

9. Piutang Ujroh

Akun ini merupakan tagihan atas klaim kepada perusahaan-perusahaan atas bisnis reasuransi berbasis syariah. Piutang Ujroh per 31 Desember 2022 dan 2021 masing-masing sebentar Rp26.460.905.051 dan Rp35.153.763.349.

9. Receivable Ujroh

This account represents receivables from outward reinsurance sharia business. Ujroh Receivables as of December 31, 2022 and 2021 amounted Rp26,460,905,051 and Rp35,153,763,349, respectively.

10. Aset Keuangan Lain

10. Other Financial Assets

	2022 Rp	2021 Rp	
Piutang hasil investasi	37.237.868.289	30.942.651.092	*Accrued investment income*
Subrogasi	32.614.089.478	35.249.295.510	*Subrogation*
Piutang deposit asuransi ekspor - bersih	6.271.550.917	4.517.658.659	*Export insurances deposit receivable - net*
Aset Tiphone	5.432.252.805	5.432.252.805	*Tiphone asset*
Sewa gedung dibayar dimuka	429.250.000	634.568.141	*Prepaid building rent*
Piutang biaya informasi - bersih	250.703.746	250.703.746	*Information fee receivable - net*
Biaya dibayar di muka	--	303.958.709	*Prepaid expenses*
Lain-lain	5.665.855.449	4.178.630.429	*Others*
Jumlah	**87.901.570.684**	**81.509.719.091**	***Total***

11. Aset Tetap / *11. Fixed Assets*

	2022						
	Saldo awal/ *Beginning balance* Rp	Penambahan/ *Additions* Rp	Pengurangan/ *Disposals* Rp	Reklasifikasi/ *Reclassification* Rp	Revaluasi/ *Ravaluation* Rp	Saldo akhir/ *Ending balance* Rp	
Harga perolehan:							***Acquisition Cost:***
Tanah	235.738.114.669	--	--	--	56.121.001.174	291.859.115.843	*Land*
Bangunan	246.405.418.108	166.060.610	--	--	(12.832.875.833)	233.738.602.885	*Buildings*
Peralatan dan perabotan kantor	98.045.562.664	2.241.930.600	--	380.826.190	--	100.668.319.454	*Equipment and office furniture*
Kendaraan	26.860.620.000	--	--	--	--	26.860.620.000	*Vehicles*
Aset dalam pembangunan	17.137.598.387	8.069.496.264	--	(6.610.684.226)	--	18.596.410.425	*Assets under contruction*
	624.187.313.828	10.477.487.474	--	(6.229.858.036)	43.288.125.341	671.723.068.607	
Akumulasi penyusutan:							***Accumulated depreciation:***
Bangunan	53.034.736.388	14.724.482.461	--	--	--	67.759.218.849	*Building*
Perabot dan peralatan kantor	86.563.873.716	7.635.119.765	--	--	--	94.198.993.481	*Office equipment and furniture*
Kendaraan	22.847.574.269	3.150.931.267	--	--	--	25.998.505.536	*Vehicles*
	162.446.184.373	25.510.533.493	--	--	--	187.956.717.866	
Nilai buku	**461.741.129.455**					**483.766.350.742**	***Book value***

	2021						
	Saldo awal/ *Beginning balance* Rp	Penambahan/ *Additions* Rp	Pengurangan/ *Disposals* Rp	Reklasifikasi/ *Reclassification* Rp	Revaluasi/ *Ravaluation* Rp	Saldo akhir/ *Ending balance* Rp	
Harga perolehan:							***Acquisition cost:***
Tanah	235.738.114.669	--	--	--	--	235.738.114.669	*Land*
Bangunan	242.111.698.250	31.802.840	--	4.261.917.018	--	246.405.418.108	*Buildings*
Peralatan dan perabotan kantor	95.645.503.427	1.950.122.337	--	449.936.900	--	98.045.562.664	*Equipment and office furniture*
Kendaraan	26.860.620.000	--	--	--	--	26.860.620.000	*Vehicles*
Aset dalam pembangunan	18.882.163.432	10.394.800.473	--	(12.139.365.518)	--	17.137.598.387	*Assets under contruction*
	619.238.099.778	12.376.725.650	--	(7.427.511.600)	--	624.187.313.828	
Akumulasi penyusutan:							***Accumulated depreciation:***
Bangunan	40.734.601.430	12.300.134.958	--	--	--	53.034.736.388	*Building*
Perabot dan peralatan kantor	78.421.306.611	8.142.567.105	--	--	--	86.563.873.716	*Office equipment Furniture and*
Kendaraan	19.170.069.390	3.677.504.879	--	--	--	22.847.574.269	*Vehicles*
	138.325.977.431	24.120.206.942	--	--	--	162.446.184.373	
Nilai buku	**480.912.122.347**					**461.741.129.455**	***Book value***

11. Aset Tetap (Lanjutan)

Penyusutan yang dibebankan pada laba rugi untuk tahun yang berakhir 31 Desember 2022 dan 2021 adalah sebesar Rp25.510.533.493 dan Rp24.120.206.942 (Catatan 36).

Pada 31 Desember 2022 PT Reasuransi Indonesia Utama (Persero) memiliki asuransi atas aset tetap dengan total pertangguan sebesar Rp284.605.845.032.

Manajemen berpendapat bahwa nilai pertanggungan asuransi cukup memadai untuk menutup kemungkinan kerugian atas risiko yang mungkin dialami.

Berdasarkan penelaahan aset tetap secara individu pada akhir tahun 2022, Manajemen berpendapat bahwa tidak diperlukan penyisihan penurunan nilai aset tetap.

Nilai wajar tanah dan bangunan yang dimiliki Perusahaan pada tanggal 31 Desember 2022 tidak berbeda jauh dengan nilai tercatat karena Perusahaan melakukan penilaian pada tanah dan bangunan terakhir pada tanggal 29 September 2022 dan 19 September 2022.

Perusahaan telah menugaskan perusahaan jasa penilai terdaftar untuk melaksanakan penilaian (revaluasi) aset tetap (tanah dan bangunan). Penilaian atas tanah dan bangunan dilakukan oleh penilai independen eksternal KJPP Yufrizal, Deny Kamal dan Rekan.

Penilaian dilakukan berdasarkan Standar Penilaian Indonesia, ditentukan berdasarkan transaksi pasar terkini dan dilakukan dengan ketentuan - ketentuan yang lazim. Metode penilaian yang dipakai adalah metode data pasar, metode biaya dan metode pendapatan. Elemen-elemen yang digunakan dalam perbandingan data untuk menentukan nilai wajar aset antara lain:

a. Jenis dan hak yang melekat pada property;
b. Kondisi pasar;
c. Lokasi;
d. Karakteristik fisik;
e. Karakteristik dalam menghasilkan pendapatan;
f. Karakteristik tanah.

11. Fixed Assets (Continued)

Depreciation charged the profit or loss for the years ended Desember 31, 2022 and 2021 are amounting to Rp25,510,533,493 and Rp24,120,206,942, respectively (Note 36).

As of December 31, 2022 PT Reasuransi Indonesia Utama (Persero) has insurance for fixed assets with a total coverage of Rp284,605,845,032.

Management believes that the sum insured is adequate to cover any possible losses from damage and other risks.

According to the individual review on fixed asset at the end of 2022, management believes that no allowance is necessary for impairment on the value of property and equipment.

The fair value of land and buildings owned by the Company as of December 31, 2022 is not much different from the carrying amount because the Company made the last valuation of land and buildings on September 29, 2022 and September 19, 2022.

The Company has assigned a registered appraiser to carry out the appraisal (revaluation) of fixed assets (land and buildings). The assessment of land and buildings was carried out by independent external appraiser KJPP Yufrizal, Deny Kamal and Partners.

The assessment is carried out based on the Indonesian Valuation Standards, determined based on the latest market transactions and carried out with the usual provisions. The valuation method used is the market data method, the cost method and the income method. The elements used in the comparison of data to determine the fair value of assets include:

a. Types and rights attached to the property;
b. Market condition;
c. Location;
d. Physical characteristics;
e. Income producing characteristics;
f. Land characteristics.

11. Aset Tetap (Lanjutan)

Informasi mengenai penilaian kembali aset tetap pada tanggal 31 Desember 2022 untuk kelompok aset tanah dan bangunan Perusahaan di Indonesia adalah sebagai berikut:

11. Fixed Assets (Continued)

Information regarding the revaluation of property, plant and equipment as of December 31, 2020 for the Bank's land and building assets Company's in Indonesia is as follows:

	31 Desember/ *December* 2022			
	Nilai Buku Sebelum Revaluasi/ *Carrying Amount Before Revaluation*	**Nilai Buku Setelah Revaluasi/ *Carrying Amount After Revaluation***	**Keuntungan Revaluasi Bersih/ *Net Gain Revaluation***	
Tanah	227.349.918.826	283.470.920.000	56.121.001.174	*Lands*
Bangunan	164.613.283.833	151.780.408.000	(12.832.875.833)	*Buildings*
Jumlah	**391.963.202.659**	**435.251.328.000**	**43.288.125.341**	***Total***
		Tarif Pajak/ *Tax Rate* 10%	(4.328.812.534)	
		Revaluasi Aset/ *Revaluation Assets*	**38.959.312.807**	

Penilaian kembali yang dilakukan atas tanah dan bangunan menghasilkan jumlah kenaikan nilai tercatat sebesar Rp38.959.312.807 yang dicatat sebagai "Penghasilan Komprehensif Lain".

The revaluation of land and buildings resulted in an increase in the carrying amount of Rp38,959,312,807 which was recorded as "Other Comprehensive Income".

12. Piutang Pegawai

Piutang pegawai merupakan pinjaman dari Perusahaan untuk biaya pendidikan dan keperluan rumah dengan tingkat bunga sebesar 4% dengan jangka waktu pengembalian selama 5 tahun. Saldo piutang karyawan posisi 31 Desember 2022 dan 2021 masing-masing sebesar Rp9.859.431.749 dan Rp8.802.872.788

12. Employee Receivables

Employee receivables are loan from the Company for educational cost and household cost with interest rate amounted to 4% during 5 years. The balance of employee receivables at December 31, 2022 and 2021 are Rp9,859,431,749 and Rp8,802,872,788, respectively.

13. Aset Non Keuangan Lainnya

13. Other Non Financial Assets

	Rp	**Rp**	
Jaminan	5.208.974.872	5.208.974.872	*Guarantee*
Sistem komputerisasi - bersih	15.129.774.699	15.723.806.038	*Computerization system - net*
Lain-lain	18.486.981.003	20.192.248.180	*Others*
Jumlah	**38.825.730.574**	**41.125.029.090**	***Total***

Untuk tahun-tahun yang berakhir pada 31 Desember 2022 dan 2021 saldo beban amortisasi sistem komputerisasi masing-masing sebesar Rp8,394,898,211 dan Rp7.317.300.824 (Catatan 36).

For the years ending in December 31, 2022 and 2021 the computerized system amortization expense balance amounted to Rp8,394,898,211 and Rp7,317,300,824, respectively (Note 36).

Pada tahun 2022 dan 2021, terdapat reklasifikasi aset dalam pembangunan aset tetap menjadi sistem komputerisasi masing-masing sebesar Rp6.151.275.000 dan Rp7.427.511.600.

On 2022 and 2021, there is reclassification of asset under construction of fixed assets to computerization system amounting to Rp6,151,275,000 and Rp7,427,511,600, respectively.

13. Aset Non Keuangan Lainnya (Lanjutan)

Aset non keuangan pada pos lainnya sebesar Rp14.499.622.376 merupakan dana yang ditahan oleh *ceding* dari premi reasuransinya dan dana lainnya.

13. Other Non Financial Assets (Continued)

Non-financial assets in other posts amounting to Rp14,499,622,376 represent funds held by ceding from reinsurance premiums and other funds.

14. Utang Klaim

a Berdasarkan Reasurandur/ Retrosesioner

14. Claim Payables

a. By Reinsurer/ Retrocessioner

	2022 Rp	2021 Rp	
Pihak berelasi	**72.948.208.524**	**57.106.189.430**	***Related parties:***
Pihak ketiga:			***Third parties:***
PT Avrist General Insurance	62.180.963.764	49.354.465.432	*PT Avrist General Insurance*
PT Astra Aviva Life	56.083.790.534	71.037.903.747	*PT Astra Aviva Life*
PT Prudential Life Indonesia	49.491.306.201	-	*PT Prudential Life Indonesia*
PT Lippo General Insurance	47.499.381.187	30.123.808.698	*PT Lippo General Insurance*
PT Asuransi Central Asia	35.424.212.425	45.662.641.938	*PT Asuransi Central Asia*
PANIN DAI-ICHI LIFE	27.814.443.543	24.561.054.831	*PANIN DAI-ICHI LIFE*
PT Asuransi Multi Artha Guna	24.721.591.512	24.008.905.723	*PT Asuransi Multi Artha Guna*
PT Heksa Solution Insurance	23.452.343.413	31.162.051.319	*PT Heksa Solution Insurance*
PT Garuda Jasa Pratama	21.734.124.258	20.063.118.622	*PT Garuda Jasa Pratama*
PT Asuransi Jiwa Generali Indonesia	17.940.302.997	60.813.157.243	*PT Asuransi Jiwa Generali Indonesia*
Sinarmas Reinsurance Broker	16.897.473.687	12.792.352.041	*Sinarmas Reinsurance Broker*
PT Asuransi Jiwa BCA	10.313.661.036	13.361.152.316	*PT Asuransi Jiwa BCA*
PT Asuransi FPG Indonesia	10.220.035.280	9.398.796.047	*PT Asuransi FPG Indonesia*
PT Mitra Utama Reasuransi	8.347.955.545	16.781.668.654	*PT Mitra Utama Reasuransi*
PT Mandiri Axa General Insurance	4.655.508.121	10.362.989.644	*PT Mandiri Axa General Insurance*
PT AIA Financial	4.314.887.456	14.531.585.970	*PT AIA Financial*
PT Asuransi Axa Indonesia	2.535.045.873	21.951.114.664	*PT Asuransi Axa Indonesia*
PT Asuransi Allianz Life Indonesia	1.934.305.603	21.429.475.816	*PT Asuransi Allianz Life Indonesia*
PT Mega Jasa Insurance	825.731.834	58.472.440.209	*PT Mega Jasa Insurance*
PT Mitsui Indonesia	299.638.003	23.718.650.000	*PT Mitsui Indonesia*
Swiss Reinsurance Company Ltd	243.375.850	13.313.517.382	*Swiss Reinsurance Company Ltd*
PT Asuransi Astra Buana	89.357.580	15.601.542.517	*PT Asuransi Astra Buana*
Zurich Topaz	-	27.946.565.549	*Zurich Topaz*
PT Asuransi Cigna	-	27.264.309.245	*PT Asuransi Cigna*
PT Great Eastern Life Indonesia	-	12.857.894.624	*PT Great Eastern Life Indonesia*
PT Hanwa Indonesia	-	5.125.038.419	*PT Hanwa Indonesia*
Rp10.000.000.000)	127.256.955.536	160.062.932.173	*Other (below Rp10,000,000,000)*
Sub Jumlah	554.276.391.238	821.759.132.823	*Sub Total*
Jumlah	**627.224.599.762**	**878.865.322.253**	***Total***

14. Utang Klaim (Lanjutan) / *14. Claim Payables (Continued)*

b. Berdasarkan Umur / *b. By Age*

	2022 Rp	2021 Rp	
0 - 60 hari	331.120.360.159	578.207.223.948	*0 - 60 days*
61 - 365 hari	213.157.226.088	161.529.615.009	*61 - 365 days*
Lebih dari 1 tahun	82.947.013.515	139.128.483.296	*More than 1 years*
Jumlah utang klaim	**627.224.599.762**	**878.865.322.253**	***Total claim payables***

c. Berdasarkan Jenis Mata Uang / *c. By Currency*

	2022 Rp	2021 Rp	
Rupiah	522.376.433.948	729.270.952.170	*Rupiah*
Mata uang lain	104.848.165.814	149.594.370.083	*Others currency*
Jumlah utang klaim	**627.224.599.762**	**878.865.322.253**	***Total claim payables***

d. Berdasarkan Jenis Asuransi / *d. By type of Insurance*

	2022 Rp	2021 Rp	
Reasuransi jiwa	373.175.485.720	557.962.160.630	*Life reinsurance*
Reasuransi umum	465.390.896.319	415.163.057.039	*General reinsurance*
Asuransi	57.556.700.021	38.212.733.074	*Insurance*
Jumlah utang reasuransi	**896.123.082.060**	**1.011.337.950.743**	***Total reinsurance payables***

15. Utang Retrosesi/ Reasuransi / *15. Retrocession/ Reinsurance Payables*

a Berdasarkan Reasurandur/ Retrosesioner / *a. By Reinsurer/ Retrocessioner*

	2022 Rp	2021 Rp	
Pihak berelasi	**--**	**15.686.704.707**	***Related parties:***
Pihak ketiga:			***Third parties:***
Allianz Aktiengesellschaft	279.275.668.750	239.135.984.698	*Allianz Aktiengesellschaft*
AON Re Brokers Asia Pte Ltd	125.277.365.774	2.208.221.264	*AON Re Brokers Asia Pte Ltd*
PT Willis Reinsurance Brokers Indon	73.351.822.806	131.427.523.635	*PT Willis Reinsurance Brokers Indonesia*
AXA PPP Healthcare Ltd	55.181.596.036	79.232.790.059	*AXA PPP Healthcare Ltd*
J B Boda & Co Pte Ltd	33.834.600.065	13.393.757.979	*J B Boda & Co Pte Ltd*
Guy Carpenter & Company, LCC	28.097.239.528	37.935.665.951	*Guy Carpenter & Company, LCC*
UIB Asia Reinsurance Brokers Pte Lt	21.310.948.786	23.428.688.589	*UIB Asia Reinsurance Brokers Pte Ltd*
American Home Assurance New Yorl	20.516.342.499	9.841.808.779	*American Home Assurance New York*
Sub jumlah dipindahkan	636.845.584.244	536.604.440.954	*Sub total carried forward*

15. Utang Retrosesi/ Reasuransi (Lanjutan) / *15. Retrocession/ Reinsurance Payables (Continued)*

a Berdasarkan Reasurandur/ Retrosesioner (Lanjutan) / *a. By Reinsurer/ Retrocessioner (Continued)*

	2022 Rp	2021 Rp	
Pihak ketiga (Lanjutan):			***Third parties (Continued):***
Sub jumlah pindahan	636.845.584.244	536.604.440.954	*Total brought forward*
Chubb European Group SE	20.400.767.048	13.938.062.599	*Chubb European Group SE*
Willis Tower Watson Company Ltd	19.514.930.093	52.783.474.338	*Willis Tower Watson Company Ltd*
Reinsurance Group Of America (RGA	15.785.009.827	156.329.193.015	*Reinsurance Group Of America (RGA)*
HDI Global HK	10.912.596.353	11.172.031.527	*HDI Global HK*
Haakon Ltd	10.684.725.017	34.404.526.277	*Haakon Ltd*
PT Maskapai Reasuransi Indonesia	7.590.290.826	12.282.043.825	*PT Maskapai Reasuransi Indonesia*
Munich Reinsurance Co	2.794.240.072	29.260.377.548	*Munich Reinsurance Co*
Axa Partners Credit & Lifestyle Protec	-	33.735.143.948	*a Partners Credit & Lifestyle Protection*
PT Asuransi Central Asia	-	14.043.034.893	*PT Asuransi Central Asia*
Rp10.000.000.000)	171.594.938.580	101.098.917.113	*Other (below Rp10,000,000,000)*
Sub Jumlah	896.123.082.060	995.651.246.036	*Sub Total*
Jumlah	**896.123.082.060**	**1.011.337.950.743**	***Total***

b. Berdasarkan Umur / *b. By Age*

	2022 Rp	2021 Rp	
0 - 60 hari	336.693.654.695	178.061.905.339	*0 - 60 days*
61 - 365 hari	223.970.193.410	318.101.196.908	*61 - 365 days*
Lebih dari 1 tahun	335.459.233.955	515.174.848.496	*More than 1 years*
Jumlah utang reasuransi	**896.123.082.060**	**1.011.337.950.743**	***Total reinsurance payables***

c. Berdasarkan Jenis Mata Uang / *c. By Currency*

	2022 Rp	2021 Rp	
Rupiah	672.840.951.750	872.809.513.400	*Rupiah*
Dolar Amerika Serikat	223.282.130.310	138.485.065.805	*United States Dollar*
Lain-lain (dibawah Rp 10 Miliar)	--	43.371.538	*Others (below Rp 10 bilion)*
Jumlah utang reasuransi	**896.123.082.060**	**1.011.337.950.743**	***Total reinsurance payables***

d. Berdasarkan Jenis Asuransi / *d. By type of Insurance*

	2022 Rp	2021 Rp	
Reasuransi jiwa	373.175.485.720	557.962.160.630	*Life reinsurance*
Reasuransi umum	465.390.896.319	415.163.057.039	*General reinsurance*
Asuransi	57.556.700.021	38.212.733.074	*Insurance*
Jumlah utang reasuransi	**896.123.082.060**	**1.011.337.950.743**	***Total reinsurance payables***

16. Liabilitas Kontrak Asuransi

16. Insurance Contract Liabilities

a. Premi yang belum merupakan pendapatan

a. Unearned Premium

	2022 Rp	2021 Rp	
Induk			***Parent***
Jiwa	790.481.767.160	914.216.006.703	*Life*
Kebakaran	656.686.579.624	553.786.048.684	*Fire*
Casualty	204.614.163.396	163.607.110.975	*Casualty*
Engineering	148.936.763.957	121.948.810.134	*Engineering*
Rangka kapal	59.732.109.050	65.665.433.156	*Marine hull*
Motor	26.123.777.447	32.059.095.513	*Motorcycle*
Kecelakaan diri	16.689.993.726	14.502.678.093	*Personal Accident*
Aviasi	8.250.335.383	7.990.973.221	*Aviation*
Pengangkutan	7.890.153.645	5.286.327.326	*Marine cargo*
Entitas Anak			***Subsidiaries***
Asuransi kredit	413.668.018.943	183.078.365.610	*Credit insurance*
Asuransi umum	38.609.542.947	27.072.139.680	*General insurance*
Asuransi syariah	6.965.284.884	10.783.265.558	*Sharia Insurance*
Asuransi penjaminan	2.061.131.440	8.167.672.842	*Suretyship insurance*
Asuransi ekspor	1.702.495.255	3.399.525.643	*Export insurance*
Reasuransi	2.628.041	--	*Reinsurance*
Jumlah	**2.382.414.744.898**	**2.111.563.453.138**	***Total***

Premi yang belum merupakan pendapatan pada 31 Desember 2022 dan 2021 untuk Perusahaan Induk dihitung oleh aktuaris internal yang telah terdaftar di OJK (Sdr. Nico Demus, No Registrasi PAI 201110876).

Premi yang belum merupakan pendapatan pada 31 Desember 2022 dan 2021 untuk PT Asuransi Asei Indonesia (anak usaha) dihitung oleh aktuaris independen KKA Steven & Mourits.

Premiums that are not yet income as of December 31, 2022 and 2021 for the Parent Company are calculated by internal actuaries who have registered with the OJK (Mr. Nico Demus, PAI Registration No. 201110876).

Unearned premiums as of December 31, 2022 and 2021 for PT Asuransi Asei Indonesia (subsidiary) calculated by independent actuary KKA Steven & Mourits).

16. Liabilitas Kontrak Asuransi / *16. Insurance Contract Liabilities*

b. Estimasi klaim / *b. Estimated claim*

	2022 Rp	2021 Rp	
Induk			***Parent***
Kebakaran	1.739.264.055.982	1.402.560.961.383	*Fire*
Jiwa	857.429.232.254	827.290.982.057	*Life*
Casualty	567.316.774.842	423.257.699.868	*Casualty*
Rangka kapal	233.422.266.712	182.421.782.040	*Marine hull*
Engineering	234.866.169.138	167.882.044.553	*Engineering*
Motor	58.258.218.326	73.019.789.982	*Motorcycle*
Pengangkutan	95.607.770.826	52.812.576.957	*Marine cargo*
Kecelakaan diri	11.947.983.058	31.710.512.456	*Personal accident*
Aviation	33.491.531.840	30.654.629.109	*Aviation*
Entitas anak			***Subsidiaries***
Asuransi kredit	91.002.281.234	169.253.650.693	*Credit insurance*
Reasuransi	91.804.888.270	97.894.654.411	*Reinsurance*
Asuransi umum	50.510.538.799	55.899.746.731	*General insurance*
Asuransi penjaminan	23.215.423.746	44.398.792.494	*Suretyship insurance*
Asuransi ekspor	30.072.592.996	20.126.076.244	*Export insurance*
Asuransi syariah	2.671.053.673	3.151.998.463	*Sharia Insurance*
Jumlah	**4.120.880.781.696**	**3.582.335.897.441**	***Total***

Estimasi klaim terdiri dari klaim yang masih dalam proses verifikasi (OSC) dan klaim yang telah terjadi namun belum dilaporkan oleh asuradur (IBNR). Cadangan Klaim IBNR pada 31 Desember 2022 dan 2021 untuk Perusahaan Induk dihitung oleh aktuaris internal yang telah terdaftar di OJK (Nico Demus, No Registrasi PAI 201110876).

Estimated claims consist of claims that are still in the verification process (OSC) and claims that have occurred but have not been reported by a ceding (IBNR). The IBNR claim reserves as of December 31, 2022 and 2021 of the Parent Company is calculated by an internal actuary registered on OJK (Mr. Nico Demus, No Registration of PAI 201110876).

Cadangan klaim pada 31 Desember 2022 dan 2021 untuk PT Asuransi Asei Indonesia (anak usaha) dihitung oleh aktuaris independen KKA Steven & Mourits.

Claim reserves *as of December 31, 2022 and 2021 for PT Asuransi Asei Indonesia (subsidiary) calculated by independent actuary KKA Steven & Mourits).*

17. Perpajakan / *17. Taxation*

a. Pajak dibayar dimuka / *a. Prepaid tax*

	2022 Rp	2021 Rp	
Entitas induk dan anak			***Parent and subsidiaries***
Sengketa pajak	--	120.841.588.059	*Tax dispute*
Pajak penghasilan pasal 28 A	--	820.423.162	*Income tax article 28 A*
Jumlah	**--**	**121.662.011.221**	***Total***

17. Perpajakan (Lanjutan) / *17. Taxation (Continued)*

b. Utang pajak / *b. Tax payables*

	2022 Rp	2021 Rp	
Perusahaan			***The Company***
Sengketa pajak	77.207.883.755	17.446.097.644	*Tax dispute*
Pajak penghasilan final	4.328.812.534	--	*Income tax final*
Pajak penghasilan pasal 21	6.201.373.610	3.948.109.523	*Income tax article 21*
Pajak pertambahan nilai	222.444.258	(114.314.533)	*Value add tax*
Pajak penghasilan pasal 23	46.550.894	65.531.935	*Income tax article 23*
Pajak penghasilan pasal 26	21.523.629	(58.139.100)	*Income tax article 26*
Pajak penghasilan pasal 22	236.415	(7.607.924)	*Income tax article 22*
Pajak penghasilan pasal 25	--	(1.895.096)	*Income tax article 25*
Sub jumlah	88.028.825.095	21.277.782.449	*Sub total*
Entitas anak			***Subsidiary***
Pajak penghasilan pasal 21	1.125.455.167	229.249.124	*Income tax article 21*
Pajak pertambahan nilai	382.104.698	--	*Value add tax*
Pajak penghasilan pasal 23	254.445.332	1.197.069.661	*Income tax article 23*
Pajak penghasilan final	22.494.143	18.027.477	*Income tax final*
Pajak penghasilan pasal 25	--	--	*Income tax article 25*
Sub jumlah	1.784.499.340	1.444.346.262	*Sub total*
Jumlah	**89.813.324.435**	**22.722.128.711**	***Total***

Perusahaan induk memiliki perkara sengketa pajak atas dampak penggabungan PT RIU dan PT RUI pada tahun 2015 dan penggabungan PT RIU dan ReINDO pada tahun 2016 sebesar Rp290.740.393.318 dengan rincian nilai pokok sengketa dan denda pajak masing-maisng sebesar Rp223.824.796.188 dan Rp66.915.597.129.

The parent company has a tax dispute case over the impact of the merger of PT RIU and PT RUI in 2015 and the merger of PT RIU and ReINDO in 2016 amounting to IDR 290,740,393,318 with details of the principal value of the dispute and tax penalties amounting to IDR 223,824,796,188 respectively and IDR 66,915,597,129.

Perusahan telah melakukan pengajuan PK ke Tingkat Mahkamah Agung dimana telah menghasilkan putusan Mahkamah Agung yang pertama dengan No. 3935/B/PK/Pjk/2022 tanggal 28 Juli 2022 yang menyatakan bahwa RIU kalah dalam putusan banding di tingkat Mahkamah Agung atas objek pajak Merger PT RIU dan PT RUI sebesar Rp43.474.918.461 sementara sisa jumlah pengajuan PK atas nilai sengketa pajak yang lain Perusahaan belum menerima hasil putusan pengadilan.

The company has submitted a PK to the Supreme Court level which has resulted in a Supreme Court decision no. 3935/B/PK/Pjk/2022 dated 28 July 2022 which stated that the Company lost the appeal decision at the Supreme Court level for the tax object of the Merger of PT RIU and PT RUI in the amount of Rp. Others The Company has not yet received the court's decision.

Pada 31 Desember 2022 Perusahaan telah melakukan pembebanan keseluruhan atas nilai pokok sengketa beserta denda pajak sebesar Rp290.740.393.318 (Catatan 37). Saldo utang sengketa pajak pada 31 Desember 2022 sebesar Rp77.207.883.755 yang terdiri dari nilai akrual atas denda sengketa pajak dan akrual atas jumlah pelunasan nilai sengketa pajak PT RIU.

As of December 31, 2022 the Company has charged the entire principal amount disputed along with tax penalties amounting to Rp290,740,393,318 (Note 37). The balance of the tax dispute debt as of December 31, 2022 amounted to IDR 77,207,883,755 consisting of the accrued value of tax dispute fines and accruals of the amount of PT RIU's tax dispute settlement.

17. Perpajakan (Lanjutan) / *17. Taxation (Continued)*

c. Manfaat (beban) pajak penghasilan (Lanjutan) / *c. Income Tax Benefit (expenses) (Continued)*

	2022 Rp	2021 Rp	
Pajak kini			*Current tax*
Perusahaan			***The Company***
Pajak badan	--	--	*Corporate Tax*
Entitas anak			***Subsidiary***
PT Asuransi Asei Indonesia	--	--	*PT Asuransi Asei Indonesia*
PT Reasuransi Syariah Indonesia	--	(442.905.214)	*PT Reasuransi Syariah Indonesia*
Sub jumlah	--	(442.905.214)	*Sub total*
Pajak tangguhan			
Perusahaan	15.835.945.509	47.304.066.870	***The Company***
Entitas anak			***Subsidiary***
PT Asuransi Asei Indonesia	8.187.956.208	3.693.645.186	*PT Asuransi Asei Indonesia*
PT Reasuransi Syariah Indonesia	51.045.716	65.774.428	*PT Reasuransi Syariah Indonesia*
Sub jumlah	24.074.947.433	51.063.486.484	*Sub total*
Jumlah	**24.074.947.433**	**50.620.581.270**	***Total***

d. Pajak kini / *d. Current tax*

Rekonsiliasi antara laba (rugi) sebelum pajak menurut laba rugi konsolidasian dengan laba kena pajak Perusahaan menurut fiskal untuk tahun yang berakhir 31 Desember 2022 dan 2021 adalah sebagai berikut:

A reconciliation between consolidated profit (loss) income before tax as per statements of income and the Company's taxable income for the years ended December 31, 2022 and 2021 is as follows:

	2022 Rp	2021 Rp	
(Rugi) laba sebelum pajak - konsolidasian	**(243.093.877.501)**	**(568.477.401.643)**	***(Loss) income before tax - consolidated***
Dikurang: laba sebelum pajak entitas anak	(10.941.132.192)	(35.473.430.482)	*Less: profit before subsidiary income tax*
Laba sebelum pajak perusahaan	(232.152.745.309)	(603.950.832.125)	*Profit before tax - the company*
Perbedaan waktu:			***Timing differences:***
Beban penyusutan	338.708.165	758.665.697	*Depreciation expenses*
Imbalan pasti pascakerja	2.276.064.764	(5.729.925.293)	*Employee benefit*
Cadangan kerugian penurunan nilai	(9.308.451.384)	71.885.762.154	*Impairment losses*
Accrual bonus karyawan	18.000.000.000	(3.461.000.000)	*Accrual employee bonus*
Cadangan IBNR	49.381.763.790	141.176.842.773	*Allowance for IBNR*
Sub jumlah	60.688.085.335	204.630.345.331	*Sub total*
Perbedaan tetap:			***Permanent differences:***
Beban yang tidak dapat dikurangkan	303.816.320.908	86.388.732.304	*Non-deductible expenses*
Hasil investasi	(228.041.433.262)	(277.962.912.222)	*Investment income*
Jasa giro	(111.550.777)	(111.417.415)	*Interest Income*
Sub jumlah	75.663.336.869	(191.685.597.333)	*Sub total*
(Rugi) laba fiskal tahun berjalan	(95.801.323.105)	(591.006.084.127)	*Tax (loss) profit for the curent year*
Perhitungan pajak penghasilan badan tarif tunggal (22%)	--	--	*Provision for income tax calculation single rate (22%)*
Pajak penghasilan dibayar di muka			*Prepaid taxes*
PPh pasal 25	--	--	*Tax article 25*
	--	-	
Taksiran kurang bayar pajak penghasilan	**--**	**-**	***Estimated under payment income tax***

17. Perpajakan (Lanjutan)

e. Pajak Tangguhan

Dampak pajak atas perbedaan nilai buku aset dan liabilitas berdasarkan fiskal dan menurut akuntansi yang bersifat sementara dengan tarif pajak maksimum tahun 2022 sebesar 10% - 22% yang diakui sebagai aset pajak tangguhan dan manfaat/beban pajak tangguhan adalah sebagai berikut:

17. Taxation (Continued)

e. Deffered Tax

Tax effects on the temporary differences between book value of assets and liabilities based on fiscal and financial reporting is recognized at the maximum tax rate at 2022 of 10% - 22% as deferred taxes assets and deferred tax benefits/ expenses are as follows:

	2022				
	1 Januari 2021/ *January 1, 2021* Rp	**Dikreditkan ke laba (rugi)/ *Credited to profit (loss) Income* Rp**	**Dibebankan (dikreditkan) ke penghasilan komprehensif lainnya/ *Expensed (credited) to other comprehensive income* Rp**	**Dampak perubahan tarif pajak/ *Effect of change in tax rate* Rp**	**31 Desember 2022/ *December 31, 2022* Rp**
Entitas induk/ Parent company					
Penyusutan aset tetap/ *Fixed assets deprecation*	2.543.574.434	74.515.796	--	--	2.618.090.230
CKPN - Piutang premi/ *Allowance of receivable*	21.659.545.489	(2.047.859.305)	--	--	19.611.686.184
Kenaikan (penurunan) AFS/ *Increase (decrease) AFS Receivable*	(10.925.248.454)	--	4.356.570.926	3.641.749.487	(2.926.928.041)
Penilaian kembali liabilitas Imbalan kerja/ *Remeasurement of post employment benefit*	24.863.207.647	651.963.036	(3.293.992.115)	--	22.221.178.568
Accrual bonus karyawan	(2.333.337.948)	6.293.337.951	--	--	3.960.000.003
Beban Cadangan Kerugian Penurunan Aset Lain	1.004.904.383	--	--	--	1.004.904.383
IBNR	58.505.796.747	10.863.988.034	--	--	69.369.784.781
Jumlah entitas induk/ Total *Parent company*	95.318.442.298	15.835.945.512	1.062.578.811	3.641.749.487	115.858.716.108
Entitas anak/ *Subsidiaries*					
Penyusutan aset tetap/ *Fixed assets deprecation*	436.104.649	695.132.964	--	--	1.131.237.613
CKPN - Piutang premi/ *Allowance of premium receivable*	16.906.631.429	2.956.621.104	--	--	19.863.252.533
CKPN - Piutang reasuransi/ *Allowance of reinsurance*	22.505.023.606	1.714.767.640	--	--	24.219.791.246
Penyisihan piutang lain-lain *Allowance of other receivables*	--	605.504.014	--	--	605.504.014
Kenaikan (penurunan) AFS/ *Increase (decrease) AFS*	(396.164.962)	624.559.832	(477.823.415)	132.054.987	(117.373.558)
Penilaian kembali liabilitas imbalan kerja/ *Remeasurement of post employment benefit*	7.553.405.848	(963.982.379)	(1.344.398.653)	--	5.245.024.816
Beban cadangan kerugian penurunan aset investasi/ *Allowance for impairment losses investment assets*	28.485.699	(28.485.699)	--	--	--
Tantiem dan Bonus *Tantiem and Bonus*	--	2.314.868.262	--	--	2.314.868.262
Penyisihan IBNR/ *Allowance for IBNR*	781.012.700	320.016.183	--	--	1.101.028.883
Jumlah entitas anak/ *Subsidiaries*	47.814.498.969	8.239.001.921	(1.822.222.068)	132.054.987	54.363.333.809
Jumlah aset pajak tangguhan/ *Deferred tax assets*	**143.132.941.267**				**170.222.049.917**

17. Perpajakan (Lanjutan)

17. Taxation (Continued)

e. Pajak Tangguhan (Lanjutan)

e. Deffered Tax (Continued)

	2021				
	1 Januari 2021/ *January 1, 2021* Rp	Dikreditkan ke laba (rugi)/ *Credited to profit (loss) Income* Rp	Dibebankan (dikreditkan) ke penghasilan komprehensif lainnya/ *Expensed (credited) to other comprehensive income* Rp	Dampak perubahan tarif pajak/ *Effect of change in tax rate* Rp	31 Desember 2021/ *December 31, 2021* Rp
Entitas induk/ Parent company					
Penyusutan aset tetap/ *Fixed assets deprecation*	2.376.667.981	166.906.453	--	--	2.543.574.434
CKPN - Piutang premi/ *Allowance of receivable*	5.844.677.815	15.814.867.674	--	--	21.659.545.489
Kenaikan (penurunan) AFS/ *Increase (decrease) AFS Receivable*	(21.705.884.473)	--	10.780.636.019	--	(10.925.248.454)
Penilaian kembali liabilitas Imbalan kerja/ *Remeasurement of post employment benefit*	22.853.908.769	(1.260.583.564)	984.491.545	2.285.390.897	24.863.207.647
Accrual bonus karyawan	(1.571.917.948)	(761.420.000)	--	--	(2.333.337.948)
Beban Cadangan Kerugian Penurunan Aset Lain	1.004.904.383	--	--	--	1.004.904.383
IBNR	27.446.891.337	31.058.905.410	--	--	58.505.796.747
Jumlah entitas induk/ Total *Parent company*	36.249.247.864	45.018.675.973	11.765.127.564	2.285.390.897	95.318.442.298
Entitas anak/ *Subsidiaries*					
Penyusutan aset tetap/ *Fixed assets deprecation*	198.874.932	237.229.717	--	--	436.104.649
CKPN - Piutang premi/ *Allowance of premium receivable*	38.528.819.783	(21.622.188.354)	--	--	16.906.631.429
CKPN - Piutang reasuransi/ *Allowance of reinsurance*	(2.589.649.480)	25.094.673.086	--	--	22.505.023.606
Kenaikan (penurunan) AFS/ *Increase (decrease) AFS*	(624.502.682)	--	228.337.720	--	(396.164.962)
Penilaian kembali liabilitas imbalan kerja/ *Remeasurement of post employment benefit*	6.317.584.441	929.412.122	571.243.910	(264.834.625)	7.553.405.848
Beban cadangan kerugian penurunan aset investasi/ *Allowance for impairment losses investment assets*	28.485.699	--	--	--	28.485.699
Penyisihan IBNR/ *Allowance for IBNR*	1.395.885.031	(487.973.692)	--	(126.898.639)	781.012.700
Jumlah entitas anak/ *Subsidiaries*	43.255.497.724	4.151.152.879	799.581.630	(391.733.264)	47.814.498.969
Jumlah aset pajak tangguhan/ *Deferred tax assets*	**79.504.745.588**				**143.132.941.267**

18. Utang Jasa Produksi

Berdasarkan Rencana Kerja dan Anggaran Perusahaan yang telah ditetapkan, jasa produksi untuk 31 Desember 2022 dan 2021 adalah Rp18.000.000.000 dan Rp17.968.636.605. Utang jasa produksi dibayarkan berdasarkan Keputusan Rapat Umum Pemegang Saham Pengesahan Laporan Tahunan.

18. Employees Performance Incentives

Based on Company's Planning and Budgeting, employee's performance incentives for December 31, 2022 and 2021 amounted Rp18,000,000,000 and Rp17,968,636,605. The employees performance incentives will be paid based on the shareholder's general meeting.

19. Utang Komisi / *19. Commission Payable*

	2022 Rp	2021 Rp	
Asuransi umum	2.726.547.364	3.778.666.855	*General insurance*
Asuransi ekspor	--	290.223.030	*Export insurance*
Asuransi pinjaman	--	180.521.096	*Suretyship insurance*
Asuransi kredit	--	111.468.131	*Credit insurance*
Jumlah	**2.726.547.364**	**4.360.879.112**	***Total***

20. Uang Jaminan / *20. Cash Collateral*

Uang jaminan merupakan uang jaminan AAI. Akun ini merupakan jaminan yang diberikan oleh *principal* atas penerbitan polis. Saldo per tanggal 31 Desember 2022 dan 2021 masing-masing sebesar Rp5.981.395.926 dan Rp3.341.604.370.

Cash collateral is AAI's collateral. This account represents cash collateral from principal for insurance policy that has been issued. Balance as of December 31, 2022 and 2021 amounted to Rp5,981,395,926 and Rp3,341,604,370, respectively.

21. Beban Akrual / *21. Accrued Expenses*

Akun ini merupakan biaya akrual atas tagihan listrik, air, telepon, uang muka kerja dan belanja modal. Saldo per tanggal 31 Desember 2022 dan 2021 masing-masing sebesar Rp38.207.356.147 dan Rp63.429.909.688.

This account represents accrued expense on electricity bills, water, telephone, advances payment and capital expenditure Balance as of December 31, 2022 and 2021 amounted to Rp Rp38,207,356,147 and Rp63,429,909,688, respectively.

22. Utang Lancar Lainnya / *22. Other Current Liabilities*

	Rp	Rp	
Utang zakat	448.640.221	574.030.304	*Zakat payable*
Utang bunga MCB	15.750.000.000	--	*MCB interest payable*
Ujroh	25.595.685.114	--	*Ujroh*
Lainnya	19.734.096.095	17.619.453.972	*Others*
Jumlah	**61.528.421.430**	**18.304.547.006**	***Total***

23. Pinjaman Rekening Dana Investasi / *23. Investment Fund Loan*

	2022 Rp	2021 Rp	
Pokok pinjaman	88.935.000.000	90.750.000.000	*Principal*
Non pokok	242.650.566.116	247.602.618.486	*Non principal*
Jumlah	**331.585.566.116**	**338.352.618.486**	***Total***

23. Pinjaman Rekening Dana Investasi (Lanjutan)

Pinjaman Rekening Dana Investasi merupakan pinjaman Perusahaan (yang diambil alih dari PT RUI) kepada Pemerintah berdasarkan Keputusan Kementerian Keuangan No. S-223/MK.017/1995 tanggal 21 April 1995 yang dituangkan dalam bentuk perjanjian Rekening Dana Investasi (RDI) No. 275/DP3/1995 tanggal 16 Mei 1995 dengan pokok pinjaman sebesar Rp110.000.000.000, biaya administrasi 6% pertahun, masa tenggang 5 tahun (selama masa tenggang biaya administrasi tetap diperhitungkan) dan jangka waktu 5 tahun.

Berdasarkan Surat Menteri Keuangan Republik Indonesia No. S-842/MK.05/2017 tanggal 23 Oktober 2017, menyetujui penyelesaian Pinjaman RDI dengan skema penjadwalan kembali pembayaran terhadap kewajiban pokok dan kewajiban non-pokok pinjaman sebesar Rp353.103.625.545 selama 20 Tahun dan perubahan tingkat suku bunga menjadi sebesar 0%.

Berdasarkan perjanjian Nomor AMA-202/RDI-275/DSMI/2021 tanggal 31 Desember 2021 Tentang "perubahan (amandemen) terhadap perjanjian pinjaman Nomor RDI-275/DP3/1995 tanggal 16 Mei 1995 sebagaimana diubah dengan perubahan (amandemen) Nomor AMA-192/RDI-275/DSMI/2017 tanggal 22 Desember 2017 antara Pemerintah Republik Indonesia dengan Perusahaan", telah disetujui penyelesaian RDI dengan cara penjadwalan kembali pembayaran terhadap kewajiban pokok dan kewajiban non pokok sejumlah Rp338.352.618.486 selama 16 (enam belas) tahun sejak tanggal persetujuan Direktur Jenderal Perbendaharaan dengan rincian sebagai berikut :

Tahun	Angsuran per tahun (Dalam Rupiah)
2021 - 2024	3.383.536.185
2025 - 2028	16.917.630.924
2029 - 2032	30.451.735.664
2033 - 2036	33.835.261.849

23. Investment Fund Loan (Continued)

Investment Fund Loan represents the Company's loan (which taken over from PT RUI) to the Government based on the decision of the Ministry of Finance No. S-223/MK.017/1995 dated April 21,1995 as covered in the agreement form Investment Fund Account (RDI) No. 275/DP3/1995 dated May 16, 1995 with a principal amount of Rp110,000,000,000, adminstration cost of 6 % per year, 5 year grace period (during the grace period administration costs are still calculated) and the period term of 5 years.

Based on the Letter of the Minister of Finance No. S-842/MK.05/2017 dated October 23, 2017, approved the settlement of the RDI Loan under the rescheduling scheme of repayment of the principal and non-principal liability of Rp353,103,625,545 for 20 Years and a change in the interest rate to 0%.

Based on the agreement Number AMA-202/RDI-275/DSMI/2021 dated December 31, 2021 concerning "amendments to the loan agreement Number RDI-275/DP3/1995 dated May 16, 1995 as amended by changes (amendments) Number AMA-192/RDI-275/DSMI/2017 dated December 22, 2017 between the Government of the Republic of Indonesia and the Company", has been agreed that the settlement of outstanding RDI by rescheduling the payment of principal and non-principal liability amounting to Rp338,352,618,486 for 16 (sixteen) years from the date of approval from the Director General of the Treasury with the following details:

Year	*Installment per year (In Rupiah)*
2021 - 2024	*3,383,536,185*
2025 - 2028	*16,917,630,924*
2029 - 2032	*30,451,735,664*
2033 - 2036	*33,835,261,849*

24. Obligasi Wajib Konversi

Pada tanggal 31 Desember 2014, ReIndo (entitas anak) menerbitkan Obligasi Wajib Konversi ("OWK") dengan nominal Rp900.000.000.000. Penerbitan OWK dilakukan dengan cara penawaran terbatas *(private placement)* kepada investor strategis, yaitu PT Taspen (Persero), PT Jasa Raharja (Persero) dan Perum Jamkrindo dengan masing-masing investor memiliki OWK sebesar Rp300.000.000.000. Dengan penggabungan ReIndo kedalam Perusahaan, maka secara otomatis saat ini posisi Perusahaan adalah sebagai Penerbit.

Perjanjian penerbitan OWK ditandatangani pada tanggal 31 Desember 2014 sesuai dengan Akta Notaris Arry Supratno SH No. 168 dan telah mengalami beberapa kali perubahan:

- Perubahan pertama di tandatangani pada tanggal 30 Maret 2015 sesuai dengan Akta Notaris Arry Supratno SH No. 107.
- Perubahan kedua ditandatangani pada tanggal 18 Desember 2015 sesuai Akta sesuai dengan Akta Notaris Arry Supratno SH No. 127
- Perubahan ketiga pada tanggal 19 Desember 2017 sesuai Akta Notaris Arry Supratno, S.H. No. 45
- Perubahan keempat pada tanggal pada tanggal 22 Desember 2020 sesuai Akta Notaris Arry Supratno, S.H. No. 28
- Perubahan kelima pada tanggal 10 Februari 2022 sesuai Akta Notaris Arry Supratno, S.H. No. 7

Penyajian OWK sesuai Keputusan Ketua Badan Pengawas Pasar Modal dan Lembaga Keuangan (Bapepam LK/sekarang OJK) No. KEP-347/BL/2012 tanggal 25 Juni 2012 Peraturan VIII.G7 tentang Penyajian dan Pengungkapan Laporan Keuangan Emiten atau Perusahaan Publik.

24. Mandatory Convertible Bonds

On December 31, 2014, ReIndo (subsidiary) issued the Mandatory Convertible Bonds ("MCB") with a nominal value of Rp900,000,000,000. MCB offered private placement to strategic investors, namely PT Taspen (Persero), PT Jasa Raharja (Persero) and Perum Jamkrindo with each investor has MCB Rp300,000,000,000. With ReIndo merged into the Company, then automatically the current position of the Company is as issuer of MCB.

The OWK issuance agreement was signed on December 31, 2014 in accordance with Notarial Deed of Arry Supratno SH. 168 and has undergone several changes:

- *The first amendment was signed on March 30, 2015 in accordance with the Notary Deed of Arry Supratno SH No. 107.*
- *The second amendment was signed on December 18, 2015 according to the Deed in accordance with the Notary Deed of Arry Supratno SH No. 127*
- *The third amendment on December 19, 2017 according to the Notary Deed of Arry Supratno, S.H. No. 45*
- *The fourth amendment was dated December 22, 2020 according to the Notary Deed of Arry Supratno, S.H. No. 28*
- *The fifth amendment is on December 10, 2022 according to the Notary Deed of Arry Supratno, S.H. No. 7*

MCB appropriate presentation the Chairman of the Capital Market Supervisory Agency and Financial Institution (Bapepam LK/Current FSA) No. KEP-347/BL/2012 dated June 25, 2012 VIII.G7 Regulation, Presentation and Disclosure of Financial Statements of Public Company.

24. Obligasi Wajib Konversi (Lanjutan)

Pencatatan OWK posisi 31 Desember 2022 dan 2021 sebagai berikut:

24. Mandatory Convertible Bonds (Continued)

MCB recording position as of December 31, 2022 and 2021 are as follows:

	2022 Rp	2021 Rp	
Penerbitan OWK 31 Desember 2014	900.000.000.000	900.000.000.000	*The issuance MCB at December 31, 2014*
Penerbitan OWK, bersih	900.000.000.000	900.000.000.000	*Net proceeds of MCB*
Selisih imbal hasil	115.165.907.478	169.925.220.954	*Yield difference*
OWK- Komponen liabilitas	**115.165.907.478**	**169.925.220.954**	***MCB-Liability component***
OWK- Komponen ekuitas	**784.834.092.522**	**730.074.779.046**	***MCB-Equity component***

25. Liabilitas Imbalan Kerja

Penilaian aktuaria atas manfaat pensiun pada tahun yang berakhir tanggal 31 Desember 2022, dilakukan oleh konsultan aktuaria independen, Kantor Konsultan Aktuaria Nurichwan untuk PT Reasuransi Indonesia Utama (Persero), KKA Steven & Mourits untuk AAI (entitas anak) dan KKA Azwir Arifin dan Rekan untuk RSI (entitas anak). Penilaian aktuaria atas manfaat pension dilakukan dengan menggunakan metode *"Projected Unit Credit"*.

25. Employee Benefits Liabilities

The actuarial valuation of pension benefits for the year ending December 31, 2022, was carried out by independent actuarial consultants, the Nurichwan Actuarial Consultant Office for PT Reasuransi Indonesia Utama (Persero), KKA Steven & Mourits for AAI (subsidiaries) and KKA Azwir Arifin and Partners for RSI (subsidiary). The actuarial valuation of pension benefits is carried out using the "Projected Unit Credit" method.

	2022 Rp	2021 Rp	
Liabilitas imbalan pascakerja			***Post employee benefits***
PT Reasuransi Indonesia Utama (Persero)	101.005.357.128	113.014.580.214	*PT Reasuransi Indonesia Utama (Persero)*
Entitas anak	20.014.761.545	34.333.662.947	*Subsidiaries*
Liabilitas yang diakui pada laporan posisi keuangan konsoldiasian	**121.020.118.673**	**147.348.243.161**	***Liability recognized in the consolidated statement of financial position***

Rekonsiliasi status pembiayaan atas program pensiun berdasarkan laporan aktuaria Kantor Konsultan Aktuaria Nurichwan tanggal 4 Januari 2023, KKA Steven & Mourits tanggal 15 Januari 2023 serta KKA Azwir Arifin dan Rekan tanggal 3 Januari 2023, disajikan sebagai berikut:

Reconciliation of the financing status of the pension program based on the actuarial report of the Nurichwan Actuarial Consulting Office dated January 4, 2023, KKA Steven & Mourits dated January 15, 2023 and KKA Azwir Arifin and Partners dated January 3, 2023, is presented as follows:

25. Liabilitas Imbalan Kerja (Lanjutan)

25. Employee Benefits Liabilities (Continued)

	2022 Rp	2021 Rp	
Perubahan liabilitas imbalan pascakerja yang diakui di laporan keuangan konsolidasian			***The movement of the employee benefit liability recognized in the consolidated statement of financial statement***
Liabilitas awal tahun	147.348.243.161	145.857.466.046	*Liablity the beginning of year*
Biaya jasa yang diakui tahun berjalan	11.704.824.427	19.005.321.190	*Service cost which recognized on current year*
Koreksi	--	--	*Correction*
Penilaian kembali keuntungan (kerugian) diakui pada penghasilan komprehensif lain	(20.398.762.064)	6.961.653.267	*Revaluation gain (loss) recognized on the other comprehensive income*
Pembayaran manfaat	(13.807.926.503)	(24.274.095.260)	*Actual benefit payments*
Kelebihan pembayaran imbalan	--	(202.102.082)	*Excess of benefit paids*
Liablitas yang diakui oleh perusahaan	**124.846.379.021**	**147.348.243.161**	***Liability recognized by company***
Rekonsiliasi beban imbalan pascakerja yang diakui di laba rugi			***The movement of the employee benefit liability recognized in profit or loss***
Biaya jasa kini	9.240.847.819	10.177.518.979	*Current service cost*
Biaya bunga	8.874.039.215	7.513.986.991	*Interest cost*
Dampak IFRIC	(11.018.882.527)	7.513.986.991	*IFRIC Impact*
Biaya jasa lalu	4.608.819.920	1.313.815.220	*Past service post*
Jumlah beban imbalan pascakerja	**11.704.824.427**	**19.005.321.190**	***Total employee benefit expenses***

Asumsi utama yang digunakan dalam menentukan biaya manfaat karyawan adalah sebagai berikut:

The main assumptions used in determining employee benefit costs are as follows:

	2022	2021	
Asumsi ekonomi:			*Economic assumptions:*
Tingkat diskonto per tahun sebelum usia pensiun normal	7,13%	6,80%	*Annual discount rate before*
Tingkat kenaikan penghasilan per tahun	7,80%	7,80%	*Normal retirement age*
Asumsi lain:			*Other assumption:*
Usia pensiun normal	57 tahun/ years	57 tahun/ years	*Normal retirement age*
Tingkat kematian	TMI IV/2019	TMI IV/2019	*Mortality rate*
Tingkat cacat	1% dari tingkat kematian/ *1% from mortality rate*	1% dari tingkat kematian/ *1% from mortality rate*	*Disability rate*
Tingkat imbal hasil ekseptasian	Tidak diasumsikan / *No assumptions*	Tidak diasumsikan / *No assumptions*	*Profit return rate*
Tingkat tren biaya kesehatan	Tidak diasumsikan / *No assumptions*	Tidak diasumsikan / *No assumptions*	*Healthy cost trend rate*
Metode valuasi	*Project Unit Credit*	*Project Unit Credit*	*Valuation method*

	2022		
	Kenaikan 1% / *Increase 1 %*	**Penurunan 1 % / *Decrease 1 %***	
Asumsi tingkat diskonto	88.454.993.969	105.251.610.636	*Discount rate assumptions*
Asumsi tingkat kenaikan upah	103.881.343.957	89.551.972.642	*Salary growth rate assumptions*

	2021		
	Kenaikan 1% / *Increase 1 %*	**Penurunan 1 % / *Decrease 1 %***	
Asumsi tingkat diskonto	108.888.948.003	132.590.953.093	*Discount rate assumptions*
Asumsi tingkat kenaikan upah	132.240.728.201	108.971.961.231	*Salary growth rate assumptions*

26. Utang Dana Peserta

Dana tabarru adalah dana kontribusi dari peserta yang dikelola oleh Perusahaan sebagai wakil peserta. Saldo Dana Tabarru' per 31 Desember 2022 dan 2021 masing-masing sebesar Rp2.942.725.558 dan Rp1.784.069.737.

26. Policy Holder Payable

Tabarru' fund is a fund contributed by participants which is managed by the Company as an agent of participants. Tabarru Funds as of December 31, 2021 and 2020 are Rp2,942,725,558 and Rp1,784,069,737, respectively.

27. Modal Saham

Berdasarkan Surat Menteri Badan Usaha Milik Negara No. S-749/MBU/12/2016 tanggal 22 Desember 2016 tentang Penambahan Modal Disetor dan Perubahan Anggaran Dasar PT Reasuransi Indonesia Utama (Persero), menyetujui penambahan Modal Disetor Pemerintah di Perusahan sebanyak 538.358 saham atau sebesar Rp538.358.000.000, yang berasal dari hasil konversi saham PT Reasuransi Umum Indonesia (Persero), sebagai akibat dari penggabungan PT Reasuransi Umum Indonesia (Persero) ke dalam PT Reasuransi Indonesia Utama (Persero) yang terjadi pada tanggal 22 Desember 2016 sebesar Rp538.357.264.802 dan dari Kapitalisasi sebagian cadangan sebesar Rp735.198. Di aktakan pada tanggal 19 Januari 2017 No.14 oleh Notaris Nanda Fauz Iwan, di Jakarta.

27. Share Capital

Based on the letter of the Minister for State Owned Enterprises No. S-749/MBU/12/2016 dated December 22, 2016 regarding the Increase in Paid-in Capital and Articles of Association Amendment PT Reasuransi Indonesia Utama (Persero), the Government agreed to increase its paid in capital in the Company as much as 538,358 shares or Rp538,358,000,000, which resulted from the conversion of shares of PT Reasuransi Umum Indonesia (Persero), as a result of the merger of PT Reasuransi Umum Indonesia (Persero) into PT Reasuransi Indonesia Utama (Persero), which occurred on December 22, 2016 amounted to Rp538,357,264,802 and from capitalization of reserves amounted to Rp735,198. In the deed on January 19, 2017 No. 14 Notary by Nanda Fauz Iwan, Jakarta.

2022 dan/ and 2021

Pemegang saham/ Shareholders	Jumlah saham/ *Number of shares*	Presentase kepemilikan/ *Percentage of ownership*	Jumlah/ Total Rp
Pemerintah Republik Indonesia/ *Government of The Republic Indonesia*	878.358	100	878.358.000.000
Jumlah/ Total	**878.358**	**100**	**878.358.000.000**

27. Modal Saham (Lanjutan)

Berdasarkan Akta No.7 tanggal 17 September 2018, yang dibuat dihadapan Nanda Fauz Iwan, S.H., M.Kn., notaris di Jakarta, antara lain menetapkan perubahan jenis saham yang semula tanpa seri menjadi terdiri dari saham seri A Dwiwarna dan Saham Seri B sehingga Pemodalan perusahaan menjadi sebagai berikut:

a. Modal Dasar Perseroan sebesar Rp1.200.000.000.000 terbagi atas 1.200.000 saham yang terdiri dari:
   - 1 saham seri A Dwiwarna, dengan nilai nominal sebesar Rp1.000.000
   - 1.199.999 saham seri B, masing-masing dengan nilai nomial sebesar Rp1.000.000
b. Modal yang telah disetor oleh Negara Republik Indonesia sebanyak Rp878.358.000.000 terdiri dari :
   - 1 saham seri A Dwiwarna dengan nilai nominal Rp1.000.000
   - 878.357 saham seri B, masing-masing dengan nilai nominal sebesar Rp1.000.000.

27. Share Capital (Continued)

Based on Deed No.7 dated September 17, 2018, which was made before Nanda Fauz Iwan, S.H., M.Kn., notary in Jakarta, among others, stipulated changes in the type of shares which were originally unregistered to consist of Series A Dwiwarna shares and Series B Shares so that the Company's capital be as follows:

a. The Company's authorized capital of Rp1,200,000,000,000 is divided into 1,200,000 shares consisting of:
   - *1 Series A Dwiwarna share, with a par value of Rp1,000,000*
   - *1,199,999 series B shares, each with a par value of Rp1,000,000*

b. The capital paid by the State of the Republic of Indonesia as much as Rp878,358,000,000 consists of:
   - *1 Series A Dwiwarna share with a par value of Rp1,000,000*
   - *878,357 series B shares, each with a par value of Rp1,000,000.*

28. Pembagian Dividen Tunai

Berdasarkan Keputusan Rapat Umum Pemegang Saham Tahunan PT Reasuransi Indonesia Utama tanggal 26 Juli 2022 No. 00351/TU.01.01/00/IndonesiaRe/07/2022, Perusahaan tidak membayarkan dividen dari Laba Tahun Buku 2021.

Berdasarkan Keputusan Rapat Umum Pemegang Saham Tahunan PT Reasuransi Indonesia Utama tanggal 30 Juni 2021 No. 00102/KS.01.01/00/IndonesiaRe/06/2021, Perusahaan tidak membayarkan dividen dari Laba Tahun Buku 2020.

28. Cash Dividend Distribution

Based on the decision of the Annual General Meeting of Shareholders of PT Reasuransi Indonesia Utama on July 26, 2022 No.00351/TU.01.01/00/IndonesiaRe/07/2022, the Company does not paid cash dividends from the profit for the 2021 financial year..

Based on the the Decision of the Annual General Meeting of Shareholders of PT Reasuransi Indonesia Utama dated June 30, 2021, No. 00102/KS.02.05/01 IndonesiaRe/06/2021 the Company does not paid cash dividends from the profit for the 2020 financial year.

29. Saldo Laba Ditentukan Penggunaannya

29. Retained Earnings - Appropriated

Komposisi saldo laba ditentukan per 31 Desember 2022 dan 2021 adalah sebagai berikut:

Composition of appropriated retained earnings as of December 31, 2022 and 2021 are as follows:

	2022 Rp	2021 Rp	
Cadangan umum	779.969.927.703	779.969.927.797	*General reserve*
Cadangan tujuan	238.359.985.139	238.359.985.139	*Appropriated reserve*
Jumlah	**1.018.329.912.842**	**1.018.329.912.936**	***Total***

30. Kenaikan (Penurunan) Penghasilan Komprehensif Lainnya

30. Increase (Decrease) of Other Comprehensive Income

Kenaikan (penurunan) penghasilan komprehensif lainnya untuk tahun- tahun yang berakhir 31 Desember 2022 dan 2021 adalah sebagai berikut:

Increase (decrease) of other comprehensive income for the years ended December 31, 2022 and 2021 are as follows:

	2022 Rp	2021 Rp	
Pemilik entitas induk			***Owner of parent entity***
Saldo Awal	305.161.644.033	328.057.077.176	*Beginning balance*
Perubahan nilai wajar	(88.180.736.514)	(33.904.402.315)	*Changes in fair value*
Keuntungan yang berasal dari revaluasi aset tetap	38.959.312.807	--	*Gain from revaluation of fixed assets*
Penyesuaian reklasifikasi atas keuntungan yang termasuk dalam laba rugi	--	--	*Reclassification adjusment on gains which is already included in profit or loss*
Pajak penghasilan terkait pos yang akan direklasifikasikan ke laba rugi	7.652.559.095	11.008.969.172	*Income tax related to items that may be reclassified to profit or loss*
Saldo Akhir	**263.592.779.421**	**305.161.644.033**	***Ending Balance***
Kepentingan non pengendali			***Non controlling interest***
Perubahan nilai wajar	(244.691)	61.141	*Changes in fair value*
Pajak penghasilan terkait pos yang akan direklasifikasikan ke laba rugi	(7.110)	4.567	*Income tax related to items that may be reclassified to profit or loss*
Jumlah	**(251.801)**	**65.708**	***Total***

30. Kenaikan (Penurunan) Penghasilan Komprehensif Lainnya (Lanjutan)

30. Increase (Decrease) of Other Comprehensive Income (Continued)

Perubahan nilai wajar aset keuangan tersedia untuk dijual

Gain from changes in fair value of available for sale financial assets

	2022 Rp	2021 Rp	
Entitas pengendali			***Owner of parent entity***
Perubahan nilai wajar	38.959.312.807	(33.904.402.315)	*Changes in fair value*
Penyesuaian reklasifikasi atas keuntungan yang termasuk dalam laba rugi	--	--	*Reclassification adjusment on gains which is already included in profit or loss*
Sub Jumlah	38.959.312.807	(33.904.402.315)	*Sub Jumlah*
Kepentingan non pengendali			***Non controlling interest***
Perubahan nilai wajar	(244.691)	(61.141)	*Changes in fair value*
Jumlah	**38.959.068.116**	**(33.904.341.174)**	***Total***

Pajak penghasilan terkait pos yang akan direklasifikasi ke laba rugi

Income tax related to item that may be reclassified to profit or loss

	2022 Rp	2021 Rp	
Entitas pengendali	7.652.559.095	11.008.969.172	*Owner of parent entity*
Kepentingan non pengendali	(7.110)	4.567	*Non controlling interest*
Jumlah	**7.652.551.985**	**11.008.973.739**	***Total***

	2022 Rp	2020 Rp	
Perubahan nilai wajar			*Changes in fair value*
Entitas pengendali	38.959.312.807	(33.904.402.315)	*Owner of parent entity*
Kepentingan non pengendali	--	--	*Non controlling interest*
Sub jumlah	38.959.312.807	(33.904.402.315)	*Sub total*
Penyesuaian reklasifikasi atas keuntungan yang termasuk dalam laba rugi entitas pengendali	--	--	*Reclassification adjusment on gains which is already included in profit or loss owner of parent entity*
Jumlah	**38.959.312.807**	**(33.904.402.315)**	***Total***

31. Pendapatan Reasuransi/ Premi

31. Reinsurance/ Premium Income

	2022				
	Premi reasuransi/ *Premi bruto/ Reinsurance premium/ Gross premium*	**Premi retrosessi/ Premi reasuransi *keluar/ Retrocession/ Reinsurance premium outward***	**Penurunan (kenaikan) yang belum merupakan pendapatan/ *Decrease (increase) in unearned premium income***	**Pendapatan premi neto/ *Premium income - net***	
Induk					***Parent***
Jiwa	2.027.854.599.260	(825.264.647.103)	87.504.258.759	1.290.094.210.916	*Life*
Kebakaran	2.716.741.553.452	(822.229.334.399)	(68.151.061.049)	1.826.361.158.004	*Fire*
Casualty	321.848.622.962	(79.354.096.544)	(25.533.654.534)	216.960.871.884	*Casualty*
Motor	92.823.738.142	(25.107.926.973)	(3.265.620.369)	64.450.190.800	*Motor*
Engineering	445.269.943.310	(139.928.429.425)	(19.519.425.620)	285.822.088.265	*Engineering*
Kecelakaan diri	64.275.612.530	(3.529.325.874)	(1.271.901.258)	59.474.385.398	*Personal acccident*
Rangka kapal	192.898.097.140	(55.905.427.917)	9.969.417.833	146.962.087.056	*Marine hull*
Pengangkutan	159.431.356.044	(66.836.180.341)	(1.970.368.597)	90.624.807.106	*Marine cargo*
Aviation	23.410.616.100	(2.462.060.097)	(259.362.162)	20.689.193.841	*Aviation*
Entitas Anak - AAI					***Subsidiary - AAI***
Asuransi umum	65.300.980.242	(49.593.929.166)	(3.950.239.189)	11.756.811.887	*General insurance*
Reasuransi masuk	10.894.670.098	--	(2.628.041)	10.892.042.057	*Inward reinsurance*
Asuransi kredit	372.267.143.700	(182.698.594.779)	(67.368.792.018)	122.199.756.903	*Credit insurance*
Asuransi penjaminan	4.322.190.050	(2.217.195.579)	990.879.301	3.095.873.772	*Suretyship insurance*
Asuransi ekspor	36.441.953.080	(17.090.888.424)	1.023.971.828	20.375.036.484	*Export insurance*
Asuransi syariah	2.167.337.374	(267.280.071)	300.017.743	2.200.075.046	*Sharia insurance*
Jumlah	**6.535.948.413.484**	**(2.272.485.316.692)**	**(91.504.507.373)**	**4.171.958.589.419**	***Total***

	2021				
	Premi reasuransi/ *Premi bruto/ Reinsurance premium/ Gross premium*	**Premi retrosessi/ Premi reasuransi *keluar/ Retrocession/ Reinsurance premium outward***	**Penurunan (kenaikan) yang belum merupakan pendapatan/ *Decrease (increase) in unearned premium income***	**Pendapatan premi neto/ *Premium income - net***	
Induk					***Parent***
Jiwa	2.400.736.196.402	(1.199.484.950.907)	36.527.386.711	1.237.778.632.206	*Life*
Kebakaran	2.304.678.717.646	(710.812.923.163)	(38.437.029.291)	1.555.428.765.192	*Fire*
Casualty	398.396.456.482	(89.248.375.912)	10.436.287.473	319.584.368.043	*Casualty*
Motor	98.607.515.516	(41.196.462.660)	12.109.110.748	69.520.163.604	*Motor*
Engineering	382.334.085.230	(104.472.959.537)	476.972.582	278.338.098.275	*Engineering*
Kecelakaan diri	75.242.543.448	(2.772.097.783)	15.941.980.086	88.412.425.751	*Personal acccident*
Rangka kapal	180.476.668.812	(34.540.034.426)	9.812.798.647	155.749.433.033	*Marine hull*
Pengangkutan	114.571.680.078	(50.097.217.635)	236.706.835	64.711.169.278	Marine cargo
Aviation	21.797.926.489	(2.286.767.185)	(1.904.926.405)	17.606.232.899	*Aviation*
Entitas anak - AAI					***Subsidiary - AAI***
Asuransi umum	94.009.591.216	(86.259.962.393)	3.129.874.509	10.879.503.332	*General insurance*
Reasuransi masuk	14.017.896.129	-	104.851.709	14.122.747.838	*Inward reinsurance*
Asuransi kredit	194.988.473.343	(70.072.706.381)	(27.292.638.438)	97.623.128.524	*Credit insurance*
Asuransi penjaminan	6.695.911.675	(2.944.395.394)	13.023.008.373	16.774.524.654	*Suretyship insurance*
Asuransi ekspor	58.491.400.347	(26.302.320.586)	542.625.990	32.731.705.751	*Export insurance*
Asuransi syariah	8.159.362.634	(4.421.642.930)	(1.706.940.377)	2.030.779.327	*Sharia insurance*
Jumlah	**6.353.204.425.447**	**(2.424.912.816.892)**	**33.000.069.152**	**3.961.291.677.707**	***Total***

32. Beban Klaim

32. Claims Expenses

	2022					
	Klaim bruto/ *Gross claims*	**Klaim reasuransi keluar/ Reinsurance *claims outward***	**Recoveries/ *Recoveries***	**(Kenaikan) Penurunan cadangan klaim / *Decrease (increase) in claims reserve***	**Beban klaim *neto/ Claims expense - net***	
Induk						***Parent***
Aviation	(9.990.229.006)	--	--	(2.794.681.524)	(12.784.910.530)	*Aviation*
Motor	(63.056.621.619)	11.924.477.334	--	9.819.094.894	(41.313.049.391)	*Motor*
Pengangkutan	(52.358.865.398)	11.763.682.337	--	(40.508.625.941)	(81.103.809.002)	*Marine cargo*
Kecelakaan diri	(38.290.141.730)	22.447.968	--	19.680.541.271	(18.587.152.491)	*Personal accident*
Rangka kapal	(118.239.722.979)	40.323.618.211	--	(57.348.733.980)	(135.264.838.748)	*Marine hull*
Engineering	(155.599.664.612)	47.301.227.143	--	(62.447.407.142)	(170.745.844.611)	*Engineering*
Casualty	(285.385.089.205)	45.953.738.981	--	(114.688.480.557)	(354.119.830.781)	*Casualty*
Kebakaran	(1.225.406.334.420)	395.542.215.629	--	(135.465.266.245)	(965.329.385.036)	*Fire*
Jiwa	(1.826.895.716.696)	686.054.082.408	--	(52.358.942.612)	(1.193.200.576.900)	*Life*
Entitas Anak - AAI						***Subsidiary - AAI***
Asuransi umum	(31.707.910.768)	22.694.783.120	33.493.750	559.636.011	(8.419.997.887)	*General insurance*
Asuransi penjaminan	(863.826.164)	431.913.082	1.175.549.365	3.731.844.211	4.475.480.494	*Suretyship insurance*
Asuransi syariah	--	--	--	528.437.908	528.437.908	*Sharia insurance*
Asuransi kredit	(185.917.285.119)	135.000.969.818	914.367.642	12.855.175.237	(37.146.772.422)	*Credit insurance*
Asuransi ekspor	(9.730.120.134)	4.865.060.067	4.030.703.739	(8.964.289.344)	(9.798.645.672)	*Export insurance*
Reasuransi masuk	(12.735.398.340)	--	--	4.984.104.878	(7.751.293.462)	*Inward reinsurance*
Jumlah	**(4.016.176.926.190)**	**1.401.878.216.098**	**6.154.114.496**	**(422.417.592.935)**	**(3.030.562.188.531)**	***Total***

	2021					
	Klaim bruto/ *Gross claims*	**Klaim reasuransi keluar/ Reinsurance *claims outward***	**Recoveries/ *Recoveries***	**(Kenaikan) Penurunan cadangan klaim / *Decrease (increase) in claims reserve***	**Beban klaim *neto/ Claims expense - net***	
Induk						***Parent***
Aviation	(24.069.661.433)	1.046.009.276	--	1.929.776.797	(21.093.875.360)	*Aviation*
Pengangkutan	(53.702.555.500)	5.672.943.496	--	21.452.764.855	(26.576.847.149)	*Marine cargo*
Rangka kapal	(66.034.748.708)	11.337.207.928	--	20.048.684.908	(34.648.855.872)	*Marine hull*
Engineering	(61.099.639.745)	85.420.216	--	(3.807.487.157)	(64.821.706.686)	*Engineering*
Motor	(123.664.650.035)	4.258.703.818	--	20.158.565.307	(99.247.380.910)	*Motor*
Kecelakaan diri	(177.379.749.946)	25.046.764.921	--	(40.147.966.957)	(192.480.951.982)	*Personal accident*
Casualty	(382.515.876.515)	15.120.560.745	--	(99.033.654.647)	(466.428.970.417)	*Casualty*
Kebakaran	(1.063.585.421.932)	226.138.250.315	--	(30.457.835.455)	(867.905.007.072)	*Fire*
Jiwa	(2.283.243.128.695)	1.011.595.570.439	--	(223.196.468.777)	(1.494.844.027.033)	*Life*
Entitas Anak - AAI						***Subsidiary - AAI***
Asuransi umum	(38.175.425.376)	32.709.585.690	--	9.902.434.698	4.436.595.012	*General insurance*
Reasuransi masuk	--	--	3.379.983.841	(1.858.939.476)	1.521.044.365	*Inward reinsurance*
Asuransi syariah	(1.773.010.715)	1.342.187.418	--	(251.242.681)	(682.065.978)	*Credit insurance*
Asuransi kredit	(58.258.088.913)	35.661.962.679	18.828.500.670	(886.313.729)	(4.653.939.293)	*Suretyship insurance*
Asuransi penjaminan	(43.499.482.437)	21.769.640.503	138.546.984	5.911.305.916	(15.679.989.034)	*Export insurance*
Asuransi ekspor	(31.215.523.183)	--	--	8.615.884.609	(22.599.638.574)	*Sharia Insurance*
Jumlah	**(4.408.216.963.133)**	**1.391.784.807.444**	**22.347.031.495**	**(311.620.491.789)**	**(3.305.705.615.983)**	***Total***

33. Pendapatan (Beban) Komisi - Neto

33. Commision Income (Expenses) – Net

	2022			
	Pendapatan komisi/ *Commission income*	**Beban komisi/ *Commission expense***	**Komisi neto/ Net *commission income***	
Induk				***Parent***
Aviation	--	(10.054.643.234)	(10.054.643.234)	*Aviation*
Pengangkutan	9.752.433.885	(42.375.702.319)	(32.623.268.434)	*Marine cargo*
Rangka kapal	5.260.620.531	(35.822.709.868)	(30.562.089.337)	*Marine hull*
Kecelakaan diri	336.563.925	(19.622.190.488)	(19.285.626.563)	*Personal accident*
Motor	6.322.491.058	(23.239.388.592)	(16.916.897.534)	*Motor*
Engineering	37.834.459.279	(122.516.854.343)	(84.682.395.064)	*Engineering*
Jiwa	3.770.766.436	(96.838.925.042)	(93.068.158.606)	*Life*
Casualty	12.424.056.082	(94.604.333.209)	(82.180.277.127)	*Casualty*
Kebakaran	127.351.675.231	(762.261.718.944)	(634.910.043.713)	*Fire*
Entitas Anak - AAI				***Subsidiary - AAI***
Asuransi kredit	26.482.099.445	(37.898.993.423)	(11.416.893.978)	*General insurance*
Asuransi umum	8.382.172.435	(5.862.692.143)	2.519.480.292	*Export insurance*
Asuransi penjaminan	642.016.328	(676.409.620)	(34.393.292)	*Suretyship insurance*
Reasuransi masuk	--	(3.620.733.491)	(3.620.733.491)	*Sharia insurance*
Asuransi ekspor	5.348.301.108	(3.435.975.344)	1.912.325.764	*Inward reinsurance*
Asuransi syariah	--	(681.427.029)	(681.427.029)	*Credit insurance*
Jumlah	**243.907.655.743**	**(1.259.512.697.089)**	**(1.015.605.041.346)**	***Total***

	2021			
	Pendapatan komisi/ *Commission income*	**Beban komisi/ *Commission expense***	**Komisi neto/ Net *commission income***	
Induk				***Parent***
Aviation	--	(4.857.455.363)	(1.808.765.045)	*Aviation*
Pengangkutan	9.115.492.712	(34.173.920.079)	(16.795.901.824)	*Marine cargo*
Rangka kapal	2.293.406.135	(40.749.041.211)	(21.646.997.736)	*Marine hull*
Kecelakaan diri	185.380.814	(21.832.378.550)	(25.058.427.367)	*Personal accident*
Motor	9.146.070.954	(22.893.282.460)	(38.455.635.076)	*Motor*
Engineering	24.974.787.815	(107.351.345.447)	(82.376.557.632)	*Engineering*
Jiwa	53.147.113.000	(143.887.033.516)	(90.739.920.516)	*Life*
Casualty	14.990.396.538	(133.271.378.997)	(118.280.982.459)	*Casualty*
Kebakaran	102.112.061.768	(671.309.348.097)	(569.197.286.329)	*Fire*
Entitas Anak - AAI				***Subsidiary - AAI***
Asuransi kredit	5.529.574.609	(5.574.146.957)	(44.572.348)	*Credit insurance*
Asuransi umum	4.595.407.285	(7.612.597.651)	(3.017.190.366)	*General insurance*
Asuransi penjaminan	1.058.230.234	(827.326.943)	230.903.291	*Suretyship insurance*
Reasuransi masuk	4.147.180.957	(1.115.385.494)	3.031.795.463	*Inward reinsurance*
Asuransi ekspor	2.764.787.304	(3.885.971.958)	(1.121.184.654)	*Export insurance*
Asuransi syariah	15.215.528.203	(33.595.802.247)	(18.380.274.044)	*Sharia insurance*
Jumlah	**249.275.418.328**	**(1.232.936.414.970)**	**(983.660.996.642)**	***Total***

34. Beban *Underwriting* Lainnya

34. Other Underwriting Expenses

	2022			
	Pendapatan *underwriting* lainnya/ *Other underwrting income*	**Beban *underwriting* lainnya/ *Other underwrting expense***	**Pendapatan (beban) *underwriting neto/ Net underwriting income (expense)***	
Induk				***Parent***
Kebakaran	87.957.108	(1.235.583)	86.721.525	*Fire*
Engineering	130.269	--	130.269	*Engineering*
Pengangkutan	88.321	--	88.321	*Marine cargo*
Casualty	--	--	--	*Casualty*
Aviation	--	--	--	*Aviation*
Rangka kapal	382.424	--	382.424	*Marine hull*
Entitas Anak - AAI				***Subsidiary - AAI***
Asuransi penjaminan	61.052.260	--	61.052.260	*Suretyship insurance*
Reasuransi masuk	--	--	--	*Inward reinsurance*
Asuransi ekspor	--	(1.414.389.332)	(1.414.389.332)	*Export insurance*
Asuransi umum	--	(368.274.287)	(368.274.287)	*General insurance*
Asuransi kredit	--	(228.820.599)	(228.820.602)	*Credit insurance*
Jumlah	**149.610.382**	**(2.012.719.801)**	**(1.863.109.422)**	***Total***

	2021			
	Pendapatan *underwriting* lainnya/ *Other underwrting income*	**Beban *underwriting* lainnya/ *Other underwrting expense***	**Pendapatan (beban) *underwriting neto/ Net underwriting income (expense)***	
Induk				***Parent***
Kebakaran	235.507.466	--	235.507.466	*Fire*
Engineering	3.667.022	--	3.667.022	*Engineering*
Aviation	62.687	--	62.687	*Aviation*
Casualty	--	--	--	*Casualty*
Pengangkutan	--	--	--	*Marine cargo*
Rangka kapal	(580.365)	--	(580.365)	*Marine hull*
Entitas Anak - AAI				***Subsidiary - AAI***
Asuransi penjaminan	290.366.235	(1.555.471)	288.810.764	*Suretyship insurance*
Asuransi kredit	--	(143.151.969)	(143.151.969)	*Credit insurance*
Asuransi ekspor	187.684.582	(1.275.939.808)	(1.088.255.226)	*Export insurance*
Asuransi umum	77.961.098	(3.192.822.615)	(3.114.861.517)	*General insurance*
Reasuransi masuk	178.230.511	(11.290.916.944)	(11.112.686.433)	*Inward reinsurance*
Jumlah	**972.899.236**	**(15.904.386.807)**	**(14.931.487.571)**	***Total***

35. Hasil Investasi

35. Investment Income

	2022 Rp	20201 Rp	
Pendapatan bunga dan bagi hasil efek dimiliki tersedia untuk dijual	149.831.662.189	135.236.213.094	*Interest income and revenue sharing from available for sale securities*
Pendapatan bunga dan bagi hasil deposito berjangka	51.240.649.592	82.764.392.871	*Interest income and revenue sharing on time deposits*
Keuntungan selisih kurs mata uang asing dari deposito berjangka dan obligasi	65.550.226.020	3.420.018.184	*Foreign exchange gain on time deposits and bonds*
Laba penjualan surat berharga diperdagangkan	57.432.098.731	90.617.862.778	*Gain on sale from trading securities*
Pendapatan dividen penyertaan langsung	10.363.826.077	1.762.017.656	*Dividend income of direct investment*
Pendapatan kupon *medium term note*	3.366.542.501	3.529.672.658	*Coupon income on medium term note*
Pendapatan kupon Efek Beragunan Aset	13.475.000	3.529.672.658	*Coupon income on Assets Backed Securities*
Hasil investasi lainnya	10.791.148.919	1.504.930.403	*Other investment income*
Jumlah	**348.589.629.029**	**318.835.107.644**	***Total***

36. Beban Usaha

36. Operating Expenses

	2022 Rp	2021 Rp	
Karyawan	195.354.806.408	191.178.194.206	*Employee*
Umum	68.824.124.149	74.856.759.188	*General*
Manajemen	39.681.545.292	40.056.996.670	*Management*
Penyusutan	25.510.533.494	31.437.507.766	*Depreciation*
Amortisasi	8.394.898.211	-	*Amortization*
Operasional	33.602.350.013	13.839.533.603	*Operational*
Jumlah	**371.368.257.567**	**351.368.991.433**	***Total***

37. Pendapatan (Beban) Lain-lain (Lanjutan) / *37. Other Income (Expenses) (Continued)*

	2022 Rp	2021 Rp	
Pendapatan lain-lain			***Other income***
Pendapatan ujroh	16.422.951.479	27.260.518.525	*Ujroh income*
Bagi hasil investasi syariah	--	1.200.455.945	*Profit sharing of sharia investment*
Pendapatan lain-lain	--		*Other income*
program pemulihan PEN	--	271.412.126	*recovery PEN program*
Laba atas selisih kurs	16.113.418.628	1.712.765.424	*Gain foreign exchanges*
Jasa giro	605.328.862	589.320.275	*Current account service*
Bunga pinjaman pegawai	274.006.266	270.585.059	*Interest on employee loans*
Pendapatan lain-lain	17.865.089.351	15.675.722.253	*Other income*
Jumlah pendapatan lain-lain	51.280.794.586	46.980.779.607	*Total other income*
Beban lain-lain			***Other expenses***
Biaya bunga pinjaman OWK	(63.000.000.000)	(63.000.000.000)	*Interest expenses of MCB loans*
Beban penyisihan piutang usaha (Catatan 6 dan 7)	(11.925.133.817)	(87.669.783.665)	*Allowance for impairment of account receivables (Note 6 and 7)*
Beban penyisihan aset non keuangan lain	(2.752.290.972)		*Allowance for impairment of non financial assets*
Biaya bank	(3.360.438.480)	(4.444.893.013)	*Bank expenses*
Biaya zakat	--	(574.030.304)	*Zakat expenses*
Rugi selisih kurs	(6.281.231.159)	5.171.790.267	*Loss foreign exchanges*
Biaya lain-lain	(308.205.199.240)	(89.400.958.257)	*Other expenses*
Jumlah beban lain-lain	(395.524.293.668)	(239.917.874.972)	*Total other expenses*
Jumlah beban lain-lain - bersih	**(344.243.499.082)**	**(192.937.095.365)**	***Total other expenses - net***

Pada 31 Desember 2022 perusahaan melakukan pembebanan sengketa pajak sebesar Rp290.740.393.318 atas dampak penggabungan PT RUI dan PT RUI pada tahun 2015 serta penggabungan PT RIU dan PT ReINDO pada tahun 2016 (Catatan 17).

On December 31, 2022 the company charged a tax dispute amounting to Rp290,740,393,318 for the impact of the merger of PT RUI and PT RUI in 2015 and the merger of PT RIU and PT ReINDO in 2016 (Note 17)

38. Sifat dan Transaksi Dengan Pihak Berelasi / *38. Nature and Transactions with Related Parties*

Sifat pihak berelasi / ***Nature of Relationship***

Pihak - pihak berelasi/ *Related parties*	Hubungan / *Relationship*	Sifat saldo akun/ Transaksi/ *Nature of account balances/Transaction*
Negara Republik Indonesia/ *Republic of Indonesia*	Pemegang Saham Akhir/ *Ultimate Shareholder*	Obligasi/ *Bonds*
Indonesia Eximbank	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Adhi Karya (Persero) Tbk	Entitas sepengendali/ *Under common control*	Obligasi, Saham/ *Bonds, Stock*
PT Aneka Tambang Tbk	Entitas sepengendali/ *Under common control*	Obligasi, Saham/ *Bonds, Stock*
PT Angkasa Pura I (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*

38. Sifat dan Transaksi Dengan Pihak Berelasi (Lanjutan)

38. Nature and Transactions with Related Parties (Continued)

Sifat pihak berelasi (Lanjutan)

Nature of Relationship (Continued)

Pihak - pihak berelasi/ *Related parties*	Hubungan / *Relationship*	Sifat saldo akun/ Transaksi/ *Nature of account balances/Transaction*
PT Angkasa Pura II (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Asrinda Arthasangga	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, Piutang Retrosesi, Utang Reasuransi/ *Reinsurance Receivable, Retrocession Receivable, Reinsurance Payable*
PT Asuransi Bangun Askrida	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, Piutang Retrosesi, Utang Reasuransi, Utang Klaim/ *Reinsurance Receivable, Retrocession Receivable, Reinsurance Payable, Claim Payable*
PT Asuransi BNI Life	Entitas sepengendali/ *Under common control*	Piutang Reasuransi/ *Reinsurance Receivable*
PT Asuransi Bangun Askrida	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, Utang Klaim/ *Reinsurance Receivable, Claim Payable*
PT Asuransi Jasa Indonesia (Persero)	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, Piutang Retrosesi, Utang Reasuransi/ *Reinsurance Receivable, Retrocession Receivable, Reinsurance Payable*
PT Asuransi Jasaraharja Putera	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, Utang Klaim/ *Reinsurance Receivable, Claim Payable*
PT Asuransi Jiwa Inhealth Indonesia	Entitas sepengendali/ *Under common control*	Utang Klaim/ *Claim Payable*
PT Asuransi Jiwasraya	Entitas sepengendali/ *Under common control*	Piutang Reasuransi/ *Reinsurance Receivable*
PT Asuransi Kredit Indonesia (Persero)	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, Piutang Retrosesi, Utang Klaim/ *Reinsurance Receivable, Retrocession Receivable, Claim Payable*
PT Asuransi Tugu Pratama Indonesia Tbk	Entitas sepengendali/ *Under common control*	Utang Klaim/ *Claim Payable*
PT Bank Mandiri (Persero) Tbk	Entitas sepengendali/ *Under common control*	Bank, Deposito, Obligasi, Saham, *Medium Term Notes* / *Bank, Deposit, Bonds, Stock, Medium Term Notes*
PT Bank Mandiri Taspen	Entitas sepengendali/ *Under common control*	Deposito, Obligasi/ *Deposit, Bonds*
PT Bank Negara Indonesia (Persero) Tbk	Entitas sepengendali/ *Under common control*	Bank, Deposito, Saham/ *Bank, Deposit, Stock*
PT Bank Rakyat Indonesia (Persero) Tbk	Entitas sepengendali/ *Under common control*	Bank, Deposito, Obligasi, Saham/ *Bank, Deposit, Bonds, Stock*
PT Bank Raya Indonesia Tbk	Entitas sepengendali/ *Under common control*	Deposito/ *Deposit*
PT Bank Syariah Indonesia Tbk	Entitas sepengendali/ *Under common control*	Bank, Deposito/ *Bank, Deposit*
PT Bank Tabungan Negara (Persero) Tbk	Entitas sepengendali/ *Under common control*	Bank, Deposito, Obligasi, Saham/ *Bank, Deposit, Bonds, Stock*
PT Bank Tabungan Negara Syariah	Entitas sepengendali/ *Under common control*	Deposito/ *Deposit*
PT Bukit Asam (Persero) Tbk	Entitas sepengendali/ *Under common control*	Saham/ *Stock*
PT Danareksa (Persero)	Entitas sepengendali/ *Under common control*	Medium Term Notes/ *Medium Term Notes*
PT Dayamitra Telekomunikasi Tbk	Entitas sepengendali/ *Under common control*	Saham/ *Stock*
PT Garuda Maintenance Facility Aero Asia Tbk	Entitas sepengendali/ *Under common control*	Saham/ *Stock*
PT Indonesia Kendaraan Terminal Tbk	Entitas sepengendali/ *Under common control*	Saham/ *Stock*
PT Jaminan Kredit Indonesia	Entitas sepengendali/ *Under common control*	Utang Klaim/ *Claim Payable*
PT Jasa Marga (Persero) Tbk	Entitas sepengendali/ *Under common control*	Obligasi, Saham/ *Bonds, Stock*

38. Sifat dan Transaksi Dengan Pihak Berelasi (Lanjutan)

38. Nature and Transactions with Related Parties (Continued)

Sifat pihak berelasi (Lanjutan)

Nature of Relationship (Continued)

Pihak - pihak berelasi/ *Related parties*	Hubungan / *Relationship*	Sifat saldo akun/ Transaksi/ *Nature of account balances/Transaction*
PT Jasa Raharja Putera	Entitas sepengendali/ *Under common control*	Piutang Retrosesi/ *Retrocession Receivable*
PT Kereta Api Indonesia (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Mandiri AXA General Insurance	Entitas sepengendali/ *Under common control*	Piutang Reasuransi/ *Reinsurance Receivable*
PT Nindya Karya (Persero)	Entitas sepengendali/ *Under common control*	Utang Klaim/ *Claim Payable*
PT Pegadaian (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Pelabuhan Indonesia I (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Pembangunan Perumahan (Persero) Tbk	Entitas sepengendali/ *Under common control*	Obligasi, Saham/ *Bonds, Stock*
PT Permodalan Nasional Madani (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Perusahaan Gas Negara (Persero) Tbk	Entitas sepengendali/ *Under common control*	Saham/ *Stock*
PT Perusahaan Listrik Negara (Persero)	Entitas sepengendali/ *Under common control*	Piutang Reasuransi/ *Reinsurance Receivable*
PT Perusahaan Pengelola Aset (Persero)	Entitas sepengendali/ *Under common control*	Medium Term Notes/ *Medium Term Notes*
PT Pupuk Indonesia (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Reasuransi Nasional Indonesia	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, Piutang Retrosesi, Utang Reasuransi/ *Reinsurance Receivable, Retrocession Receivable, Reinsurance Payable*
PT Sarana Multi Infrastruktur (Persero)	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Semen Indonesia (Persero) Tbk	Entitas sepengendali/ *Under common control*	Obligasi, Saham/ *Bonds, Stock*
PT Taspen Properti	Entitas sepengendali/ *Under common control*	Penyertaan Langsung/ *Direct Investment*
PT Telekomunikasi Indonesia (Persero) Tbk	Entitas sepengendali/ *Under common control*	Obligasi, Saham,Piutang Reasuransi/ *Bonds, Stock,Reinsurance Receivable*
PT Telekomunikasi Indonesia Selular (Telkomsel)	Entitas sepengendali/ *Under common control*	Piutang Reasuransi, *Medium Term Notes* / *Reinsurance Receivable, Medium Term Notes*
PT Timah (Persero) Tbk	Entitas sepengendali/ *Under common control*	Obligasi/ *Bonds*
PT Tugu Reasuransi Indonesia	Entitas sepengendali/ *Under common control*	Piutang Retrosesi, Utang Klaim/ *Retrocession Receivable, Claim Payable*
PT Waskita Beton Precast Tbk	Entitas sepengendali/ *Under common control*	Saham/ *Stock*
PT Waskita Karya (Persero) Tbk	Entitas sepengendali/ *Under common control*	Obligasi, Saham, Piutang Reasuransi, Utang Klaim/ *Bonds, Stock, Reinsurance Receivable, Claim Payable*
PT Wijaya Karya (Persero) Tbk	Entitas sepengendali/ *Under common control*	Saham, Utang Klaim/ *Stock, Claim Payable*
PT Vale Indonesia Tbk	Entitas sepengendali/ *Under common control*	Saham/ *Stock*

38. Sifat dan Transaksi Dengan Pihak Berelasi (Lanjutan)

38. Nature and Transactions with Related Parties (Continued)

Sifat pihak berelasi (Lanjutan)

Nature of Relationship (Continued)

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Kas dan setara kas/ *Cash and equivalent* (Catatan 4/ *Note 4*)				
Bank/ *Cash in bank*				
Rupiah				
PT Bank Mandiri (Persero) Tbk	19.416.682.471	7.238.563.816	0,17	0,07
PT Bank Syariah Indonesia Tbk	2.274.115.924	7.198.759.773	0,02	0,06
PT Bank Negara Indonesia (Persero) Tbk	5.693.076.077	6.247.038.808	0,05	0,06
PT Bank Rakyat Indonesia (Persero) Tbk	73.575.418	1.487.045.736	0,00	0,01
PT Bank Tabungan Negara (Persero) Tbk	67.791.331	48.928.999	0,00	0,00
Dolar Amerika Serikat/ *US Dollar*				
PT Bank Mandiri (Persero) Tbk	5.706.674.622	4.067.001.463	0,05	0,04
PT Bank Negara Indonesia (Persero) Tbk	319.149.427	106.872.384	0,00	0,00
PT Bank Rakyat Indonesia (Persero) Tbk	5.768.872	6.945.008	0,00	0,00
PT Bank Syariah Indonesia Tbk	708.457.029	643.525.087	0,01	0,01
Sub jumlah/ *Sub total*	**34.265.291.171**	**27.044.681.074**	**0,30**	**0,24**
Deposito berjangka/ *Time deposit*				
Rupiah				
PT Bank Mandiri (Persero) Tbk	4.000.000.000	18.000.000.000	0,04	0,16
Sub jumlah/ *Sub total*	**4.000.000.000**	**18.000.000.000**	**0,04**	**0,16**
Jumlah/ *Total*	**38.265.291.171**	**45.044.681.074**	**0,34**	**0,41**

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Deposito berjangka/ *Time deposit* (Catatan/ *Note 5.a*)				
Rupiah				
PT Bank Mandiri Taspen	498.725.679.986	498.725.679.986	4,38	4,49
PT Bank Tabungan Negara (Persero) Tbk	741.219.000.000	272.100.000.000	6,51	2,45
PT Bank Syariah Indonesia Tbk	15.300.000.000	190.550.000.000	0,13	1,72
PT Bank Mandiri (Persero) Tbk	50.861.000.000	51.361.000.000	0,45	0,46
PT Bank Rakyat Indonesia (Persero) Tbk	191.793.643.842	41.300.000.000	1,68	0,37
PT Bank Tabungan Pensiunan Nasional Tbk	2.000.000.000	--	0,02	--
Sub jumlah/ *Sub total*	1.499.899.323.828	1.054.036.679.986	13,18	9,49
Dolar Amerika Serikat/ *US Dollar*				
PT Bank Rakyat Indonesia (Persero) Tbk	166.579.804.625	281.456.850.327	1,46	2,53
PT Bank Mandiri (Persero) Tbk	1.949.000.000	1.784.750.000	0,02	0,02
PT Bank Raya Indonesia Tbk	15.745.815.080	14.342.859.100	0,14	0,13
Sub jumlah/ *Sub total*	184.274.619.705	297.584.459.427	1,45	1,45
Jumlah/ *Total*	**1.684.173.943.533**	**1.351.621.139.413**	6,34	6,34

38. Sifat dan Transaksi Dengan Pihak Berelasi (Lanjutan)

38. Nature and Transactions with Related Parties (Continued)

Tersedia untuk dijual

Available for sale

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Saham/ *Shares* (Catatan/ *Note 5.d*)				
PT Bank Rakyat Indonesia (Persero) Tbk	16.917.904.380	14.498.086.649	0,15	0,13
PT Telekomunikasi Indonesia (Persero) Tbk	10.117.500.000	13.089.600.000	0,09	0,12
PT Bank Mandiri (Persero) Tbk	8.198.050.000	7.910.150.000	0,07	0,07
PT Bank Negara Indonesia (Persero) Tbk	8.911.350.000	6.520.499.999	0,08	0,06
PT Bank Tabungan Negara (Persero) Tbk	1.852.875.000	2.374.425.000	0,02	0,02
PT Jasa Marga (Persero) Tbk	1.727.208.000	2.254.644.000	0,02	0,02
PT Asuransi Tugu Pratama Indonesia Tbk	1.800.930.000	1.655.610.000	0,02	0,01
PT Pembangunan Perumahan (Persero) Tbk	836.550.000	1.158.300.000	0,01	0,01
PT Dayamitra Telekomunikasi Tbk	1.000.000.000	1.037.500.000	0,01	0,01
PT Semen Indonesia (Persero) Tbk	999.229.050	964.250.000	0,01	0,01
PT Waskita Beton Precast Tbk	654.573.040	785.460.000	0,01	0,01
PT Waskita Karya (Persero) Tbk	429.228.000	757.208.290	0,00	0,01
PT Bukit Asam (Persero) Tbk	952.020.000	699.180.000	0,01	0,01
PT Adhi Karya (Persero) Tbk	520.155.768	607.705.000	0,00	0,01
PT Indonesia Kendaraan Terminal Tbk	277.590.000	250.805.000	0,00	0,00
PT Garuda Maintenance Facility Aero Asia Tbk	165.000.000	185.000.000	0,00	0,00
PT Wijaya Karya (Persero) Tbk	80.056.800	110.578.455	0,00	0,00
Jumlah/ *Total*	**55.440.220.038**	**54.859.002.393**	**0,49**	**0,49**

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Medium term note/				
***Medium term note* (Catatan /*Notes 5.e*)**				
MTN II Danareksa Thn 2019	--	15.759.150.000	--	0,14
MTN Subordinasi I Mandiri 2018	10.163.600.000	10.483.100.000	0,09	0,09
MTN Perusahaan Pengelola Aset Thn 2019 Sr B	--	8.317.280.000	--	0,07
MTN Bahana Pembinaan Usaha Indonesia (Persero) Tah	53.796.000.000	--	0,47	--
Jumlah/ *Total*	**63.959.600.000**	**34.559.530.000**	**0,56**	**0,30**

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Efek beragunan aset/				
***Asset-backed securities* (Catatan /*Notes 5.e*)**				
EBA-SP SMF-BTN07 Kelas A	10.047.615.400	--	0,09	--
Jumlah/ *Total*	**10.047.615.400**	**--**	**0,09**	**--**

38. Sifat dan Transaksi Dengan Pihak Berelasi (Lanjutan)

38. Nature and Transactions with Related Parties (Continued)

Tersedia untuk dijual (Lanjutan)

Available for sale (Continued)

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Obligasi/ *Bonds* (Catatan/ *Note 5.b*)				
Negara Republik Indonesia				
Obligasi Negara Republik Indonesia Seri FR068	280.528.338.150	231.906.207.910	2,46	2,09
Surat Berharga Syariah Negara Seri PBS012	123.244.172.700	126.282.540.280	1,08	1,14
Obligasi Negara Republik Indonesia Seri FR075	121.395.045.260	123.272.877.000	1,07	1,11
Obligasi Negara Republik Indonesia Seri FR082	101.000.000.000	103.925.294.000	0,89	0,94
Obligasi Negara Republik Indonesia Seri FR087	185.741.917.600	100.991.538.700	1,63	0,91
Obligasi Negara Republik Indonesia Seri FR058	86.954.139.200	89.799.987.200	0,76	0,81
Surat Berharga Syariah Negara Seri PBS011	84.705.220.060	89.411.611.200	0,74	0,81
Obligasi Negara Republik Indonesia Seri FR078	124.160.670.000	89.279.066.400	1,09	0,80
Obligasi Negara Republik Indonesia Seri FR074	72.473.523.500	74.585.835.800	0,64	0,67
Obligasi Negara Republik Indonesia Seri FR072	71.142.830.200	66.675.283.500	0,63	0,60
Obligasi Negara Republik Indonesia Seri FR070	56.818.069.000	59.935.357.900	0,50	0,54
Obligasi Negara Republik Indonesia Seri FR071	55.761.200.000	57.912.500.000	0,49	0,52
Obligasi Negara Republik Indonesia Seri FR073	33.462.982.500	34.794.359.700	0,29	0,31
Obligasi Negara Republik Indonesia Seri FR059	25.633.950.000	26.850.000.000	0,23	0,24
Obligasi Negara Republik Indonesia Seri FR064	21.550.848.000	22.392.522.050	0,19	0,20
Obligasi Negara Republik Indonesia Seri FR091	67.441.817.800	20.166.600.000	0,59	0,18
Surat Berharga Syariah Negara Seri PBS015	19.804.743.360	19.777.788.900	0,17	0,18
Surat Berharga Syariah Negara Seri PBS028	15.206.844.175	16.181.093.266	0,13	0,15
Obligasi Negara Republik Indonesia Seri FR061	--	10.147.435.800	--	0,09
Obligasi Negara Republik Indonesia Seri FR065	9.741.300.000	10.090.250.000	0,09	0,09
Surat Berharga Syariah Negara Seri IFR0006	8.378.011.320	8.827.742.210	0,07	0,08
Surat Berharga Syariah Negara Seri PBS029	3.758.438.760	4.017.396.600	0,03	0,04
Surat Berharga Syariah Negara Seri PBS022	22.718.849.400	--	0,20	--
Obligasi Negara Republik Indonesia Seri FR080	36.158.118.150	--	0,32	--
Obligasi Negara Republik Indonesia Seri FR092	15.040.728.450	--	0,13	--
Indonesia EximBank				
Obligasi Berkelanjutan				
Indonesia Eximbank IV Thp VI Thn 2019 Sr D	10.511.302.200	10.926.389.900	0,09	0,10
Obligasi Berkelanjutan				
Indonesia Eximbank IV Thp IV Thn 2019 Sr C	10.363.438.300	10.849.692.900	0,09	0,10
Sukuk Mdr BKLJT Indonesia				
Eximbank I Thp III Th 2019 C	5.181.719.150	5.424.846.450	0,05	0,05
Obligasi Eximbank III Thp II Thn 2016 Sr C	--	--	--	--
Obligasi Berkelanjutan				
Indonesia EximBank III Thp I 2016 Sr C	--	--	--	--
PT Adhi Karya (Persero) Tbk				
Obligasi Berkelanjutan II				
Adhi Karya Thp II Thn 2019 Sr B	10.192.078.600	10.148.091.700	0,09	0,09
Obligasi Berkelanjutan II				
Adhi Karya Thp I Thn 2017	--	10.067.856.700	--	0,09
PT Aneka Tambang Tbk				
Obligasi Berkelanjutan I				
Antam Thp 1 Thn 2011 Sr B	--	--	--	--
PT Angkasa Pura I (Persero)				
Obligasi Angkasa Pura I Thn 2016 Sr B	51.029.112.500	53.071.621.000	0,45	0,48
PT Angkasa Pura II (Persero)				
Obligasi Berkelanjutan I				
Angkasa Pura II Thp II Thn 2020 Sr C	31.984.515.300	33.026.301.000	0,28	0,30
Obligasi Berkelanjutan I				
Angkasa Pura II Thp I Thn 2018 Sr B	7.166.737.200	7.508.967.970	0,06	0,07
Obligasi I Angkasa Pura Thp II Thn 2016 Sr B	5.076.821.700	5.271.445.850	0,04	0,05
PT Bank Mandiri (Persero) Tbk				
Obligasi Berkelanjutan I				
Bank Mandiri I Thn 2016 Sr B	10.215.617.700	10.648.833.300	0,09	0,10
Obligasi Berkelanjutan I				
Bank Mandiri Thp III Thn 2018	10.208.303.400	10.642.725.500	0,09	0,10
Obligasi Berkelanjutan III				
Mandiri TF II Thn 2017 Sr B	--	10.217.645.400	--	0,09
Obligasi Berkelanjutan I				
Bank Mandiri II Thn 2017 Sr A	--	10.198.862.600	--	0,09
PT Bank Mandiri Taspen				
Obligasi I Bank Mandiri				
Taspen Pos Thn 2017 Sr B	--	7.137.045.090	--	0,06
PT Bank Rakyat Indonesia (Persero) Tbk				
Obligasi Berkelanjutan II				
BRI Thp II Thn 2017 Sr C	--	30.416.181.300	--	0,27
Obligasi Berkelanjutan II				
BRI III Thn 2017 Sr C	10.273.743.600	10.752.480.800	0,09	0,10
Obligasi Berkelanjutan I				
BRI Thp III Thn 2016 Sr C	--	--	--	--

38. Sifat dan Transaksi Dengan Pihak Berelasi (Lanjutan)

38. Nature and Transactions with Related Parties (Continued)

Tersedia untuk dijual (Lanjutan)

Available for sale (Continued)

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Obligasi/ *Bonds* (Catatan/ *Note 5.b*)				
PT Bank Syariah Indonesia Tbk				
Sukuk Mudharabah I				
Bank BRI Syariah Thn 2016	28.620.496.400	26.745.215.900	0,25	0,24
PT Bank Tabungan Negara (Persero) Tbk				
Obligasi Berkelanjutan I				
Bank BTN Thp I Thn 2012	--	12.211.226.160	--	0,11
Obligasi Berkelanjutan I BTN Thp 2 Thn 2013	3.015.021.360	3.122.348.820	0,03	0,03
Obligasi Berkelanjutan II				
BTN Thp II Thn 2016 Sr B	--	--	--	--
PT Indonesia Infrastructure Finance				
Obligasi Berkelanjutan I				
Indonesia Infrastructure Finance 2019 Sr C	10.286.609.100	10.688.790.700	0,09	0,10
PT Jasa Marga (Persero) Tbk				
Obligasi Berkelanjutan II				
Jasa Marga Thp I Thn 2020 Sr B	24.456.772.320	24.945.669.360	0,21	0,22
PT Kereta Api Indonesia (Persero)				
Obligasi II Kereta Api Indonesia Thn 2019 Sr B	30.787.577.700	31.963.902.300	0,27	0,29
PT Pegadaian (Persero)				
Obligasi Berkelanjutan III				
Pegadaian Thp I Thn 2017 Sr C	--	5.142.590.900	--	0,05
PT Pelabuhan Indonesia I (Persero)				
Obligasi I Pelindo 1				
Gerbang Nus Thn 2016 Sr C	5.093.274.200	5.342.684.600	0,04	0,05
PT Pembangunan Perumahan (Persero) Tbk				
Obligasi Berkelanjutan II				
PTPP Thp I Thn 2018 Sr B	9.072.685.260	9.109.081.260	0,08	0,08
PT Permodalan Nasional Madani (Persero)				
Obligasi Berkelanjutan III				
PNM Thp I Thn 2019 Sr B	10.406.423.100	10.859.871.300	0,09	0,10
Obligasi Berkelanjutan II				
PNM Thp II Thn 2018 Sr B	--	6.244.651.020	--	0,06
Obligasi Berkelanjutan II				
PNM Thp I Thn 2017 B	--	5.125.628.450	--	0,05
PT PLN (Persero)				
Obligasi Berkelanjutan III				
PLN Thp V Thn 2019 Sr B	20.963.882.200	21.684.657.600	0,18	0,20
Obligasi Berkelanjutan III				
PLN Thp I Thn 2018 Sr B	10.412.720.600	10.851.744.000	0,09	0,10
Obligasi Berkelanjutan III				
PLN Thp II Thn 2018 Sr B	5.292.552.550	5.540.339.500	0,05	0,05
Sukuk Ijarah Berkelanjutan II				
PLN Thp III Thn 2018 Sr D	--	--	--	--
PT Pupuk Indonesia (Persero)				
Obligasi Berkelanjutan II				
Pupuk Indonesia Thp II Thn 2021 Sr C	9.988.339.900	10.216.039.900	0,09	0,09
PT Sarana Multi Infrastruktur (Persero)				
Obligasi Berkelanjutan II Sarana Multi Infrastruktur Thp III Thn 2019 Sr D	31.351.774.200	32.526.173.100	0,28	0,29
Obligasi Berkelanjutan I Sarana Multi Infrastruktur I Thn 2016 Sr B	--	--	--	--
PT Sarana Multi Infrastruktur (Persero)				
Obligasi Berkelanjutan IV Sarana Multigriya Finansial Thp VII 2019 C	2.070.258.620	2.175.313.560	0,02	0,02
PT Semen Indonesia (Persero) Tbk				
Obligasi Berkelanjutan I				
Semen Indo Thp I Thn 2017	--	20.457.361.800	--	0,18
Obligasi Berkelanjutan I				
Semen Indonesia Thp II Thn 2019 Sr A	10.431.999.800	10.719.727.200	0,09	0,10
PT Timah (Persero) Tbk				
Obligasi Berkelanjutan I				
Timah Thp II Thn 2019 Sr B	10.092.805.700	10.087.399.300	0,09	0,09
Obligasi I Timah Thp I Thn 2017 Sr B	--	3.053.240.190	--	0,03
PT Waskita Karya (Persero) Tbk				
Obligasi Berkelanjutan III				
Waskita Karya Thp III Thn 2018 Sr A	--	--	--	--
PT Wijaya Karya (Persero) Tbk				
Obligasi Berkelanjutan II				
Wijaya Karya Tahap II Tahun 2022 Seri B	19.153.889.000	--	0,17	--
PT Adhi Karya (Persero) Tbk				
Obligasi Berkelanjutan III				
Adhi Karya Tahap III Tahun 2022 Seri A	9.861.558.400	--	0,09	--
Bank Negara Indonesia (Persero) Tbk				
Obligasi Green Bond I				
Bank Negara Indonesia Tahun 2022 Seri A	20.242.164.200	--	0,18	--
Perusahaan Pengelola Aset				
Obligasi Berkelanjutan II				
Perusahaan Pengelola Aset Tahun 2022 Seri B	49.627.262.500	--	0,44	--
PT Bank Rakyat Indonesia (Persero) Tbk				
Obligasi Berwawasan Lingkungan				
Bank BRI Tahap I Seri C	6.822.149.810	--	0,06	--
PT Kereta Api Indonesia (Persero)				
Obligasi Berkelanjutan I				
Kereta Api Indonesia Tahap I Tahun 2022 Seri B	10.115.484.900	--	0,09	--
PT Kereta Api Indonesia (Persero)				
Sukuk Ijarah Berkelanjutan I				
Kereta Api Indonesia Tahap I Tahun 2022 Seri B	30.346.454.700	--	0,27	--
Sarana Multigriya Financial				
Obligasi Berkelanjutan VI				
Sarana Multigriya Financial Tahap III Tahun 2022	30.649.421.700	--	0,27	--
Sarana Multi Infrastruktur				
Obligasi Berkelanjutan III				
Sarana Multi Infrastruktur Tahap II Tahun 2022	20.248.293.800	--	0,18	--
Jumlah/ *Total*	**2.224.435.019.255**	**1.902.345.932.796**	**19,54**	**16,71**

38. Sifat dan Transaksi Dengan Pihak Berelasi (Lanjutan)

38. Nature and Transactions with Related Parties (Continued)

Tersedia untuk dijual (Lanjutan)

Available for sale (Continued)

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Saham/ *Shares* (Catatan/ *Note 5.d*)				
PT Bank Rakyat Indonesia (Persero) Tbk	16.917.904.380	14.498.086.649	0,15	0,13
PT Telekomunikasi Indonesia (Persero) Tbk	10.117.500.000	13.089.600.000	0,09	0,12
PT Bank Mandiri (Persero) Tbk	8.198.050.000	7.910.150.000	0,07	0,07
PT Bank Negara Indonesia (Persero) Tbk	8.911.350.000	6.520.499.999	0,08	0,06
PT Bank Tabungan Negara (Persero) Tbk	1.852.875.000	2.374.425.000	0,02	0,02
PT Jasa Marga (Persero) Tbk	1.727.208.000	2.254.644.000	0,02	0,02
PT Asuransi Tugu Pratama Indonesia Tbk	1.800.930.000	1.655.610.000	0,02	0,01
PT Pembangunan Perumahan (Persero) Tbk	836.550.000	1.158.300.000	0,01	0,01
PT Dayamitra Telekomunikasi Tbk	1.000.000.000	1.037.500.000	0,01	0,01
PT Semen Indonesia (Persero) Tbk	999.229.050	964.250.000	0,01	0,01
PT Waskita Beton Precast Tbk	654.573.040	785.460.000	0,01	0,01
PT Waskita Karya (Persero) Tbk	429.228.000	757.208.290	0,00	0,01
PT Bukit Asam (Persero) Tbk	952.020.000	699.180.000	0,01	0,01
PT Adhi Karya (Persero) Tbk	520.155.768	607.705.000	0,00	0,01
PT Indonesia Kendaraan Terminal Tbk	277.590.000	250.805.000	0,00	0,00
PT Garuda Maintenance Facility Aero Asia Tbk	165.000.000	185.000.000	0,00	0,00
PT Wijaya Karya (Persero) Tbk	80.056.800	110.578.455	0,00	0,00
Jumlah/ *Total*	**55.440.220.038**	**54.859.002.393**	**0,49**	**0,49**

Nilai Wajar Melalui Laba Rugi

Fair Value Through Profit Value (FVTPL)

	Total/ *Amount*		Persentase terhadap total aset/ *Percentage to total assets*	
	2022 Rp	2021 Rp	2022 %	2021 %
Saham/ *Shares* (Catatan/ *Note 5.d*)				
PT Telekomunikasi Indonesia (Persero) Tbk	11.017.500.000	14.411.084.001	0,10	0,13
PT Bank Rakyat Indonesia (Persero) Tbk	21.503.326.000	11.219.478.964	0,19	0,10
PT Bank Mandiri (Persero) Tbk	12.047.957.500	10.400.512.511	0,11	0,09
PT Bank Negara Indonesia (Persero) Tbk	5.064.525.000	6.120.899.999	0,04	0,06
PT Aneka Tambang Tbk	1.871.706.125	2.482.031.251	0,02	0,02
PT Semen Indonesia (Persero) Tbk	867.900.000	1.331.100.017	0,01	0,01
PT Perusahaan Gas Negara (Persero) Tbk	1.591.392.000	1.243.274.999	0,01	0,01
PT Vale Indonesia Tbk	--	1.210.715.998	--	0,01
PT Jasa Marga (Persero) Tbk	--	1.109.428.001	--	0,01
PT Bank Tabungan Negara (Persero) Tbk	818.505.000	1.048.898.999	0,01	0,01
PT Wijaya Karya (Persero) Tbk	562.160.000	902.343.001	0,00	0,01
PT Pembangunan Perumahan (Persero) Tbk	--	807.542.999	--	0,01
PT Timah (Persero) Tbk	733.941.000	--	0,01	--
PT Bukit Asam (Persero) Tbk	812.169.000	--	0,01	--
PT Bank Syariah Indonesia (Persero) Tbk	330.240.000	--	0,00	--
PT Adhi Karya (Persero) Tbk	9.196	17.005	0,00	0,00
Jumlah/ *Total*	**57.221.330.821**	**52.287.327.745**	**0,50**	**0,47**

39. Informasi Penting Lainnya

a. Analisis Kekayaan dan Perhitungan Batas Tingkat Solvabilitas

COVID-19 berdampak pada semua sektor terutama sektor ekonomi yang menyebabkan ketidakpastian yang tinggi, menurunkan kinerja pasar keuangan dan prospek pertumbuhan ekonomi dunia, termasuk Indonesia.

Dalam upaya mendorong optimalisasi kinerja Lembaga Jasa Keuangan Non-Bank, menjaga stabilitas sistem keuangan, dan mendukung pertumbuhan ekonomi, Pemerintah telah menetapkan kebijakan yang dituangkan dalam Peraturan Otoritas Jasa Keuangan No.14/POJK.05/2020 tentang Kebijakan Countercyclical Dampak Penyebaran Coronavirus Disease 2019 bagi Lembaga Jasa Keuangan Non-Bank (LJKNB) dimana salah satunya terkait program restrukturisasi konsumen terdampak Covid-19 sebagaimana telah diubah dengan POJK No. 30/POJK.05/2021 tentang perubahan kedua atas POJK No. 14/POJK.05/2020.

Berdasarkan POJK No.30/POJK.05/2021 tentang kebijakan countercyclical dampak penyebaran *coronavirus disease* 2019, penyebaran COVID-19 secara global berdampak secara langsung ataupun tidak langsung terhadap kinerja dan kapasitas operasional konsumen dan LJKNB. Dampak terhadap kinerja dan kapasitas operasional konsumen dan LJKNB berpotensi mengganggu kinerja LJKNB dan stabilitas sistem Keuangan sehingga dapat memengaruhi pertumbuhan ekonomi sehingga diperlukan kebijakan tertentu yang bersifat *countercyclical* untuk menjaga kinerja LJKNB, menjaga stabilitas sistem keuangan, dan mendukung pertumbuhan ekonomi.Rasio pencapaian solvabilitas pada tanggal 31 Desember 2022 dan 2021 dihitung sesuai dengan POJK No.30/POJK.05/2021.

Pada tanggal 31 Desember 2022 dan 2021, tingkat solvabilitas Perusahaan dan entitas anaknya adalah sebagai berikut:

39. Other Significant Information

a. Asset Analysis and Calculation of Solvency Margin Limits

COVID-19 has an impact on all sectors, especially the economic sector, which causes high uncertainty, reduces the performance of financial markets and the prospects for world economic growth, including Indonesia.

In an effort to encourage the optimization of the performance of Non-Bank Financial Services Institutions, maintain financial system stability, and support economic growth, the Government has established policies as outlined in the Financial Services Authority Regulation No.14/POJK.05/2020 concerning the Countercyclical Policy on the Impact of the Spread of Coronavirus Disease 2019 for Non-Bank Financial Services Institutions (LJKNB), one of which is related to the restructuring program for consumers affected by Covid-19 as amended by POJK No. 30/POJK.05/2021 regarding the second changes of POJK No. 14/POJK.05/2020.

In accordance with POJK No.30/POJK.05/2021 about countercyclical the impact of the spread of coronavirus disease 2019 policy's, the spread of COVID-19 globally has a direct either indirect impact on the performance and operational capacity of consumers and LJKNB potentially interfere with LJKNB's performance and and financial system stability so that it can affect economic growth, so certain policies that are countercyclical are needed to maintain the LJKNB's performance, maintain financial system stability and supporting economic growth. The solvency margin ratios as of December 31, 2022 and 2021, were calculated based on POJK No. 30/POJK.05/2021.

As of December 31, 2022 and 2021, the solvency ratio of the Company and its subsidiaries is as follows:

	2022	2021	
PT Reasuransi Indonesia Utama	131,16%	145,38%	*PT Reasuransi Indonesia Utama*
PT Asuransi ASEI Indonesia	322,38%	287,75%	*PT Asuransi ASEI Indonesia*
PT Reasuransi Syariah Indonesia (Pengelola)	479,38%	1228,59%	*PT Reasuransi Syariah Indonesia (Operator)*

39. Informasi Penting Lainnya (Lanjutan)

39. Other Significant Information (Continued)

a. Analisis Kekayaan dan Perhitungan Batas Tingkat Solvabilitas (Lanjutan)

a. Asset Analysis and Calculation of Solvency Margin Limits (Continued)

	2022				
	Kekayaan dibukukan/ *Recorded assets* Rp	**Kekayaan belum dibukukan/ *Non-Ledger assets* Rp**	**Kekayaan tidak diperkenankan/ *Non-admitted assets* Rp**	**Kekayaan diperkenankan/ *Admitted assets* Rp**	
Investasi					*Investments*
Deposito berjangka	2.006.027.430.763	--	--	2.006.027.430.763	*Time deposits*
Saham	198.532.548.513	--	--	198.532.548.513	*Shares*
Reksadana	980.042.410.676	--	--	980.042.410.676	*Mutual Fund*
Surat Utang Negara	1.330.542.010.840	--	--	1.330.542.010.840	*Indonesia Government Bonds*
Obligasi	593.651.818.290	--	--	593.651.818.290	*Bonds*
Medium Term Note	63.959.600.000	--	--	63.959.600.000	
Efek Beragunan Asset	10.047.615.400	--	--	10.047.615.400	*Asset-Backed Securities*
Unit penyertaan saham	877.697.899.897	--	271.647.766.459	606.050.133.438	*Direct investment in shares*
Total Investasi	**6.060.501.334.379**	**--**	**271.647.766.459**	**5.788.853.567.920**	***Total Investments***
Kas dan Bank	31.477.474.389	--	--	31.477.474.389	*Cash on Hand and in Banks*
Piutang reasuransi	720.120.801.718	--	288.353.966.760	431.766.834.958	*Reinsurance receivables*
Piutang retrosesi	563.847.061.209	--	376.215.092.230	187.631.968.979	*Retrocession receivables*
Aset retrosesi	2.074.106.914.077	--	--	2.074.106.914.077	*Retrocession assets*
Tagihan hasil investasi	29.884.392.162	--	--	29.884.392.162	*Investment receivables*
Aset Tetap - Setelah dikurangi akumulasi penyusutan	435.251.328.002	--	--	435.251.328.002	*Fixed assets - Net of accumulated depreciation*
Aset Lainnya	615.424.191.161	--	615.424.191.161	--	*Other assets*
Total Aset	**10.530.613.497.097**	**--**	**1.551.641.016.610**	**8.978.972.480.487**	***Total Assets***

	2021				
	Kekayaan dibukukan/ *Recorded assets* Rp	**Kekayaan belum dibukukan/ *Non-Ledger assets* Rp**	**Kekayaan tidak diperkenankan/ *Non-admitted assets* Rp**	**Kekayaan diperkenankan/ *Admitted assets* Rp**	
Investasi					*Investments*
Deposito berjangka	1.733.381.243.405	--	--	1.733.381.243.405	*Time deposits*
Saham dan reksadana	190.896.353.215,00	--	--	190.896.353.215	*Trading shares and*
diperdagangkan	1.496.112.184.126	--	--	1.496.112.184.126	*Mutual funds*
Surat Utang Negara	1.165.594.158.330	--	--	1.165.594.158.330	*Indonesia Government Bonds*
Obligasi	607.262.487.600	--	--	607.262.487.600	*Bonds*
Unit penyertaan saham	852.642.233.224	--	248.053.367.255	604.588.865.969	*Direct investment in shares*
Total Investasi	**6.045.888.659.900**	**--**	**248.053.367.255**	**5.797.835.292.645**	***Total Investments***
Kas dan Bank	46.538.873.039	--	--	46.538.873.039	*Cash on Hand and in Banks*
Piutang reasuransi	783.823.740.322	--	468.331.775.818	315.491.964.504	*Reinsurance receivables*
Piutang retrosesi	452.146.444.788	--	288.750.991.335	163.395.453.453	*Retrocession receivables*
Aset retrosesi	1.813.715.560.558	--	--	1.813.715.560.558	*Retrocession assets*
Tagihan hasil investasi	24.650.289.757	--	--	24.650.289.757	*Investment receivables*
Aset Tetap - Setelah dikurangi akumulasi penyusutan	403.394.844.286	12.256.802.953,00	--	415.651.647.239	*Fixed assets - Net of accumulated depreciation*
Aset Lainnya	731.118.964.903	--	731.118.964.903	--	*Other assets*
Total Aset	**10.301.277.377.553**	**--**	**1.736.255.099.311**	**8.577.279.081.195**	***Total Assets***

39. Informasi Penting Lainnya (Lanjutan)

39. Other Significant Information (Continued)

b. Rasio Keuangan

b. Financial Ratios

	2022	2021	
Rasio likuiditas	133,80%	134,65%	*Liquidity ratio*
Rasio investasi terhadap kewajiban	68,99%	71,76%	*Investment to liability ratio*
Rasio hasil investasi terhadap rata-rata investasi	5,76%	5,43%	*Investment income to average of investment ratio*
Rasio hasil *underwriting* terhadap pendapatan premi bruto	1,90%	-5,40%	*Underwritting result to to gross premium ratio*

c. Perjanjian Hak Pakai Aset

Pada tanggal 18 Desember 2014, Perusahaan dan PT Asuransi ASEI Indonesia, entitas anak, menandatangani Perjanjian Pinjam Pakai Aset yang berisi antara lain bahwa: (1) Perusahaan sepakat untuk meminjampakaikan objek pinjam pakai (aset) milik Perusahaan sebagaimana dalam lampiran Perjanjian kepada PT AAI untuk kegiatan operasional PT AAI; (2) Jangka waktu Perjanjian adalah 10 (sepuluh) tahun terhitung mulai 18 Desember 2014 dan dapat diperpanjang otomatis selama jangka waktu yang sama; (3) Kompensasinya adalah PT AAI akan membayar pajak-pajak yang melekat dan dibebankan biaya penyusutannya atas aset-aset tersebut.

Di tahun 2021, berdasarkan adendum perjanjian yang di tandatangani pada tanggal 31 Desember 2021, besar kompensasi atas aset pinjam pakai pada tahun 2021 besarnya sama dengan kompensasi pada tahun 2020 yaitu sebebsar Rp2.227.921.033.

Dalam adendum perjanjian yang di tandatangani pada tangggal 31 Desember 2021 juga mengatur cara pembayaran atas utang piutang pihak berelasi yang terkait pinjam pakai aset yang belum diselesaikan dari tahun 2016 sampai dengan 2020 dengan saldo mencapai Rp.20.937.462.315. Para Pihak sepakat untuk menyelesaikan utang piutang tersebut secara angsuran selama 10 (sepuluh) tahun atau Rp.2.093.746.231 per tahun selama 10 (sepuluh) tahun.

Pada 31 Desember 2022 disepakati nilai besaran kompensasi atas aset pinjam pakai periode selama tahun 2022 sebesar Rp2.227.921.033.

c. Lend and Use of Assets Agreement

On December 18, 2014 the Company and PT Asuransi ASEI Indonesia, subsidiary, entered into a Lend and Use of Assets Agreement, which containts among others that: (1) The Company agreed to lend and uses its assets, as in the attachement of agreement to the PT AAI for the operational activities of PT AAI; (2) The term agreement is 10 (ten) years commencing from December 18, 2014 and may be extended automatically for the same period; (3) The compensation is PT AAI will pay all related taxed and will be charged its depreciation expense of those assets.

In 2021, based on the addendum to the agreement signed on December 31, 2021, the amount of compensation for borrow-to-use assets in 2021 will be the same as the compensation in 2020, which is Rp2,227,921,033.

In the addendum to the agreement signed on December 31, 2021, it also regulates the payment method for related party debts related to borrowing and using assets that have not been settled from 2016 to 2020 with a balance of Rp.20,937,462,315. The parties agreed to settle the debt in installments for 10 (ten) years or Rp.2,093,746,231 per year for 10 (ten) years.

On December 31, 2022, it was agreed that the amount of compensation for the loan-to-use assets for the 2022 period was Rp2,227,921,033.

39. Informasi Penting Lainnya (Lanjutan)

d. Kewajiban Penempatan Investasi pada Surat Berharga Negara

Berdasarkan pasal 2 dan 3 Peraturan Otoritas Jasa Keuangan (POJK) No. 1/POJK.05/2016 tentang Investasi Surat Berharga Negara (SBN) Bagi Lembaga Jasa Keuangan Non Bank jo. POJK No. 36/POJK.05/2016 jo. POJK No. 56/POJK.05/2016, Perusahaan diharuskan menempatkan investasi SBN paling rendah 20% dari seluruh jumlah investasi Perusahaan. Investasi pada SBN tersebut termasuk investasi pada obligasi/sukuk yang diterbitkan oleh Badan Usaha Milik Negara (BUMN), Badan Usaha Milik Daerah (BUMD), dan/atau anak perusahaan dari BUMN yang penggunaannya untuk pembiayaan infrastruktur paling tinggi 50% dari jumlah investasi Perusahaan.

Pada tanggal 31 Desember 2022 dan 2021, Grup mempunyai investasi pada Surat Berharga Negara, obligasi/sukuk yang diterbitkan oleh BUMN, BUMD dan/atau anak perusahaan dari BUMD yang penggunaannya untuk pembiayaan infrastruktur dengan total penempatan masing-masing sebesar Rp1.968.059.455.335 atau sebesar 32,27% dan Rp1.666.594.209.966 atau sebesar 27,74% dari total investasi.

39. Other Significant Information (Continued)

d. Obligation of Investment Placement in Government Securities

Based on article 2 and 3 from The Regulation of Financial Services Authority (POJK) No. 1/POJK.05/2016 regarding Investment in Goverment Securities (SBN) for Non Bank Financial Institutions jo. POJK No. 36/POJK.05/2016 jo. POJK No. 56/POJK.05/2016, the Company is required to put SBN investments at a minimum 20% of total investment. Investments in these SBN include investments in bonds/sukuk issued by Badan Usaha Milik Negara (BUMN), Badan Usaha Milik Daerah (BUMD), and/or subsidiaries of BUMN whose use for infrastructure financing maximum 50% from the total of Company's investments.

As of December 31, 2022 and 2021, the Group has investments in Government Securities, bonds/sukuk issued by BUMN, BUMD and/or subsidiaries of BUMD which are used for infrastructure financing with a total placement of Rp1,968,059,455,335 each or of 32.27% and Rp1,666,594,209,966 or 27.74% of the total investment.

40. Manajemen Risiko Keuangan

Bagian manajemen risiko berfungsi sebagai fasilitator semua unit di Grup di dalam melakukan proses manajemen risiko mulai dari identifikasi, analisis, evaluasi dan perlakuan risiko. Peran memberi peringatan dini (*early warning*) dilakukan oleh bagian manajemen risiko di dalam melakukan kontrol risiko Grup, baik di kantor pusat maupun di kantor cabang. Bagian manajemen risiko juga terlibat didalam proses bisnis, khususnya unit operasional dengan memberikan pembahasan (*review*) dan mitigasi risiko atas risiko - risiko yang dihadapi dalam menjalankan bisnis.

40. Financial Risks Management

The risk management unit functions as a facilitator of all units in the Group in the process of risk management starting from the identification, analysis, evaluation and treatment of risk. An early warning is performed by the risk management in controlling the Group risk control, both at headquarter and in regional offices. Risk management unit also involves in the business processes, in particular the operational units by providing discussion (review) and risk mitigation of risks faced in the process business.

40. Manajemen Risiko Keuangan (Lanjutan)

Faktor risiko keuangan

Aktivitas Grup rentan terhadap berbagai risiko keuangan: risiko pasar (termasuk risiko nilai tukar mata uang asing, risiko nilai wajar tingkat suku bunga, risiko tingkat suku bunga arus kas, dan risiko harga), risiko kredit, dan risiko likuiditas. Program manajemen risiko Grup secara keseluruhan dipusatkan pada pasar keuangan yang tidak dapat diprediksi. Manajemen berusaha untuk memperkecil efek yang berpotensi merugikan kinerja keuangan Grup.

Manajemen risiko dijalankan oleh setiap unit operasi berdasarkan kebijakan yang disetujui oleh Direksi. Setiap bagian investasi dari masing-masing unit operasi mengidentifikasi, mengevaluasi, dan melakukan lindung nilai atas risiko keuangan. Direksi Perusahaan memberikan prinsip tertulis untuk risiko manajemen secara keseluruhan maupun kebijakan tertulis yang mencakup area tertentu, seperti risiko mata uang asing, risiko suku bunga, risiko kredit, penggunaan instrumen keuangan non-derivatif, dan investasi atas kelebihan likuiditas.

a. Risiko pasar

i. Risiko nilai tukar mata uang asing

Pembiayaan dan sebagian besar pendapatan dan pengeluaran operasi dari Perusahaan didenominasi dalam mata uang Rupiah, yang secara tidak langsung merupakan lindung nilai alami terhadap eksposur fluktuasi nilai tukar mata uang asing. Namun, Manajemen memiliki eksposur terhadap risiko mata uang asing yang timbul dari pembayaran piutang premi dan biaya operasi lainnya dalam mata uang Rupiah. Manajemen telah membuat kebijakan untuk mengelola risiko nilai tukar mata uang asing terhadap mata uang fungsional Grup. Untuk mengelola risiko nilai tukar mata uang asing, Manajemen menggunakan kontrak *forward* dan hanya bertransaksi dengan institusi keuangan terkemuka.

40. Financial Risks Management (Continued)

Financial risk factor

The Group activities expose to variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The overall risk management program of the Group is focused on financial market that cannot be predicted. The management strive to minimize potential harmful effect to the Group.

Risk management is carried out by each operating units under policies approved by the Board of Directors. Each operating unit's treasury identifies, evaluates and hedges financial risks. The Company's Board provides written principles for overall risk management, as well as written policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of non-derivative financial instruments and the investment of excess liquidity.

a. Market risk

i. Foreign exchange risk

The financing and the majority of revenue and operating expenditure of the operating subsidiaries of the Company are denominated in Indonesia Rupiah, which indirectly represents a natural hedge on exposure to fluctuations in foreign exchange rates. However, the Company is exposed to foreign exchange risk arising from Rupiah premium receivable payments and other operation expenses. Management has set up a policy to require group companies to manage their foreign exchange risk against their functional currency. To manage their foreign exchange risk, the Group use forward contracts, transacted only with reputable financial institutions.

40. Manajemen Risiko Keuangan (Lanjutan)

a. Risiko pasar (Lanjutan)

ii. Risiko suku bunga

Risiko suku bunga Perusahaan timbul dari pinjaman jangka panjang. Pinjaman yang diterbitkan dengan tingkat bunga variabel mengekspos Perusahaan terhadap risiko suku bunga arus kas yang sebagian disalinghapuskan dengan kas dalam tingkat suku bunga variabel. Kebijakan Grup adalah mempertahankan seluruh pinjaman dalam instrumen dengan tingkat suku bunga variabel. Selama 2021 dan 2020, pinjaman Perusahaan pada tingkat suku bunga variabel didenominasikan dalam rupiah.

Berdasarkan berbagai skenario tersebut, Perusahaan mengelola risiko tingkat suku bunga arus kas dengan melakukan swap dari tingkat suku bunga mengambang menjadi tingkat suku bunga tetap. Secara umum, Perusahaan memiliki pinjaman jangka panjang dalam tingkat suku bunga mengambang dan menukar pinjaman tersebut menjadi pinjaman dalam tingkat suku bunga tetap yang lebih rendah daripada tingkat suku bunga yang tersedia apabila Perusahaan meminjam pada tingkat suku bunga tetap secara langsung. Berdasarkan swap suku bunga, Perusahaan setuju dengan pihak lain untuk menukar pada interval tertentu (terutama setiap kuartal), perbedaan antara kontrak dengan tingkat suku bunga tetap dan tingkat suku bunga mengambang dihitung berdasarkan jumlah nosional yang disepakati.

Eksposur risiko yang terkait dengan kontrak asuransi dapat dimitigasi dengan melakukan diversifikasi portofolio kontrak asuransi dan area geografis. Keberagaman risiko diperbaiki juga melalui pemilihan risiko dengan hati-hati dan implementasi dari pedoman *underwriting* serta pengaturan program reasuransi.

40. Financial Risks Management (Continued)

a. Market risk (Continued)

ii. Interest rate risk

The Company interest rate risk arises from long-term borrowing. Borrowing issued at variable rates expose the Company to cash flow interest rate risk which is partially offset by cash held at variable rates. Group policy is to maintain all its borrowing in variable rate instruments. During 2021 and 2020, the Company's borrowings are at variable rates denominated in Indonesia Rupiah.

Based on the various scenarios, the Company manages its cash flow interest rate risk using floating-to-fixed interest rate swaps. These interest rate swaps have the economic effect of converting borrowing from floating rates to fixed rates. Generally, the Company raises longterm borrowing at floating rates and swaps them into fixed rates that are lower than those available if the Company borrowed at fixed rates directly. Under the interest rate swaps, the Group agrees with other parties to exchange at specified intervals (primarily quarterly), the difference between fixed contract rates and floating-rate interest amounts calculated with reference to the agreed notional amounts.

The risk exposure related to insurance contracts is mitigated by diversification of insurance contracts portfolio and geographical areas. The variability of risks is also improved by prudent risks selection and implementation of underwriting strategy guidelines, as well as reinsurance program arrangements.

40. Manajemen Risiko Keuangan (Lanjutan)

a. Risiko pasar (Lanjutan)

iii. Risiko asuransi

Risiko utama yang dihadapi Grup terkait dengan kontrak asuransi adalah perbedaan antara jumlah klaim yang terjadi, manfaat yang dibayarkan dan waktu terjadinya klaim dengan yang diprediksikan sebelumnya. Hal ini dipengaruhi oleh frekuensi, tingkat keparahan (*severity*) dari klaim, manfaat aktual yang dibayarkan, dan perkembangan dari klaim jangka panjang. Oleh karena itu, tujuan Grup adalah untuk memastikan bahwa cadangan yang dibentuk cukup untuk memenuhi semua liabilitas tersebut.

Kontrak Asuransi

Dalam rangka manajemen risiko atas pertanggungan asuransi yang bernilai besar dan mempunyai risiko khusus, Perusahaan mengadakan kontrak reasuransi baik yang bersifat proporsional maupun non-proporsional dengan beberapa perusahaan asuransi dan reasuransi dalam negeri dan luar negeri.

Asumsi utama yang menjadi dasar dalam perhitungan estimasi kewajiban klaim yaitu bahwa pembentukan klaim masa depan Perusahaan akan memiliki pola yang sama dengan pembentukan klaim yang terjadi di masa lampau. Termasuk asumsi dari rata-rata beban klaim, beban penanganan klaim, faktor inflasi klaim, dan jumlah klaim untuk setiap tahun kecelakaan. Justifikasi kualitatif tambahan digunakan untuk memperkirakan tingkat di mana tren masa lampau tidak akan terulang lagi di masa depan, misalnya; kejadian khusus yang hanya terjadi sekali, perubahan yang terjadi di pasar seperti sikap masyarakat terhadap klaim, kondisi ekonomi maupun faktor internal seperti campuran portofolio, syarat dan ketentuan polis dan prosedur penanganan klaim.

Justifikasi lebih lanjut digunakan untuk menghitung tingkat dimana faktor eksternal seperti keputusan peradilan dan peraturan pemerintah yang mempengaruhi estimasi besaran klaim. Kondisi utama yang mempengaruhi keandalan dari asumsi yang digunakan adalah rasio kerugian, keterlambatan dalam penyelesaian dan perubahan nilai tukar mata uang asing.

40. Financial Risks Management (Continued)

a. Market risk (Continued)

iii. Insurance risk management

The principal risk that the Group faces under insurance contracts is the difference between actual claims, benefit payments and claim dates from the one predicted previously. This is influenced by the frequency, severity of claims, actual benefits paid and subsequent development of long-term claims. Therefore, the objective of the Group is to ensure that sufficient reserves are made to cover those liabilities.

Insurance contract

For purposes of risk management on significant amount of insurance coverage and special risk coverage, the Company entered into proportional, as well as, non-proportional reinsurance contracts with some local and foreign insurance and reinsurance companies.

The principal assumption in calculating the claim reserve estimations is that the Company's future claims development will follow a similar pattern to historical claims development. This includes assumptions on average claim costs, claim handling costs, claim inflation factors and claim numbers for each accident year. Additional qualitative judgements are used to assess the extent to which historical trends may not apply in the future, for example: specific one-off occurrence, changes in market factors such as public attitude to insurance claims, economic conditions, as well as internal factors such as portfolio mix, policy terms and conditions and claims handling procedures.

Further justification is required to assess the extent to which external factors such as judicial decisions and government regulations affect theclaim estimates. Other key conditions affecting the reliability of assumption used are loss ratio, delay in settlement and changes in foreign currency exchange rates.

40. Manajemen Risiko Keuangan (Lanjutan)

40. Financial Risks Management (Continued)

a. Risiko pasar (Lanjutan)

a. Market risk (Continued)

Kontrak Asuransi

Insurance contract

	Pengaruh pada laba bersih/ *Impact on Net Income*	
Rasio kerugian/ *Loss ratio*	+ 5%	(10.950.946.503)
Rasio kerugian/ *Loss ratio*	- 5%	10.950.946.503

b. Risiko likuiditas

Risiko likuiditas merupakan risiko yang muncul dalam situasi dimana posisi arus kas Manajemen mengindikasikan bahwa arus kas masuk dari pendapatan jangka pendek tidak cukup untuk memenuhi arus kas keluar untuk pengeluaran jangka pendek. Untuk mengatur risiko likuiditas, Manajemen melakukan monitor dan menjaga level kas dan setara kas yang diperkirakan cukup untuk mendanai kegiatan operasional Grup dan mengurangi pengaruh fluktuasi dalam arus kas. Perusahaan juga secara rutin melakukan monitor atas perkiraan arus kas dan arus kas aktual, termasuk profil jatuh tempo pinjaman, dan secara terus-menerus menilai kondisi pasar keuangan untuk kesempatan memperoleh dana.

Tabel dibawah ini menggambarkan liabilitas keuangan Grup berdasarkan jatuh temponya. Jumlah yang terdapat di tabel ini adalah nilai kontraktual yang tidak terdiskonto:

b. Liquidity risk

Liquidity risk is defined as a risk that arises in situations where the cash inflow from short-term revenue is not enough to cover the cash outflow for short-term expenditure. To manage its liquidity risk, management monitors its level of cash and cash equivalents and maintains these at a level deemed adequate to finance the Group operational activities and to mitigate the effect of fluctuations in cash flow. The Company management also regularly monitors projected and actual cash flow, including loan maturity profiles and continuously assesses the financial markets for opportunities to raise funds.

The table below describes the Group financial liabilities based on their maturities. The amounts disclosed in the table are the contractual undiscounted:

	31 Desember 2022/ *December 31, 2022*				
	Kurang dari tiga bulan/ *Less than three months* Rp	Lebih dari tiga bulan dan kurang dari satu tahun/ *More than 3 months and not less than one year* Rp	Lebih dari satu tahun dan kurang dari lima tahun/ *More than one year and not less than five years* Rp	Lebih dari lima tahun/ *More than five years* Rp	Jumlah/ *Total* Rp
Liabilitas keuangan/ *Financial liabilities*					
Utang klaim/ *Claim payables*	331.120.360.159	213.157.226.088	82.947.013.515	--	627.224.599.762
Utang reasuransi/ *Reinsurance payables*	336.693.654.695	223.970.193.410	335.459.233.955	--	896.123.082.060
Beban akrual/ *Accrued expenses*	38.207.356.147	--	--	--	38.207.356.147
Liabilitas lain-lain/ *Other Liabilities*	--	180.992.414.713	--	124.846.379.021	305.838.793.734
Pinjaman rekening dana investasi/ *Investment fund loan*	--	--	--	331.585.566.116	331.585.566.116
OWK - komponen liabilitas *MCB - liabilities component*	--	--	115.165.907.478	--	115.165.907.478
Jumlah/ Total	**706.021.371.001**	**618.119.834.211**	**533.572.154.948**	**456.431.945.137**	**2.314.145.305.297**

40. Manajemen Risiko Keuangan (Lanjutan)

40. Financial Risks Management (Continued)

c. Nilai wajar

Nilai wajar adalah suatu jumlah dimana suatu aset dapat dipertukarkan atau suatu liabilitas diselesaikan antara pihak yang memahami dan berkeinginan untuk melakukan transaksi wajar.

Tabel dibawah ini menggambarkan nilai tercatat dan nilai wajar dari aset dan liabilitas keuangan per 31 Desember 2022:

c. Fair value

Fair value is the amount for which an asset could be exchanged or liability settled between knowledgeable and willing parties in an arm's length transaction.

The table below describes the carrying amounts and fair value of financial assets and liabilities as of December 31, 2022:

	Nilai tercatat/ *Carrying amount* Rp	Nilai wajar/ *Fair value* Rp	
Aset keuangan			***Financial assets***
Pinjaman yang diberikan dan piutang			*Loans and receivables*
Kas dan setara kas	67.190.536.856	67.190.536.856	*Cash and cash equivalents*
Piutang reasuransi/premi	--	0	*Reinsurance receivables*
Piutang reasuransi/retrosesi	--	0	*Retrocession receivables*
Piutang pegawai	9.859.431.749	9.859.431.749	*Employee receivables*
Diperdagangkan			*Trading*
Investasi - efek	162.648.903.070	162.648.903.070	*Securities*
Tersedia untuk dijual			*Available for sales*
Investasi - tersedia untuk dijual	3.638.809.687.365	3.638.809.687.365	*Investment - available for sale*
Investasi - penyertaan saham	4.040.532.829	4.040.532.829	*Investment - in share*
Dimiliki hingga jatuh tempo			*Held to maturity*
Investasi - deposito berjangka	2.293.488.430.763	2.293.488.430.763	*Investment - time deposits*
Aset keuangan lain	87.901.570.684	87.901.570.684	*Others financial assets*
Total aset keuangan	**6.263.939.093.316**	**6.263.939.093.316**	***Total financial assets***
Liabilitas keuangan			***Financial liabilities***
Utang klaim	627.224.599.762	627.224.599.762	*Claim liabilities*
Utang reasuransi	896.123.082.060	896.123.082.060	*Reinsurance payables*
Beban Akrual	38.207.356.147	38.207.356.147	*Accrued expenses*
OWK - komponen liabilitas	115.165.907.478	115.165.907.478	*MCB - liabilities component*
Pinjaman rekening dana Investasi	331.585.566.116	331.585.566.116	*Investment fund loan*
Utang lancar lainnya	61.528.421.430	61.528.421.430	*Others curent liabilities*
Total liabilitas keuangan	**2.069.834.932.993**	**2.069.834.932.993**	***Total financial liabilities***

Metode dan asumsi berikut ini digunakan untuk mengestimasi nilai wajar untuk setiap kelompok instrumen keuangan:

- Instrumen keuangan jangka pendek dengan jatuh tempo satu tahun atau kurang termasuk kas dan setara kas, kas dan setara kas yang dibatasi penggunaannya, piutang premi, piutang lain-lain, utang usaha, utang lain-lain, dan beban akrual. Nilai wajar instrumen keuangan tersebut dianggap mendekati nilai tercatatnya.
- Instrumen keuangan yang diperdagangkan dipasar aktif dicatat pada harga kuotasi pasar.
- Investasi saham di bawah 20% yang tidak ada kuotasi pasar dicatat pada biaya perolehan karena nilai wajarnya tidak dapat diukur secara andal.

The following methods and assumptions are used to estimate the fair value for each class of financial instrument:

- *Short-term financial instruments with maturities of one year or less includes cash and cash equivalents, restricted cash and cash equivalents, trade receivables, other receivables, trade liabilities, other liabilities, and accrued expenses. The fair values of these financial instruments are approximately the same with their carrying amounts.*
- *Financial instruments which traded in active market are recorded at quoted market.*
- *Investments in unquoted common shares representing equity ownership interest below 20%, are carried at cost as their fair values cannot be reliably measured.*

41. Kontigensi

Dalam melakukan kegiatan, Perusahaan tidak terlepas dari berbagai perkara hukum dan tuntutan sehubungan dengan kepatuhan, kontrak, perjanjian, peraturan pemerintah, dan kepemilikan aset. Sampai dengan tanggal penyelesaian laporan posisi keuangan, terdapat tuntutan hukum yang masih dalam proses penyelesaian di pengadilan terkait dengan tagihan-tagihan klaim atas transaksi/bisnis PT Reasuransi Umum Indonesia/RUI (Persero) yang beralih sebagai akibat penggabungan ke dalam Indonesia Re.

Sengketa permasalahan hukum antara PT Reasuransi Indonesia Utama (PT RIU) dengan pihak Equitas Limited terkait penetapan Ketua Pengadilan Negeri Jakarta Pusat tanggal 3 Februari 2016 No: 103/2015. Eks jo. Putusan Arbitrase Internasional. Putusan Sela Final (Interim Final Award) tanggal 26 Maret 2014 dan Putusan Final (Final Award) tanggal 28 Mei 2014 jo No: 07/PDT/ARB-INT/2015/PN.JKT.PST tentang eksekuatur.

Kuasa hukum Equitas Limited kepada PT Reasuransi Umum Indonesia (PT RUI), menagih pembayaran utang klaim reasuransi sebesar USD592.999,87 berdasarkan bukti dari hak tagih berupa notice of assigment terhadap kontrak asuransi dan reasuransi yang dibuat oleh Lloyd sindycate s.d 1992. Lloyd syndicate merupakan sub agen dari Equitas Limited.

Sengketa permasalahan hukum antara eks PT Reasuransi Umum Indonesia (PT RUI) dengan pihak Equitas Limited atas Penetapan No. 103/2015 jo. Putusan sela final Arbitrase Internasional (interim Final Award) tanggal 26 Maret 2014 dan Putusan Final (Final Award) tanggal 28 Mei 2014 jo. No.07/PDT/ARB-INT/2015/PN.JKT.PST tanggal 28 Desember 2017 masih dalam proses penyelesaian.

41. Contigency

In carrying out its business, the Company does not disregard from any legal suits or claims concerned the compliance to contracts, agreements, government's law, and assets ownership. Up to statement of financial position completion date, there are several on-going lawsuits in the court that are related to transactions/businesses of PT Reasuransi Umum Indonesia/RUI (Persero) which were transferred as a result of the merger into Indonesia Re.

Dispute the legal issues between PT Reasuransi Indonesia Utama (PT RIU), associated with Equitas Limited related to the determination of Chairman of District Court Cental Jakarta dated February 3, 2016 No: 103/2015. Ex-jo. International abitration Decision. Injunctions Final (Interim Final Award) dated March 26, 2014 and Final Decision (Final Award) dated May 28, 2014 jo No.07/PDT/ARB-INT/2015/PN.JKT.PST about Exequatur.

Equitas Limited legal counsel to PT Reasuransi Umum Indonesia (PT RUI), collect the debt payments amounting to USD592,999.87 based on reinsurance claims with the right to collect evidence in the form of notice of assigment against insurance and reinsurance contracts made by Lloyd syndicate to 1992. Lloyd sindycate a sub-agent of Equitas Limited.

Dispute over legal issues between ex PT Reasuransi Umum Indonesia (PT RUI) and Equitas Limited for Determination No. 103/2015 jo. Final decision on the International Arbitration (Interim Final Award) dated March 26, 2014 and final decision (Final Award) dated May 28, 2014 jo. No: 07/PDT/ARB-INT/2015/PN.JKT.PST on December 28, 2017 is still in the process of completion.

41. Kontigensi (Lanjutan)

Dalam proses penyelesaian atas permasalahan tersebut, Indonesia Re telah mendaftarkan perlawanan/ bantahan dalam dua versi yaitu Bahasa Indonesia dan Bahasa Inggris terhadap Penetapan Pengadilan Negeri Jakarta Pusat terdaftar di Kepaniteraan Pengadilan Negeri Jakarta Pusat dalam Perkara Nomor: 344/PDT.G/2018/PN.JKT.PST dan telah dipanggil secara resmi untuk datang dan menghadap dipersidangan umum Pengadilan Negeri Jakarta Pusat di Jalan Bungur Besar Raya No.24, 26, 28 Gunung Sahari Selatan, Kel. Kemayoran Jakarta Pusat pada hari Senin, Tanggal 11 November 2018 melalui rilis panggilan sidang Nomor: 344/PDT.G/2018/ PN.JKT.PST oleh Mira Mutiarani K. selaku Jurusita Pengganti Pengadilan Jakarta Pusat Kelas IA Khusus.

Setelah beberapa kali pelaksanaan sidang, hasil sidang terakhir pada tanggal 15 Agustus 2019, Perlawanan Perusahaan yang terdaftar di Kepaniteraan Pengadilan Negeri Jakarta Pusat dengan Perkara No.344/PDT.G/2018 /PN.JKT.PST dicabut karena Hakim memutuskan bahwa gugatan bersifat kurang pihak yang bersifat substansi sehingga perlu dilakukan perbaikan dengan penambahan pihak.

Perusahaan telah mendaftarkan Perlawanan atas Penetapan Sita sebagaimana terdaftar sebagai register Perkara Perdata No.177/Pdt.G/2021 /PN.Jkt.Pst pada Pengadilan Negeri Jakarta Pusat tanggal 16 Maret 2021. Sampai dengan tanggal penyelesaian laporan keuangan, kasus hukum ini masih dalam proses penyelesaian di Pengadilan.

Pada tanggal 31 Desember 2021, Perusahaan telah membentuk cadangan kasus hukum sebesar Rp17.542.190.012. Manajemen berkeyakinan bahwa cadangan tersebut cukup untuk menutupi kerugian yang mungkin timbul dari kasus hukum yang dihadapi.

41. Contigency (Continued)

In the process of resolving these issues, Indonesia Re has registered resistance/ rebuttal in two versions in Indonesian and English towards the Determination of the Central Jakarta District Court registered in the Registrar's Office of the Central Jakarta District in Case Number: 344/PDT.G/2018/PN.JKT.PST and has been officially called to attend and meet on a public hearing in the Central Jakarta District Court at Jalan Bungur Besar Raya No. 24, 26, 28 Gunung Sahari Selatan, Kel. Kemayoran Central Jakarta on Monday, November 11, 2018 through call release Number: 344/PDT.G/2018/PN.JKT.PST by Mira Mutiarani K. as Substitute Deputy Chief of the Central Jakarta Special Class IA Court.

After several trials, the results of the last trial were on August 15, 2019, the Company's resistance was registered at the Registrar's Office of the Central Jakarta District Court with Deed No.344/PDT.G/2018/PN.JKT.PST was repealed because the Judge decided that the lawsuit was lacking in parties which is substantive in nature so it needs to be improved by adding additional parties.

The Company has registered the Opposition to the Confiscation Determination as registered as a Civil Case Register No.177/Pdt.G/ 2021/PN.Jkt.Pst at the Central Jakarta District Court on March 16, 2021. Up to statement of financial position date, this lawsuit is still on-going in the court.

As of December 31, 2021, the Company has established a reserve for legal cases amounting to Rp17,542,190,012. Management believes that these reserves are sufficient to cover losses that may arise from the legal cases they are facing.

42. Informasi Keuangan Tambahan atas Laporan Keuangan Konsolidasian

Informasi keuangan Perusahaan (entitas induk) terlampir, yang terdiri dari laporan posisi keuangan 31 Desember 2022 dan 2021 serta laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas, dan laporan arus kas untuk tahun-tahun yang berakhir pada 31 Desember 2022 dan 2021 (secara kolektif disebut sebagai Informasi Keuangan Entitas Induk) yang disajikan sebagai informasi tambahan terhadap laporan keuangan konsolidasian, disajikan untuk tujuan analisis tambahan dan bukan merupakan bagian dari laporan keuangan konsolidasian yang diharuskan menurut Standar Akuntasi Keuangan di Indonesia. Informasi Keuangan Entitas Induk merupakan tanggung jawab manajemen serta dihasilkan dari dan berkaitan secara langsung dengan catatan akuntansi dan catatan lainnya yang mendasarinya yang digunakan untuk menyusun laporan keuangan konsolidasian.

42. Supplementary Financial Information on the Consolidated Financial Statements

The accompanying financial information of the Company (the parent entity), which consist of the statements of financial position as of December 31, 2022 and 2021, as well as the statements of profit or loss and other comprehensive income, statements of changes in equity and cash flows for the years ended December 31, 2022 and 2021 (collectively referred to as the Financial Information of Parent Entity) are presented as additional information to the consolidated financial report, presented for purposes of additional analysis and is not part of the consolidated financial statements required by the Financial Accounting Standards in Indonesia. Financial Information of Parent Entity is the responsibility of management as well as resulting from and are directly related to the accounting records and other records used to compile the underlying consolidated financial statements.

43. Standar Akuntansi dan Interpretasi Standar yang Telah Disahkan Namun Belum Berlaku Efektif

DSAK-IAI telah menerbitkan beberapa standar baru, amandemen dan penyesuaian atas standar, serta interpretasi atas standar namun belum berlaku efektif untuk periode yang dimulai pada 1 Januari 2022.

- Amendemen PSAK 1: “Penyajian Laporan Keuangan” tentang pengungkapan kebijakan akuntansi yang mengubah istilah “signifikan” menjadi “material” dan memberi penjelasan mengenai kebijakan akuntansi material”;
- Amendemen PSAK 1: “Penyajian Laporan Keuangan” tentang klasifikasi liabilitas;
- Amendemen PSAK 25: “Kebijakan Akuntansi, Perubahan Estimasi Akuntansi, dan Kesalahan” tentang definisi “estimasi akuntansi” dan penjelasannya;
- Amendemen PSAK 16: “Aset Tetap” tentang hasil sebelum penggunaan yang diintensikan;
- Amendemen PSAK 46: “Pajak Penghasilan” tentang Pajak Tangguhan terkait Aset dan Liabilitas yang timbul dari Transaksi Tunggal yang diadopsi dari Amendemen IAS 12 *Income Taxes tentang Deferred Tax related to Assets and Liabilities arising from a Single Transaction.*

43. New Accounting Standard and Interpretation of Standard which Has Issued but Not Yet Effective

DSAK-IAI has issued several new standards, amendments and improvement to standards, and interpretations of the standards but not yet effective for the period beginning on January 1, 2022.

- *Amendment of SFAS 1: “Presentation of Financial Statements” regarding disclosure of accounting policies that change the term "significant" to "material" and provide explanations of material accounting policies”;*
- *Amendment of SFAS 1: “Presentation of Financial Statements” regarding classification of liabilities;*
- *Amendment of SFAS 25: “Accounting Policies, Changes in Accounting Estimates, and Errors” regarding the definition of “accounting estimates” and their explanations;*
- *Amendment of SFAS 16: “Fixed Assets” regarding proceeds before intended use;*
- *Amendment of SFAS 46: "Income Tax" on Deferred Tax related to Assets and Liabilities arising from a Single Transaction which adopted from Amended IAS 12 Income Taxes on Deferred Tax related to Assets and Liabilities arising from a Single Transaction*

43. Standar Akuntansi dan Interpretasi Standar yang Telah Disahkan Namun Belum Berlaku Efektif (Lanjutan)

Standar tersebut akan berlaku efektif pada 1 Januari 2023 dan penerapan dini diperbolehkan.
- Amandemen PSAK 1 : "Penyajian Laporan Keuangan" terkait liabilitas jangka panjang dengan konven; dan
- Amandemen PSAK 73: "Sewa" terkait liabilitas sewa pada transaksi jual dan sewa-balik."

Standar tersebut akan berlaku efektif pada 1 Januari 2024 dan penerapan dini diperbolehkan.
- PSAK 74: "Kontrak Asuransi"; dan
- Amendemen PSAK 74: "Kontrak Asuransi" terkait Penerapan Awal PSAK 74 dan PSAK 71 - Informasi Komparatif.

Standar tersebut akan berlaku efektif pada 1 Januari 2025.

Pada saat penerbitan laporan keuangan konsolidasian, Grup masih mempelajari dampak yang mungkin timbul dari penerapan standar baru dan revisi tersebut serta pengaruhnya pada laporan keuangan konsolidasian Grup.

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43. New Accounting Standard and Interpretation of Standard which Has Issued but Not Yet Effective (Continued)

The standard will become effective on January 1, 2023 and early adoption is permitted.
- *Amendments to PSAK 1: "Presentation of Financial Statements" related to long-term liabilities with conventions; and*
- *Amendments to PSAK 73: "Lease" related to lease liabilities in sale and leaseback transactions."*

Amendment and improvement to standards which effective for periods beginning on or after January 1, 2023, with early adoption is permitted, are as follows:
- *SFAS 74: "Insurance Contract"; and*
- *Amendment of SFAS 74: "Insurance Contract" regarding Initial Application of SFAS 74 and SFAS 71 - Comparative Information.*

The standard will become effective on January 1, 2025.

As at the authorisation date of these consolidated financial statements, the Group is still evaluating the potential impact of these new and revised standards to the Group's consolidated financial statements.

44. Informasi Tambahan Untuk Laporan Arus Kas

Perubahan aset yang timbul dari aktivitas investasi:

44. Additional Information for the Cash Flow Statement

Changes in assets arising from investing activities:

	1 Januari 2022/ *January 1, 2022*	Arus Kas/ *Cash Flow*	Non-Arus kas/ *Non-Cash Flow*	31 Desember 2022/ *December 31, 2022*	
Pembelian aset tetap	624.187.313.828	4.688.757.532	42.846.997.247	671.723.068.607	*Purchase of fixed assets*

	1 Januari 2021/ *January 1,2021*	Arus Kas/ *Cash Flow*	Non-Arus kas/ *Non-Cash Flow*	31 Desember 2021/ *December 31, 2021*	
Pembelian aset tetap	619.238.099.778	8.638.760.203	(3.689.546.153)	624.187.313.828	*Purchase of fixed assets*

Pada 31 Desember 2022, Pembelian aset tetap yang tidak mempengaruhi arus kas sebesar Rp42.846.997.247 terdiri dari :

1. Revaluasi nilai aset tetap sebesar Rp43.288.125.341.
2. Reklasifikasi aset tetap ke aset non keuangan lainnya sebesar Rp6.229.858.036.
3. Pembelian aset tetap yang masih terutang sebesar Rp5.788.729.942.

As of December 31, 2022, Purchases of fixed assets that do not affect cash flows amounting to IDR 42,846,997,247 consist of:

1. *Revaluation of the value of fixed assets of Rp43,288,125,341.*
2. *Reclassification of fixed assets to other non-financial assets of Rp6,229,858,036.*
3. *Purchase of fixed assets that are still payable in the amount of Rp5,788,729,942.*

45. Penyelesaian Laporan Keuangan Konsolidasian

Manajemen Perusahaan bertanggung jawab atas penyusunan laporan keuangan konsolidasian terlampir yang diselesaikan dan setuju untuk diterbitkan pada tanggal 6 Maret 2023.

45. Completion of the Consolidated Financial Statement

The Management of the Company is responsible for the preparation of these consolidated financial statements that were completed and is authorized for issuance on March 6, 2023.

LAMPIRAN 1 | ***ATTACHMENT 1***

PT REASURANSI INDONESIA UTAMA (PERSERO) (INDUK) | ***PT REASURANSI INDONESIA UTAMA (PERSERO) (PARENT)***

LAPORAN POSISI KEUANGAN | ***STATEMENTS OF FINANCIAL POSITION***

Untuk Tahun-tahun yang berakhir Pada Tanggal 31 Desember 2022 dan 2021 (Dalam Rupiah Penuh)

For the Years Then Ended December 31, 2022 and 2021 (In Full Rupiah)

	2022 Rp	2021 Rp	
ASET			***ASSETS***
Kas dan setara kas	31.477.474.389	46.538.873.039	*Cash and cash equivalents*
Investasi	5.185.241.788.311	5.194.994.780.505	*Investment*
Penyertaan anak usaha	875.259.546.068	850.893.879.395	*Subsidiary's Equity*
Piutang reasuransi - bersih	720.120.801.718	783.823.740.322	*Reinsurance receivables - net*
Piutang retrosesi - bersih	563.847.061.209	452.146.444.788	*Retrocession receivables - net*
Aset reasuransi/ retrosesi	2.074.106.914.077	1.813.715.560.558	*Reinsurance assets/ retrocession*
Aset keuangan lain	466.135.812.001	464.772.079.651	*Others financial assets*
Aset tetap - bersih	450.993.376.627	426.284.710.050	*Fixed assets - net*
Piutang pegawai	6.920.380.699	7.649.529.372	*Employee receivables*
Pajak dibayar dimuka	--	120.841.588.059	*Prepaid Tax*
Aset non keuangan lain	40.651.625.890	44.297.749.526	*Other non financial assets*
Aset pajak tangguhan - bersih	115.858.716.108	95.318.442.301	*Deferred tax assets - net*
JUMLAH ASET	**10.530.613.497.097**	**10.301.277.377.566**	***TOTAL ASSETS***
LIABILITAS DAN EKUITAS			***LIABILITIES AND EQUITY***
LIABILITAS			***LIABILITIES***
Utang reasuransi	628.913.659.770	819.280.463.834	*Reinsurance payables*
Utang retrosesi	838.566.382.037	973.125.217.669	*Retrocession payables*
Liabilitas kontrak asuransi	5.789.675.034.559	5.070.673.462.210	*Insurance contract liabilities*
Utang pajak	88.028.825.095	21.277.782.449	*Taxes payable*
Biaya yang masih harus dibayar	18.377.770.214	19.397.048.060	*Accrued expenses*
Utang jasa produksi	18.000.000.000	12.750.000.000	*Employees' performance incentives*
Utang lancar lainnya	33.568.570.532	10.121.033.018	*Others current liablities*
Pinjaman rekening dana investasi	331.585.566.116	338.352.618.486	*Investmeent fund loan*
Liabilitas imbalan pascakerja	101.005.357.129	113.014.580.214	*Post-employement benefits*
Obligasi wajib konversi			*Mandatory convertible bonds*
- komponen liabilitas	115.165.907.478	169.925.220.954	*liabilities component -*
JUMLAH LIABILITAS	**7.962.887.072.930**	**7.547.917.426.894**	***TOTAL LIABILITIES***
EKUITAS			***EQUITY***
Modal saham - nilai nominal			*Share capital - par value*
Rp1.000.000 per saham			*per share of Rp1,000,000*
Modal dasar - 1.200.000 saham			*Authorized of 1,200,000 shares*
Modal ditempatkan dan			*Issued and fully paid-up*
disetor penuh 878.358 saham	878.358.000.000	878.358.000.000	*of 878,358 shares*
Tambahan modal disetor	269.750.937	269.750.937	*Additional paid-in capital*
Komponen ekuitas lainnya			*Other equity component*
Obligasi wajib konversi	784.834.092.522	730.074.779.046	*Mandatory convertible bond*
Penurunan penyisihan ujroh	(5.938.772.919)	(7.671.310.727)	*Decrease in ujrah reserves*
Saldo laba:			*Accumulated profit:*
Ditentukan penggunaannya	1.018.329.912.842	1.018.329.912.936	*Appropriated*
Belum ditentukan penggunaannya	(371.719.338.635)	(171.162.825.553)	*Unapproppriated*
Penghasilan komprehensif lainnya	263.592.779.421	305.161.644.033	*Other comprehensive income*
JUMLAH EKUITAS	**2.567.726.424.168**	**2.753.359.950.672**	***TOTAL EQUITY***
JUMLAH LIABILITAS DAN EKUITAS	**10.530.613.497.098**	**10.301.277.377.566**	***TOTAL LIABILITIES AND EQUITY***

LAMPIRAN 2 | ***ATTACHMENT 2***

PT REASURANSI INDONESIA UTAMA (PERSERO) (INDUK)
LAPORAN LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN
Untuk Tahun-tahun yang berakhir
Pada Tanggal 31 Desember 2022 dan 2021
(Dalam Rupiah Penuh)

PT REASURANSI INDONESIA UTAMA (PERSERO) (PARENT)
STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
For the Years Then Ended
December 31, 2022 and 2021
(In Full Rupiah)

	2022 Rp	2021 Rp	
PENDAPATAN UNDERWRITING			***UNDERWRITING INCOME***
Pendapatan reasuransi/premi			***Reinsurance/premium income***
Premi reasuransi bruto	6.044.554.138.940	5.976.841.790.103	*Reinsurance gross*
Premi retrosesi	(2.020.617.428.673)	(2.234.911.789.208)	*Retrocession premium*
Penurunan premi yang belum merupakan pendapatan	(22.497.716.997)	45.199.287.386	*Decrease in unearned premium reserve*
Pendapatan reasuransi/premi - bersih	4.001.438.993.271	3.787.129.288.281	*Reinsurance/premium income - net*
BEBAN UNDERWRITING			***UNDERWRITING EXPENSES***
Beban klaim			***Claims expense***
Klaim bruto	(3.775.222.385.665)	(4.235.295.432.509)	*Gross claims*
Klaim reasuransi keluar	1.238.885.490.011	1.300.301.431.154	*Reinsurance claims outward*
Kenaikan cadangan klaim	(436.112.501.836)	(333.053.621.126)	*Increase in claims reserve*
Beban klaim - bersih	(2.972.449.397.489)	(3.268.047.622.481)	*Claims expense - net*
Beban komisi - bersih	(1.004.283.399.611)	(964.360.473.984)	*Commission expense - net*
Pendapatan underwriting lainnya	87.322.539	238.656.810	*Other underwriting income*
Beban underwriting - bersih	(1.004.196.077.072)	(964.121.817.174)	*Underwriting expenses - net*
Hasil underwriting - bersih	**24.793.518.710**	**(445.040.151.374)**	***Underwriting income - net***
Hasil investasi - bersih	293.591.659.281	277.962.912.223	*Invesment income - net*
Beban usaha	(234.465.524.271)	(231.879.751.417)	*Operating expenses*
LABA USAHA	**83.919.653.720**	**(398.956.990.568)**	***PROFIT FROM OPERATIONS***
Beban lain-lain - bersih	(284.203.035.791)	(141.993.841.557)	*Other Expense - net*
Laba Anak Usaha	31.130.636.762	38.789.059.034	*Profit subsidiary*
Bunga obligasi wajib konversi	(63.000.000.000)	(63.000.000.000)	*Interest of mandatory convertible bond*
LABA SEBELUM PAJAK	**(232.152.745.309)**	**(565.161.773.091)**	***PROFIT BEFORE TAX***
Manfaat Pajak	15.835.945.509	47.304.066.870	*Tax Benefits*
LABA TAHUN BERJALAN	**(216.316.799.799)**	**(517.857.706.221)**	***INCOME FOR THE YEAR***
PENGHASILAN (BEBAN) KOMPREHENSIF LAIN			***OTHER COMPREHENSIVE***
Pos yang tidak akan direklasifikasi ke laba rugi			***Items that will not be reclassified to profit or loss***
Pengukuran kembali atas imbalan pascakerja	20.398.649.666	(6.961.598.552)	*Remeasurement on post-employement benefits*
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi	(4.638.363.027)	1.555.722.814	*Income tax related to Item that will not be reclassified to profit or loss*
	15.760.286.639	(5.405.875.738)	
(Kerugian) keuntungan yang berasal dari revaluasi aset tetap	43.288.125.341	--	*(Loss) gain from revaluation of fixed assets*
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi	(4.328.812.534)	--	*Income tax related to Item that will not be reclassified to profit or loss*
Pos yang akan direklasifikasi ke laba rugi			***Items that may be reclassified subsequently to profit or loss***
Keuntungan atas perubahan nilai wajar aset keuangan tersedia untuk dijual	(88.180.736.513)	(33.904.402.315)	*Gain from changes in fair value of available for sale financial assets*
Pajak penghasilan terkait pos yang akan direklasifikasi ke laba rugi	7.652.559.094	11.008.969.172	*Income tax related to item that may be reclassified to profit or loss*
	(80.528.177.419)	(22.895.433.143)	
Penghasilan komprehensif lain Tahun berjalan setelah pajak	(21.479.765.439)	(28.301.308.881)	*Others comprehensive income for the year after tax*
JUMLAH LABA (RUGI) KOMPREHENSIF TAHUN BERJALAN	**(237.796.565.238)**	**(546.159.015.102)**	***TOTAL COMPREHENSIVE INCOME FOR THE YEAR***

LAMPIRAN 3

PT REASURANSI INDONESIA UTAMA (PERSERO)
(INDUK)
LAPORAN PERUBAHAN EKUITAS
Untuk Tahun-tahun yang berakhir
Pada Tanggal 31 Desember 2022 dan 2021
(Dalam Rupiah Penuh)

ATTACHMENT 3

PT REASURANSI INDONESIA UTAMA (PERSERO)
(PARENT)
STATEMENTS OF CHANGES IN EQUITY
For the Years Then Ended
December 31, 2022 and 2021
(In Full Rupiah)

	Modal ditempatkan dan disetor penuh/ *Issued and fully paid capital stock*	Tambahan modal *disetor/ Additional paid in capital*	Ekuitas lainnya obligasi wajib konversi/ Other *equity - mandatory convertible bond*	Kenaikan (penurunan) penyisihan ujroh/ *Increase (decrease) in ujrah reserves*	Saldo laba/Retained earnings		Total saldo laba/ *Total retained earnings*	Penghasilan komprehensif lainnya/ *Other comprehensive income*		Total penghasilan komprehensif lainnya/ *Total other comprehensive income*	Total ekuitas/ *Total equity*
					Ditentukan penggunaannya/ *Appropriated*	Belum ditentukan penggunaannya *)/ *Unappropriated *)]*		Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual, bersih/ *Unrealized gain (loss) on available for sale securities, net*	Surplus revaluasi aset/ Surplus from *aset revaluation*		
	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp	Rp
Saldo per 31 Desember 2020/ Balance as of December 31, 2020	**878.358.000.000**	**269.750.937**	**861.919.817.535**	**(9.429.389.449)**	**1.018.329.912.842**	**352.100.756.484**	**1.370.430.669.326**	**58.322.191.408**	**269.734.885.767**	**328.057.077.175**	**3.429.605.925.524**
Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual - bersih/ *Unrealized gain (loss) on available for sale securities*	--	--	--	--	--	--	--	--	--	--	--
Laba rugi aktuarial imbalan pascakerja/ *Actuarial gain (loss) for post employment benefit*	--	--	--	--	--	(5.405.875.738)	(5.405.875.738)	(22.895.433.143)	--	(22.895.433.143)	(28.301.308.881)
Penyisihan Ujroh/ ujroh reserve	--	--	--	1.758.078.722	--	--	--	--	--	--	1.758.078.722
Obligasi Wajib Konversi/ *Mandatory Convertible Bond*	--	--	(131.845.038.489)	--	--	--	--	--	--	--	(131.845.038.489)
Laba bersih tahun berjalan/ Net profit for the current year	--	--	--	--	--	(517.857.706.221)	(517.857.706.221)	--	--	--	(517.857.706.221)
Saldo per 31 Desember 2021/ Balance as of December 31, 2021	**878.358.000.000**	**269.750.937**	**730.074.779.046**	**(7.671.310.727)**	**1.018.329.912.842**	**(171.162.825.475)**	**847.167.087.367**	**35.426.758.265**	**269.734.885.767**	**305.161.644.032**	**2.753.359.950.655**
Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual - bersih/ *Unrealized gain (loss) on available for sale securities*	--	--	--	--	--	--	--	--	--	--	--
Laba rugi aktuarial imbalan pascakerja/ *Actuarial gain (loss) for post employment benefit*	--	--	--	--	--	15.760.286.639	15.760.286.639	(80.528.177.419)	38.959.312.806,95	(41.568.864.612)	(25.808.577.973)
Penyisihan Ujroh/ ujroh reserve	--	--	--	1.732.537.808	--	--	--	--	--	--	1.732.537.808
Obligasi Wajib Konversi/ *Mandatory Convertible Bond*	--	--	54.759.313.476	--	--	--	--	--	--	--	54.759.313.476
Laba bersih tahun berjalan/ Net profit for the current year	--	--	--	--	--	(216.316.799.799)	(216.316.799.799)	--	--	--	(216.316.799.799)
Saldo per 31 Desember 2022/ Balance as of December 31, 2022	**878.358.000.000**	**269.750.937**	**784.834.092.522**	**(5.938.772.919)**	**1.018.329.912.842**	**(371.719.338.635)**	**646.610.574.207**	**(45.101.419.154)**	**308.694.198.574**	**263.592.779.420**	**2.567.726.424.167**

LAMPIRAN 4 | ***ATTACHMENT 4***

PT REASURANSI INDONESIA UTAMA (PERSERO) (INDUK) | ***PT REASURANSI INDONESIA UTAMA (PERSERO) (PARENT)***

LAPORAN ARUS KAS | ***STATEMENTS OF CASH FLOWS***

Untuk Tahun-tahun yang berakhir | *For the Years Then Ended*

Pada Tanggal 31 Desember 2022 dan 2021 | *December 31, 2022 and 2021*

(Dalam Rupiah Penuh) | *(In Full Rupiah)*

	2022 Rp	2021 Rp	
ARUS KAS DARI AKTIVITAS OPERASI			***CASH FLOWS FROM OPERATING ACTIVITIES***
Penerimaan premi reasuransi	5.368.601.989.993	4.575.500.620.859	*Receipts from reinsurance*
Penerimaan klaim retrosesi	970.584.119.362	533.157.475.573	*Receipts from retrocession*
Pembayaran premi retrosesi	(1.810.796.371.435)	(1.189.692.579.039)	*Payment for retrocession*
Pembayaran klaim reasuransi	(4.406.072.578.293)	(3.653.136.505.525)	*Payment for reinsurance*
Pembayaran beban usaha	(172.044.635.043)	(188.018.397.106)	*Payment for operating expenses*
Pembayaran pajak	(126.508.688.341)	(671.276.529)	*Payment for tax*
Penerimaan (beban) lain-lain	(3.542.328.393)	(9.535.392.102)	*Others receipt (payment)*
Kas neto yang diperoleh dari aktivitas operasi	**(179.778.492.150)**	**67.603.946.131**	***Net cash flows provided by operating activities***
ARUS KAS DARI AKTIVITAS INVESTASI			***CASH FLOWS FROM INVESTING ACTIVITIES***
Penerimaan hasil investasi	221.707.621.980	270.611.272.255	*Receipt from investment*
Penempatan investasi	(21.351.281.786.969)	(24.245.632.171.946)	*Placement of investment*
Pencairan investasi	21.349.593.185.180	23.964.659.468.798	*Redeem of invesment*
Pembelian aset tetap	(2.425.219.196)	(4.135.252.542)	*Purchase of fixed assets*
Pembelian aset non keuangan lain	--	(2.512.075.807)	*Purchase of other non financial assets*
Kas neto yang (digunakan untuk) diperoleh dari aktivitas investasi	**217.593.800.995**	**(17.008.759.242)**	***Net cash flows (used in) provided by investing activities***
ARUS KAS DARI AKTIVITAS PENDANAAN			***CASH FLOWS FROM FINANCING ACTIVITIES***
Penerimaan Deviden	2.200.950.076	3.566.696.010	*Dividend receipt*
Pembayaran Utang Bunga OWK	--	(19.125.000.000)	*MCB interest payable payment*
Pembayaran bunga OWK	(48.310.605.201)	(63.000.000.000)	*MCB interest payment*
Pembayaran bunga pinjaman rekening dana Investasi - nonpokok	(6.767.052.370)	--	*Interest payment of investment fund loan - non principal*
Kas neto yang digunakan untuk aktivitas pendanaan	**(52.876.707.495)**	**(78.558.303.990)**	***Net cash flows used in financing activities***
Kenaikan (penurunan) neto kas dan setara kas	**(15.061.398.650)**	**(27.963.117.101)**	***Net increase (decrease) in cash and cash equivalents***
Kas dan setara kas awal tahun	**46.538.873.039**	**74.501.990.140**	***Cash and cash equivalents at beginning of the year***
Kas dan setara kas akhir tahun	**31.477.474.389**	**46.538.873.039**	***Cash and cash equivalents at end of the year***

PT REASURANSI INDONESIA UTAMA (PERSERO) (INDUK)
PENGUNGKAPAN LAINNYA
Untuk Tahun-tahun yang berakhir
Pada Tanggal 31 Desember 2022 dan 2021
(Dalam Rupiah Penuh)

PT REASURANSI INDONESIA UTAMA (PERSERO) (PARENT)
OTHER DISCLOSURE
For the Years Then Ended
December 31, 2022 and 2021
(In Full Rupiah

1. Laporan Keuangan Tersendiri

1. Separate Financial Statements

Laporan posisi keuangan, laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas dan laporan arus kas entitas induk adalah laporan keuangan tersendiri yang merupakan informasi tambahan atas laporan keuangan konsolidasian

Statements of financial position, statements of profit or loss and other comprehensive income, changes in equity and cash flows of the parent entity is a separate financial statements which represents additional information to the consolidated financial statements.

2. Daftar Investasi pada Entitas Anak

2. Schedule of Investment in Subsidiaries

Entitas anak/ *Subsidiaries*	Domisili/ *Domicile*	Domisili utama/ *Main domicile*	Jenis usaha/ *Business type*	Tahun operasi komersial/ *Start of commercial operation*	Persentase kepemilikan langsung/ *Direct ownership percentage*	
					2022 %	2021 %
Entitas anak yang dikonsolidasi secara langsung/ *Directly consolidated subsidiaries*						
PT Asuransi ASEI Indonesia	Jakarta	Jakarta	Asuransi/ *Insurance*	2014	99,9980	99,9980
PT Reasuransi Syariah Indonesia	Jakarta	Jakarta	Reasuransi syariah/ *Sharia reinsurance*	2016	99,9975	99,9975

3. Metode Pencatatan Investasi

3. Method of Investment Recording

Investasi pada entitas anak sebagaimana disebutkan dalam laporan keuangan entitas induk dicatat menggunakan metode ekuitas.

Investment in subsidiaries mentioned in the financial statements of parent entity is recorded using equity method.

Hasil investasi yang dicatat dalam laporan laba rugi entitas induk merupakan penjumlahan hasil investasi yang dicatat oleh entitas induk ditambah dengan laba rugi bersih entitas anak, dengan rincian sebagai berikut:

Investment income recorded in the parent entity's statement of profit or loss is the sum of the investment income recorded by the parent added by net income (loss) of the subsidiary, with details as follows:

	2022 Rp	2021 Rp	
Hasil investasi - Entitas induk	293.591.659.281	277.962.912.223	*Investment income - Parent entity*
Laba bersih - PT Asuransi ASEI Indonesia	13.583.061.258	16.779.558.225	*Net profit - PT Asuransi ASEI Indonesia*
Laba bersih - PT Reasuransi Syariah Indonesia	17.547.575.504	22.009.500.808	*Net profit - PT Reasuransi Syariah Indonesia*
Hasil investasi - bersih	**324.722.296.043**	**314.441.308.732**	***Investment Income - Net***

4. Laba (Rugi) Entitas

4. Profit (Loss) Entity

Sesuai Catatan 3 (Lampiran 5), maka laba (rugi) entitas induk merupakan penjumlahan laba (rugi) entitas induk yang dicatat oleh entitas induk ditambah dengan laba (rugi) bersih entitas anak, dengan rincian sebagai berikut:

In accordance with Note 3 (Attachment 5), profit (loss) of parent entity is the sum of the parent Company's profit (loss) recorded by the parent added by net income (loss) of the subsidiary, with details as follows:

	2022 Rp	2021 Rp	
(Rugi) laba bersih - Entitas induk	(247.447.436.563)	(556.646.765.255)	*(Loss) profit net - Parent entity*
Laba bersih - PT Asuransi ASEI Indonesia	13.583.332.925	16.779.558.226	*Net profit - PT Asuransi ASEI Indonesia*
Laba bersih - PT Reasuransi Syariah Indonesia	17.548.014.204	22.009.500.808	*Net profit - PT Reasuransi Syariah Indonesia*
Laba tahun berjalan - Entitas induk	**(216.316.089.434)**	**(517.857.706.221)**	***Profit for the year - Parent entity***

Laporan Tahunan
Annual Report
2022

Recover, Rebound & Resilience

Bangkit untuk Tumbuh dan menjadi Lebih Tangguh

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