

RESILIENCE TODAY, INNOVATION FOR SUSTAINABLE GROWTH

2024

Laporan Tahunan
Annual Report

PT REASURANSI INDONESIA UTAMA (PERSERO)

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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, dan Peraturan Menteri Badan Usaha Milik Negara Nomor Per-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara serta peraturan perundang-undangan lain yang relevan.

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.

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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 and Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 on Governance Guidelines and Significant Corporate Activities of State-Owned Enterprises and any relevant regulations.

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>.



RESILIENCE TODAY, INNOVATION FOR SUSTAINABLE GROWTH

Tema “Resilience Today, Innovation for Sustainable Growth” menggambarkan strategi Perseroan dalam menjaga ketangguhan operasional sambil mendorong inovasi untuk menciptakan pertumbuhan berkelanjutan. Kinerja solid di tahun 2024 menunjukkan kemampuan untuk beradaptasi menghadapi tantangan industri melalui pengelolaan risiko yang cermat dan penerapan strategi yang inovatif. Resiliensi yang kuat menjadi landasan untuk mendorong efisiensi operasional dan memaksimalkan potensi pertumbuhan, menciptakan nilai jangka panjang bagi pemangku kepentingan.

Dalam perjalanan transformasinya, Perseroan terus memperkuat peran strategis sebagai mitra terpercaya dalam industri asuransi nasional. Selaras dengan tujuan RJPP yaitu “menjadi perusahaan reasuransi kelas dunia yang menyediakan solusi reasuransi yang menyeluruh untuk bangsa,” inovasi menjadi kunci dalam mengembangkan produk dan layanan yang relevan dengan kebutuhan pasar. Dengan pendekatan ini, Perseroan berkomitmen untuk mendukung pertumbuhan industri asuransi nasional yang berkelanjutan dan berdaya saing global.

The theme “Resilience Today, Innovation for Sustainable Growth” effectively captures the Company’s strategic approach, which is to maintain operational resilience while driving innovation to achieve sustainable growth. The strong performance in 2024 highlights the Company’s ability to successfully navigate industry challenges by employing prudent risk management and innovative strategies. Operational resilience provides a solid foundation for efficiency improvements and growth maximization, ultimately creating sustainable long-term value for stakeholders.

Throughout its transformation journey, the Company continually strengthened its strategic position as a trusted partner within the national insurance industry. In line with the Corporate Long-Term Plan (RJPP) objective of “becoming a world-class reinsurance company that provides comprehensive reinsurance solutions for the nation,” innovation remains central to market-driven product and service development. With this proactive approach and stance, the Company is fulfilling its commitment to supporting a sustainable, globally competitive insurance industry.

DAFTAR ISI

TABLE OF CONTENTS

RESILIENCE TODAY, INNOVATION FOR SUSTAINABLE GROWTH

1

01

IKHTISAR KINERJA PERFORMANCE OVERVIEW

Kilas Kinerja 2024 2024 Performance Highlights	6
Ikhtisar Keuangan Financial Highlights	10
Ikhtisar Saham Share Highlights	16
Aksi Korporasi Corporate Actions	16
Ikhtisar Efek Lainnya Other Securities Highlights	16
Peristiwa Penting 2024 2024 Event Highlights	17
Penghargaan dan Sertifikasi Awards and Certifications	20

02

LAPORAN MANAJEMEN MANAGEMENT REPORT

Laporan Dewan Komisaris Board of Commissioners' Report	24
Laporan Direksi Board of Directors' Report	32
Surat Pernyataan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Tahunan 2024 PT Reasuransi Indonesia Utama (Persero) Statement of the Members of the Board of Commissioners on the Responsibility for the 2024 Annual Report of PT Reasuransi Indonesia Utama (Persero)	52
Surat Pernyataan Anggota Direksi tentang Tanggung Jawab atas Laporan Tahunan 2024 PT Reasuransi Indonesia Utama (Persero) Statement of the Members of the Board of Directors on the Responsibility for the 2024 Annual Report of PT Reasuransi Indonesia Utama (Persero)	53

03

PROFIL PERUSAHAAN COMPANY PROFILE

Profil Perusahaan Company Profile	56
Sejarah Singkat Perusahaan Company's Brief History	58
Makna Logo Perusahaan Meaning of Company Logo	60
Bidang Usaha Perusahaan Line of Business	61
Produk, Jasa, dan Target Pasar Product, Service, and Target Market	62
Keanggotaan dalam Asosiasi Membership in Association	69
Struktur Organisasi Organization Structure	70
Visi dan Misi Vision and Mission	72
Budaya Perusahaan Corporate Culture	73
Nilai-Nilai Perusahaan Corporate Values	74
Budaya Kerja Karyawan Employee Work Culture	75
Demografi Karyawan Employee Demographics	76
Profil Dewan Komisaris The Board of Commissioners' Profile	78
Profil Direksi The Board of Directors Profile	83
Profil Anggota Komite Profile of Committee Members	88
Profil Pejabat Eksekutif Profile of Executive Management	92
Struktur dan Komposisi Pemegang Saham Structure and Shareholder Composition	95
Entitas Anak dan Asosiasi Subsidiaries and Associates	97
Struktur Grup Perusahaan Corporate Group Structure	99
Kantor Akuntan Publik Public Accounting Firm	100
Lembaga dan Profesi Penunjang Pasar Modal Capital Market Supporting Institutions and Professions	103
Situs Perusahaan Corporate Website	104

04

ANALISIS DAN PEMBAHASAN MANAJEMEN MANAGEMENT DISCUSSION AND ANALYSIS

Tinjauan Ekonomi dan Industri Economic and Industrial Overview	108
Tinjauan Operasional Operational Overview	110
Tinjauan Operasi Per Segmen Usaha Review of Operations by Business Segment	112
Reasuransi Jiwa Life Reinsurance	114
Reasuransi Umum General Reinsurance	116
Profitabilitas per Segmen Usaha Profitability per Business Segment	129
Tinjauan Kinerja Keuangan Financial Performance Overview	132
Posisi Keuangan Financial Position	132
Aset Assets	133
Liabilitas Liabilities	135
Ekuitas Equity	137
Laporan Laba (Rugi) dan Penghasilan Komprehensif Lain Statements of Profit (Loss) and Other Comprehensive Income	139
Arus Kas Cash Flows	142
Rasio Keuangan Utama Key Financial Ratios	143
Kemampuan Membayar Utang Ability to Pay Debts	144
Tingkat Kesehatan Perusahaan Company Soundness Level	144
Struktur Modal dan Kebijakan Struktur Modal Capital Structure and Capital Structure Policies	145
Ikatan Material untuk Investasi Barang Modal Material Commitments for Capital Goods Investments	145
Investasi Barang Modal yang Direalisasikan pada Tahun Buku 2024 Realization of Capital Goods Investments in The Fiscal Year 2024	146

Informasi dan Fakta Material yang Terjadi Setelah Tanggal Laporan Akuntan Material Information and Facts Subsequent to the Date of Accountant Report	146
Perbandingan Target dan Realisasi Comparison of Target and Realization	146
Prospek Usaha Business Prospects	147
Aspek Pemasaran Marketing Aspects	151
Kebijakan dan Pembagian Dividen Dividend Policy and Distribution	155
Kontribusi kepada Negara Contribution to The Country	155
Realisasi Penggunaan Dana Hasil Penawaran Umum Realization of The Use of Public Offering Proceeds	156
Program Kepemilikan Saham oleh Karyawan dan/atau Manajemen (ESOP/MSOP) Employees and/or Management Share Ownership Program (ESOP/MSOP)	156
Informasi Material mengenai Investasi, Ekspansi, Divestasi. Penggabungan/Peleburan Usaha, Akuisisi, Restrukturisasi Utang/Modal Material Information on Investments, Expansions, Divestments, Business Mergers/Consolidations, Acquisitions, Debt/Capital Restructuring	156
Informasi Transaksi Material yang Mengandung Benturan Kepentingan dan/atau Transaksi dengan Pihak Afiliasi Information on Material Transactions with Conflicts of Interest and/or Transactions with Affiliated Parties	157
Perubahan Ketentuan Peraturan Perundang-Undangan Changes in Requirements of Laws and Regulations	158
Perubahan Kebijakan Akuntansi Changes in Accounting Policies	158

05

TINJAUAN PENUNJANG BISNIS BUSINESS SUPPORT REVIEW

Sumber Daya Manusia Human Capital	162
Teknologi Informasi Information Technology	178

06

TATA KELOLA PERUSAHAAN CORPORATE GOVERNANCE

Komitmen Penerapan Tata Kelola Perusahaan Commitment to The Implementation of Corporate Governance	204
Rapat Umum Pemegang Saham (RUPS) General Meeting of Shareholders (GMS)	217
Dewan Komisaris Board of Commissioners	227
Komisaris Independen Independent Commissioner	243
Direksi Board of Directors	245
Hubungan Kerja Dewan Komisaris dan Direksi Working Relationship of The Board of Commissioners and Directors	259
Keberagaman Komposisi Dewan Komisaris dan Direksi Diversity in The Composition of The Board of Commissioners and The Board of Directors	270
Penilaian Kinerja Dewan Komisaris dan Direksi Performance Assessment of The Board of Commissioners and The Board of Directors	275
Komite-Komite Di Bawah Dewan Komisaris Committees Under The Board of Commissioners	276
Sekretaris Perusahaan Corporate Secretary	306
Unit Audit Internal Internal Audit Unit	311
Fungsi Kepatuhan Compliance Function	318
Program Anti Pencucian Uang, Pencegahan Pendanaan Terorisme, dan Pencegahan Pendanaan Proliferasi Senjata Pemusnah Massal Anti-Money Laundering, Countering The Financing of Terrorism, and Preventing The Proliferation of Weapons of Mass Destruction Program	320

Sistem Pengendalian Internal Internal Control System	321
Sistem Manajemen Risiko Risk Management System	324
Divisi Legal, Compliance & Risk Management Legal, Compliance & Risk Management Division	334
Kode Etik Code of Ethics	336
Sistem Pelaporan Pelanggaran Whistleblowing System	338
Kebijakan Antikorupsi Anti-Corruption Policy	344
Kebijakan Gratifikasi Gratification Policy	346
Pengelolaan LHKPN LHKPN Management	351
Transparansi Kondisi Keuangan dan Non-Keuangan Transparency of Financial and Non-Financial Conditions	352
Informasi Penggunaan Tambahan Penyertaan Modal Negara Information of The Use of Additional State Equity Participation	353
Pelaksanaan Proyek Strategis Nasional/Penugasan Lain Implementation of National Strategic Projects/Other Assignments	353
Evaluasi Rencana Jangka Panjang Perusahaan Evaluation of The Company's Long-Term Plan	353

07

TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

08

LAPORAN KEUANGAN FINANCIAL STATEMENTS



IKHTISAR KINERJA

PERFORMANCE OVERVIEW



GUNUNG BROMO

Gunung Bromo, dalam lanskap yang megah dan abadi, merepresentasikan resiliensi, inovasi, dan pertumbuhan berkelanjutan—nilai yang jadi intisari strategi Perseroan.

Mount Bromo, in its majestic and timeless landscape, represents resilience, innovation, and sustainable growth—values that are at the core of the Company's strategy.

KILAS KINERJA 2024

2024 PERFORMANCE HIGHLIGHTS



Pencapaian kinerja tahun 2024 yang baik, sebagai bagian dari penguatan transformasi yang dijalankan, akan menjadi fondasi penting untuk mendukung kinerja berkelanjutan Perusahaan di masa depan.

The strong results delivered in 2024 as part of strengthening the transformation currently underway will lay a foundation for the Company's sustainable performance in the future.

12 STRATEGI UNGGULAN

Sebagai upaya mencapai target yang direncanakan pada tahun 2024, Perusahaan telah menetapkan 12 strategi unggulan sebagai berikut:

1. Penerapan *underwriting excellence*, termasuk *underwriting guideline* dan *delegation of authority* dalam format digital, *4-eye principle*, *risk engineering* dan penguatan kapabilitas analisa klaim untuk mencapai portofolio risiko yang berkualitas tinggi
2. *Robust pricing capability* melalui *actuarial-based pricing guideline*, *reliable pricing tools*, *pricing tools* untuk produk *critical illness* serta penerapan *dynamic pricing*
3. Pengembangan produk-produk asuransi jiwa unggulan, berkolaborasi dengan *cedant-cedant* terpilih
4. Peningkatan kapabilitas manajemen portofolio, antara lain melalui aplikasi *dashboard* dan laporan (*reporting*) digital, *accumulation management* (pengelolaan akumulasi risiko) serta penerapan *dynamic financial analysis* e.q. *remetrica*

12 KEY STRATEGIES

To deliver against its planned target for 2024, the Company has set the following 12 key strategies:

1. The application of *underwriting excellence*, including *underwriting guidelines* and *delegation of authority* in digital format, the *4-eye principle*, *risk engineering*, and strengthening claim analysis capabilities to achieve a high-quality risk portfolio
2. *Robust pricing capability* through *actuarial-based pricing guidelines*, *reliable pricing tools*, *pricing tools* for *critical illness* products, and the adoption of *dynamic pricing*
3. The development of leading life insurance products in collaboration with selected *cedants*
4. Improvements in portfolio management capabilities through, e.g., digital *dashboard* and reporting applications, *accumulation management*, and the implementation of *dynamic financial analysis*, e.q. *remetrica*

5. Penguatan fungsi *client management* melalui pemantapan *client segmentation* dan *Client 360* – ketersediaan *database* yang transparan dan mudah diakses untuk meningkatkan efektivitas *services* kepada *ceding companies*
6. Digitalisasi proses bisnis dan pelaporan, antara lain melalui platform untuk transaksi fakultatif, administrasi *treaty* serta pelaporan dan konfirmasi klaim *cash call* reasuransi umum, peningkatan SARJ (Sistem Administrasi Reasuransi Jiwa) dan SARK (Sistem Administrasi Reasuransi Kesehatan), Power BI *Dashboard*, *host to host* dan Minsclub
7. Penyesuaian tingkat retensi untuk berbagai jenis pertanggungan
8. Pengelolaan investasi yang aktif dengan risiko yang terukur dengan mengacu pada prinsip-prinsip: *prudent*, *compliance*, *risk based investment*, *portfolio optimization*, *sustainable investing* dan selaras dengan ketentuan yang berlaku
9. Implementasi PSAK 109 dan PSAK 117
10. Untuk perusahaan anak: Penguatan ekosistem asuransi perdagangan dengan institusi pendukung ekspor di PT Asuransi Asei Indonesia dan *sustainability* dana *tabarru* serta dana Perusahaan
11. Implementasi *talent management*, *career path*, serta *agile organization structure*; dan
12. *Knowledge based profit center* melalui revitalisasi Indonesia Re Institute sebagai *learning center* bagi industri asuransi dan keuangan.

Inovasi yang Berkesinambungan

Sebagai bagian dari penguatan transformasi pada tahun 2024, Indonesia Re terus melakukan inovasi. Di antara strategi inisiatif di bidang operasional yang telah dilakukan oleh Perusahaan adalah:

- Pengembangan RIU Connect 2, sebuah aplikasi transformatif yang dirancang untuk merevolusi operasi bisnis dan menjadi sistem inti Perusahaan. Aplikasi ini meningkatkan efisiensi internal dengan automasi proses-proses kunci serta menyediakan data yang lebih akurat dan *real-time*, termasuk menjadi platform layanan yang inovatif. Selain itu, RIU Connect 2 turut mendukung transparansi transaksi antara Perusahaan dengan *ceding companies*.
- Penerapan *reporting basis* pada *non-life treaty*, yang dilakukan untuk mendukung implementasi PSAK 117. Data ini juga dapat digunakan untuk melakukan analisa dan kontrol atas akumulasi eksposur Perusahaan terhadap suatu risiko.
- Perbaikan portofolio yang dilakukan sejak tahun lalu memberikan dampak positif terhadap hasil *underwriting* bersih.
- Digitalisasi *underwriting* melalui implementasi *Underwriting Center & Risk Engineering* (UCRE) *Dashboard*, platform yang dirancang untuk menyederhanakan akses ke digital *integrated underwriting guideline*, sebuah pedoman *underwriting*

5. More robust client management function by strengthening client segmentation and Client 360 – the availability of a transparent and easy-to-access database to increase the effectiveness of services to ceding companies
6. Business process and reporting digitization for example through platforms for facultative transactions, treaty administration and reporting and confirmation of general reinsurance cash call claims, improvement of SARJ (Life Reinsurance Administration System) and SARK (Health Reinsurance Administration System), Power BI Dashboard, host to host and Minsclub
7. The adjustment of retention levels for different types of coverage
8. Active investment management with measurable risk using the principles of prudent, compliance, risk-based investment, portfolio optimization, sustainable investing, and in line with applicable provisions
9. The implementation of PSAK 109 dan PSAK 117
10. For subsidiaries: Building a stronger trade insurance ecosystem with export support institutions at PT Asuransi Asei Indonesia and sustainability of tabarru funds and Company funds
11. The implementation of talent management, career path, and agile organization structure; and
12. Knowledge-based profit center through the revitalization of the Indonesia Re Institute as a learning center for the insurance and financial industry.

Continuous Innovation

As part of strengthening the transformation in 2024, Indonesia Re continued to innovate. Here are some of the Company's strategic initiatives made in the operational field:

- The development of RIU Connect 2, a transformative application designed as the Company's core system to revolutionize business operations. innovative service platform Projected also as an innovative service platform, this application improves internal efficiency since it automates key processes and provides more accurate and real-time data. In addition, RIU Connect 2 also supports transparency of transactions between the Company and ceding companies.
- The implementation of a reporting basis on a non-life treaty run to support the implementation of PSAK 117. This data can also be used to analyze and control the Company's accumulated exposure to a risk.
- Portfolio improvements made since last year have had a positive impact on net underwriting results.
- The digitalization of underwriting through the implementation of Underwriting Center& Risk Engineering (UCRE) Dashboard, a platform designed to simplify access to the digitally integrated underwriting guideline, a digitally integrated underwriting guideline. The digitalization will

yang terintegrasi secara digital. Para pengguna dapat mengakses informasi yang akurat dan terkini dengan lebih mudah dan cepat, menghilangkan kebutuhan terhadap dokumen fisik yang memakan waktu. UCRE Dashboard juga menyediakan *digital delegation authority*, yang memungkinkan proses persetujuan dan pengambilan keputusan dilakukan secara *digital*.

- Penerapan *Standard Operating Procedures* (SOP) yang lebih modern dan adaptif. SOP ini dirancang untuk mengoptimalkan alur kerja, mengurangi risiko kesalahan, dan meningkatkan kualitas layanan. Perusahaan yakin penerapan SOP baru akan menjadi katalisator bagi proses bisnis yang lebih efektif dan efisien, serta mendukung pertumbuhan bisnis yang berkelanjutan.
- Sebagai bagian dari proses digitalisasi, Perusahaan mengembangkan "Wordingpedia" sebagai glosarium klausul, yakni alat otomatisasi pembuatan perjanjian, serta panduan yang dirancang untuk mendukung *underwriter* dalam menetapkan klausul pada perjanjian *treaty*. Sarana ini diharapkan menjadi solusi komprehensif dalam mendukung proses *underwriting* melalui menyediakan referensi yang akurat, mempercepat otomatisasi pembuatan perjanjian, serta memastikan standar dan kepatuhan.
- Perusahaan berhasil menyelesaikan tahap persiapan implementasi PSAK 117. Langkah ini termasuk penyesuaian sistem pelaporan akuntansi, aktuarial, dan infrastruktur data untuk memastikan kesiapan dalam menghadapi menjalankan implementasi PSAK 117 *parallel run* di 2025. Pencapaian ini mencerminkan komitmen Perusahaan terhadap penerapan prinsip tata kelola yang baik dan kepatuhan terhadap regulasi.
- Pengembangan aplikasi *Payment Gateway*, yakni sistem *cash management* yang mendukung kelancaran transaksi keuangan. Sistem ini dirancang untuk meningkatkan efisiensi dan keamanan dalam proses pembayaran serta mempermudah integrasi dengan berbagai platform keuangan. Ke depan, platform ini akan diintegrasikan dengan RIU Connect 2.0.

make it easier and faster for users to access accurate and up-to-date information since they no longer need the more time-consuming physical documents. UCRE Dashboard also provides digital delegation authority, which allows for the digitized approval and decision-making process.

- The implementation of more modern and adaptive *Standard Operating Procedures* (SOP). This SOP is designed to optimize workflow, reduce the risk of errors, and improve service quality. The Company believes that the implementation of the new SOP will be a catalyst for more effective and efficient business processes, and support sustainable business growth.
- As part of the digitalization process, the Company developed Wordingpedia as a clause glossary, namely an automation tool for making agreements, as well as a guide designed to support underwriters in determining clauses in treaty agreements. This facility should be a comprehensive solution in supporting the underwriting process by providing accurate references, accelerating the automation of agreement making, and ensuring standards and compliance.
- The Company completed the preparation phase for the implementation of PSAK 117. The step involved adjusting the accounting reporting system, actuarial, and data infrastructure to ensure readiness in facing the implementation of PSAK 117 *parallel run* in 2025. This achievement reflects the Company's commitment to implementing good governance principles and complying with regulations.
- The development of the *Payment Gateway* application, namely a cash management system that supports seamless financial transactions. This system is designed to improve efficiency and security in the payment process and facilitate integration with various financial platforms. In the future, this platform will be integrated with RIU Connect 2.0.



Juta Million

ASET
ASSETS

2024 **Rp15.296.697**

2023 **Rp14.206.716**

2022 **Rp11.382.484**



Juta Million

LABA (RUGI)
PROFIT (LOSS)

2024 **Rp72.779**

2023 **Rp56.040**

2022 **Rp(219,019)**



Juta Million

HASIL UNDERWRITING BERSIH
NET UNDERWRITING INCOME

2024	Rp119.496
2023	Rp177.618
2022	Rp123.928



Juta Million

PENDAPATAN PREMI BERSIH
NET PREMIUM INCOME

2024	Rp3.509.099
2023	Rp3.389.675
2022	Rp4.171.959



%

RASIO RISK-BASED CAPITAL
RISK-BASED CAPITAL RATIO

2024	132,83
2023	132,65
2022	131,16



Juta Million

HASIL INVESTASI BERSIH
NET INVESTMENT INCOME

2024	Rp440.194
2023	Rp321.015
2022	Rp348.590



%

**RASIO LABA (RUGI) TERHADAP
RATA-RATA EKUITAS**
PROFIT (LOSS) TO AVERAGE
EQUITY RATIO

2024	2,78
2023	2,13
2022	(2,16)

IKHTISAR KEUANGAN

FINANCIAL HIGHLIGHTS

POSISI KEUANGAN

FINANCIAL POSITIONS

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	2024	2023	2022	2021	2020	Description
Kas dan Setara Kas	277.097	185.909	67.191	147.399	109.070	Cash and Cash Equivalence
Investasi	6.931.022	6.385.733	6.098.988	6.007.700	5.740.513	Investment
Piutang Reasuransi/ Premi- Neto	1.110.632	1.109.126	965.276	1.075.600	1.093.793	Reinsurance/Premium Receivables-Net
Piutang Retrosesi/ Reasuransi- Neto	1.088.610	1.122.766	1.004.074	905.663	869.245	Retrocession/Reinsurance Receivables-Net
Aset Reasuransi/ Retrosesi	4.925.790	4.503.796	2.429.920	2.095.531	1.772.655	Reinsurance/Retrocession Assets
Piutang Ujroh	24.990	34.890	26.461	35.154	35.249	Ujroh Receivables
Aset Keuangan Lain	101.350	109.659	87.902	81.510	82.033	Other Financial Assets
Piutang Pegawai	7.260	8.101	9.859	8.803	7.345	Employee Receivables
Aset Tetap-Neto	513.721	500.826	483.766	461.741	480.912	Fixed Assets-Net
Aset Non-Keuangan Lain	38.042	34.605	38.826	41.125	35.581	Other Non-Financial Assets
Pajak Dibayar di Muka	-	-	-	121.662	185.669	Prepaid Tax
Aset Pajak Tangguhan- Neto	278.182	211.306	170.222	143.133	79.505	Deferred Tax Assets-Net
Jumlah Aset	15.296.697	14.206.716	11.382.484	11.125.019	10.491.571	Total Asset
Utang Klaim/ Reasuransi	538.274	517.979	627.225	878.865	517.837	Claims Payable/Reinsurance
Utang Retrosesi/ Reasuransi	1.780.884	1.821.006	896.123	1.011.338	822.345	Retrocession/ Reinsurance Payables
Liabilitas Kontrak Asuransi	9.565.593	8.440.496	6.503.296	5.693.899	5.092.556	Insurance Contract Liabilities
Utang Pajak	53.612	50.601	89.813	22.722	5.616	Taxes Payables
Utang Jasa Produksi	24.091	17.500	18.000	17.969	22.818	Employees Performance Incentives
Utang Komisi	6.569	10.694	2.727	4.361	1.830	Commission Payable
Utang Jaminan	3.646	4.154	5.981	3.342	1.680	Collateral
Beban Akrua	60.021	53.283	38.207	63.430	47.153	Accrued Expenses
Utang Lancar Lainnya	62.689	67.825	61.528	18.305	26.570	Other Current Liabilities
Utang Dana Peserta	9.344	8.592	2.943	1.784	1.253	Tabarru' Fund
Pinjaman Rekening Dana Investasi	324.819	328.202	331.586	338.353	338.353	Investment Fund Loan
Obligasi Wajib Konversi (OWK)- Komponen Liabilitas	226.702	59.595	115.166	169.925	38.080	Mandatory Convertible Bonds (MCB)-Liabilities Component
Liabilitas Imbalan Kerja	115.432	121.072	124.846	147.348	145.857	Employee Benefit Liabilities
Jumlah Liabilitas	12.771.675	11.500.999	8.817.441	8.371.640	7.061.947	Total Liabilities
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)	673.298	840.405	784.834	730.075	861.920	Mandatory Convertible Bond (MCB)-Equity Component
Kenaikan (Penurunan) Penyisihan Ujroh	(4.066)	(4.765)	(5.939)	(7.671)	(9.429)	Increase (Decrease) in Ujroh Reserves
Saldo Laba						Retained Earnings
Ditentukan Penggunaannya	1.018.330	1.018.330	1.018.330	1.018.330	1.018.330	Appropriated
Belum Ditentukan Penggunaannya	(264.295)	(344.022)	(374.422)	(171.163)	352.101	Unappropriated
Penghasilan Komprehensif Lainnya	223.109	317.123	263.593	305.162	328.057	Other Comprehensive Income
Kepentingan Non-Pengendali	18	19	19	19	18	Non-Controlling interests
Jumlah Ekuitas	2.525.021	2.705.718	2.565.043	2.753.379	3.429.624	Total Equity
Jumlah Liabilitas dan Ekuitas	15.296.697	14.206.716	11.382.484	11.125.019	10.491.571	Total Liabilities and Equity

LABA (RUGI) DAN PENGHASILAN KOMPREHENSIF LAINNYA KONSOLIDASIAN

CONSOLIDATED PROFIT (LOSS) AND OTHER COMPREHENSIVE INCOME

(Rp Juta)

(Rp Million)

Uraian	2024	2023	2022	2021	2020	Description
Premi Reasuransi/Premi Bruto	6.578.646	6.453.222	6.535.948	6.353.204	6.537.554	Gross Reinsurance Premium
Premi Retrosesi/ Reasuransi	(3.012.168)	(3.251.789)	(2.272.485)	(2.424.913)	(2.228.215)	Retrocession/ Reinsurance Premium
Penurunan (Kenaikan) Premi yang Belum Merupakan Pendapatan	(57.379)	188.242	(91.505)	33.000	56.215	Decrease (Increase) in Unearned Premium Income
Pendapatan Premi- Bersih	3.509.099	3.389.675	4.171.959	3.961.292	4.365.554	Premium Income-Net
Klaim Bruto	(3.804.876)	(3.461.356)	(4.016.177)	(4.408.217)	(4.139.959)	Gross Claims
Klaim Reasuransi Keluar	1.929.633	1.291.636	1.401.878	1.391.785	1.351.402	Reinsurance Claims
Recoveries	1.376	37.419	6.154	22.347	27.942	Recoveries
Penurunan (Kenaikan) Cadangan Klaim	(623.420)	(36.769)	(422.418)	(311.620)	(313.844)	Decrease (Increase) in Claims Reserve
Beban Klaim-Neto	(2.497.287)	(2.169.071)	(3.030.562)	(3.305.706)	(3.074.458)	Claim Expense - net
Pendapatan (Beban) Komisi- Neto	(849.863)	(1.041.617)	(1.015.605)	(983.661)	(1.079.816)	Commission Income (Expenses)-Net
Beban <i>Underwriting</i> Lainnya	(42.453)	(1.369)	(1.863)	(14.931)	(36.792)	Other Underwriting Expenses
Beban <i>Underwriting</i>- Neto	(3.389.603)	(3.212.057)	(4.048.030)	(4.304.298)	(4.191.066)	Underwriting Expenses- Net
Hasil <i>Underwriting</i> Bersih	119.496	177.618	123.928	(343.006)	174.487	Net Underwriting Income
Hasil Investasi-Neto	440.194	321.015	348.590	318.835	334.045	Investment Income-Net
Beban Usaha	(398.679)	(384.802)	(371.368)	(351.369)	(323.034)	Operating Expenses
Laba (Rugi) Usaha	161.011	113.830	101.150	(375.540)	185.498	Profit (Loss) from Operations
Pendapatan (Beban) Lain- lain Neto	(150.829)	(105.082)	(344.243)	(192.937)	(90.766)	Other Income (Expenses)-Net
Laba (Rugi) sebelum Pajak	10.183	8.748	(243.094)	(568.477)	94.733	Profit (Loss) Before Tax
Manfaat (Beban) Pajak	62.597	47.292	24.075	50.621	9.319	Tax Benefit (Expense)
Laba (Rugi) Tahun Berjalan	72.779	56.040	(219.019)	(517.857)	104.052	Profit (Loss) Current Year
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 Pasca Kerja	9.536	16.578	20.399	(6.962)	11.812	Remeasurement on Post Employee Benefit
Pajak Penghasilan Terkait Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi	(2.098)	(3.647)	(4.638)	1.556	(2.362)	Income Tax Related to Items that Will Not be Reclassified to Profit or Loss
Keuntungan Revaluasi Aset Tetap-Neto	-	4.329	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	(100.345)	51.762	(88.181)	(33.904)	100.936	Gain from Changes in Fair Value of Available for Sale of Financial Asset
Dikurangi: Penyesuaian Reklasifikasi atas Keuntungan yang Termasuk dalam Laba Rugi	-	-	-	-	-	Less: Reclassification Adjustment on Gains Already Included in Profit or Loss
Pajak Penghasilan Terkait Pos yang Akan Direklasifikasi ke Laba Rugi	6.331	(2.561)	7.653	11.009	(14.650)	Income Tax Related to Item that Will be Reclassified to Profit or Loss
Penghasilan Komprehensif Lain Tahun Berjalan Setelah Pajak	(86.575)	66.461	(25.809)	(28.301)	95.735	Other Comprehensive Income for the Year After
Jumlah Laba (Rugi) Komprehensif Tahun Berjalan	(13.796)	122.501	(244.828)	(546.158)	199.787	Total Comprehensive Income (Loss) for the Year

(Rp Juta)

(Rp Million)

Uraian	2024	2023	2022	2021	2020	Description
Laba (Rugi) Tahun Berjalan						Profit (Loss) Current Year
Diatribusikan ke Pemilik - Entitas Induk	72.781	56.040	(219.020)	(517.858)	104.051	Attributable to equity holders of the Parent Entity
Diatribusikan ke Kepentingan - Non Pengendali	(1)	1	1	1	1	Attributable to Non- Controlling Interests
Penghasilan Komprehensif						Comprehensive Income
Diatribusikan kepada Pemilik Entitas Induk	(13.796)	122.500	(244.828)	(546.159)	199.785	Attributable to equity holders of the Parent Entity
Diatribusikan kepada Kepentingan Non- Pengendali	0	1	1	1	1	Attributable to Non- Controlling Interests

ARUS KAS

CASH FLOW

(Rp Juta)

(Rp Million)

Uraian	2024	2023	2022	2021	2020	Description
Arus Kas dari Aktivitas Operasi	391.854	108.244	(177.918)	118.550	72.302	Cash Flow from Operating Activities
Arus Kas dari Aktivitas Investasi	(219.283)	71.607	152.787	1.904	(149.228)	Cash Flows from Investing Activities
Arus Kas dari Aktivitas Pendanaan	(81.382)	(61.133)	(55.078)	(82.125)	(60.325)	Cash Flows from Financing Activities
Kenaikan (Penurunan) Kas dan Setara Kas	91.189	118.718	(80.208)	38.329	(137.251)	Net Increase (Decrease) in Cash and Cash Equivalents
Kas dan Setara Kas Awal Tahun	185.909	67.191	147.399	109.070	246.321	Cash and Cash Equivalents at Beginning of the Year
Kas dan Setara Kas Akhir Tahun	277.097	185.909	67.191	147.399	109.070	Cash and Cash Equivalents at end of the Year

RASIO KEUANGAN

FINANCIAL RATIO

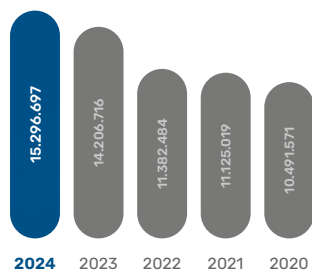
(%)

(%)

Uraian	2024	2023	2022	2021	2020	Description
Rasio Laba (Rugi) Sebelum Pajak terhadap Rata-rata Aset	0,07	0,07	(2,16)	(5,26)	0,93	Profit (Loss) Before Tax to Average Assets Ratio
Rasio Laba (Rugi) terhadap Rata-rata Ekuitas	2,78	2,13	(8,24)	(16,75)	3,13	Profit (Loss) to Average Equity Ratio
Rasio Laba (Rugi) terhadap Pendapatan/ Penjualan	1,11	0,87	(3,35)	(8,15)	1,59	Profit (Loss) to Revenue/Sales Ratio
Rasio Lancar	119,45	122,38	133,80	134,65	148,91	Current Ratio
Rasio Liabilitas dikurangi Aset Reasuransi/ Retrosesi terhadap Ekuitas	310,73	258,61	249,02	227,94	154,22	Liabilities Less Asset Reinsurance/ Retrocession to Equity Ratio
Rasio Liabilitas terhadap Aset	83,49	80,95	77,46	75,25	67,31	Profit (Loss) to Revenue/Sales Ratio
Solvabilitas (Rasio RBC)	132,83	132,65	131,16	145,38	214,90	Solvency
Rasio Likuiditas	119,45	122,38	133,80	134,65	148,91	Liquidity Ratio
Rasio Investasi terhadap Kewajiban	54,27	55,52	69,17	71,76	81,29	Investment to Liability Ratio
Rasio Hasil Investasi terhadap Rata-rata Investasi	6,55	5,14	5,76	5,43	6,11	Return on Investment to Average Investment Ratio
Rasio Hasil <i>Underwriting</i> terhadap Pendapatan Premi Bruto	1,82	2,75	1,90	(5,40)	2,67	Underwriting Result to Gross Premium Income Ratio
Rasio Kecukupan Investasi	139,20	147,52	131,18	137,48	152,42	Investment Adequacy Ratio

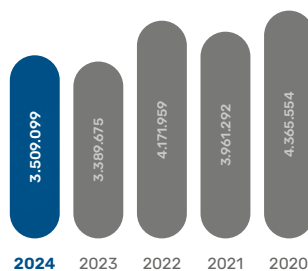
JUMLAH ASET TOTAL ASSETS

(Rp Juta)
(Rp Million)



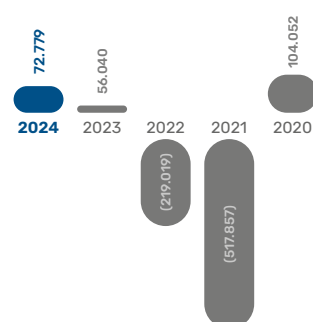
PENDAPATAN PREMI-NETO PREMIUM INCOME – NET

(Rp Juta)
(Rp Million)



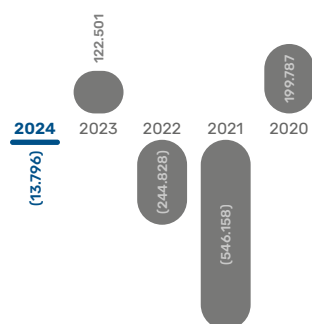
LABA (RUGI) TAHUN BERJALAN CURRENT YEAR PROFIT

(Rp Juta)
(Rp Million)



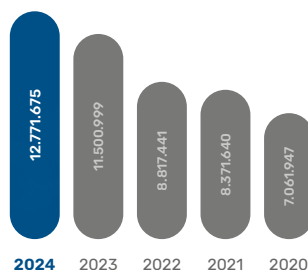
LABA (RUGI) KOMPREHENSIF TAHUN BERJALAN COMPREHENSIVE INCOME (LOSS) FOR THE YEAR

(Rp Juta)
(Rp Million)



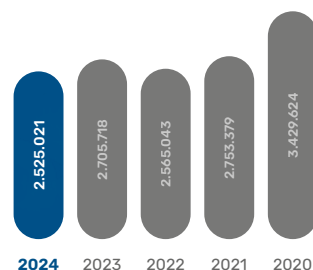
JUMLAH LIABILITAS TOTAL LIABILITIES

(Rp Juta)
(Rp Million)



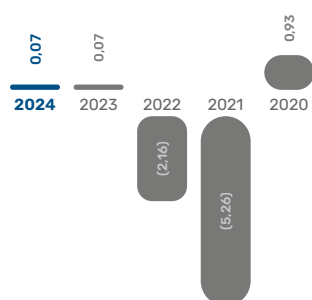
JUMLAH EKUITAS TOTAL EQUITY

(Rp Juta)
(Rp Million)



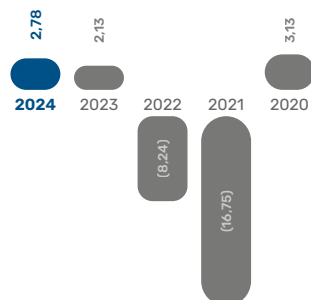
RETURN OF ASSETS (ROA) RETURN OF ASSETS (ROA)

(%)



RETURN OF EQUITY (ROE) RETURN OF EQUITY (ROE)

(%)



IKHTISAR SAHAM SHARE HIGHLIGHTS

PT Reasuransi Indonesia Utama (Persero) (Indonesia Re) merupakan Badan Usaha Milik Negara (BUMN) yang seluruh sahamnya dimiliki oleh Pemerintah Republik Indonesia. Hingga akhir tahun 2024, 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.

PT Reasuransi Indonesia Utama (Persero) (Indonesia Re) is a State-Owned Enterprise (SOE) whose shares are entirely owned by the Government of the Republic of Indonesia. Until the end of 2024, the Company had not conducted an initial public offering, so this Annual Report does not have any information about market capitalization, highest and lowest shares, and closing prices based on the Indonesia Stock Exchange (IDX), and stock trading volume.

AKSI KORPORASI CORPORATE ACTIONS

Pada tahun 2024, Indonesia Re melaksanakan aksi korporasi strategis berkenaan dengan perpanjangan Obligasi Wajib Konversi (OWK) yang telah diterbitkan sebelumnya. Langkah tersebut merupakan bagian dari strategi Perusahaan dalam mengelola struktur pendanaan serta memperkuat posisi keuangan jangka panjang.

In 2024, Indonesia Re took a strategic corporate action regarding the extension of the Mandatory Convertible Bonds (OWK) it had previously issued. This step is part of the Company's strategy in managing the funding structure and strengthening its long-term financial position.

Dalam skema perpanjangan, OWK akan memiliki kupon sebesar 8,41% dan tingkat *Internal Rate of Return* (IRR) sebesar 9,86%. Hal ini mencerminkan upaya Perusahaan untuk memberikan nilai tambah bagi pemegang obligasi serta menjaga stabilitas finansial. Aksi korporasi itu diharapkan dapat mendukung keberlanjutan bisnis sekaligus memperkuat fundamental Perusahaan dalam menghadapi tantangan dan peluang di masa depan.

In the extension scheme, OWK will have a coupon of 8.41% and an Internal Rate of Return (IRR) of 9.86%. This reflects the Company's efforts to provide added value to bondholders and maintain financial stability. This corporate action is expected to support business sustainability while strengthening the Company's fundamentals in facing challenges and opportunities in the future.

IKHTISAR EFEK LAINNYA OTHER SECURITIES HIGHLIGHTS

Pada tahun 2014, Perusahaan menerbitkan Obligasi Wajib Konversi (OWK) senilai Rp900 miliar sebagai bagian dari strategi pendanaan Perusahaan. Seiring waktu, OWK tersebut telah mengalami beberapa kali perpanjangan. Memasuki tahun 2024, OWK yang semula dijadwalkan jatuh tempo pada akhir tahun 2024 kembali diperpanjang untuk jangka waktu tiga tahun, sehingga jatuh tempo baru ditetapkan pada tahun 2027.

In 2014, the Company issued Mandatory Convertible Bonds (OWK) of Rp900 billion as part of its funding strategy. Over time, the OWK has been extended several times. In fiscal year 2024, the OWK, which was originally scheduled to mature at the end of 2024, was again extended for a period of three years, resetting the new maturity to 2027.

PERISTIWA PENTING 2024

EVENT HIGHLIGHTS



8

JANUARI
JANUARY

AKSI INDONESIA RE PEDULI

INDONESIA RE CARES ACTION

Indonesia Re berkolaborasi dengan Biofarma, Danareksa, Patrajasa, dan Bank Mandiri Taspen menggelar kegiatan aksi sosial di beberapa wilayah di Jabodetabek, seperti mengunjungi Panti Lansia Santa Anna di Penjaringan, Jakarta Utara. Lima BUMN ini memberikan bantuan Rp200 juta ke sejumlah panti sebagai bentuk kepedulian terhadap sesama sekaligus rangkaian kegiatan Natal Bersama Kementerian BUMN dan BUMN Tahun 2023.

Indonesia Re, Biofarma, Danareksa, Patrajasa, and Bank Mandiri Taspen co-hosted social action activities in several areas in Jabodetabek, such as a visit to the Santa Anna Elderly Home in Penjaringan, North Jakarta. The five SOEs donated Rp200 million to some of the elderly homes as a form of concern for others while celebrating a series of Christmas activities with the Ministry of SOEs and SOEs in 2023.



28

FEBRUARI
FEBRUARY

INDONESIA RE CEO FORUM 2024 DAN PENANDATANGAN TAKSONOMI DATA ASURANSI DENGAN IFG

INDONESIA RE CEO FORUM 2024 AND SIGNING OF INSURANCE DATA TAXONOMY WITH IFG

Indonesia Re menggelar CEO Forum 2024 dengan tajuk "Accelerating Insurance Industry Digital Transformation." Kegiatan ini menjadi wadah diskusi antara para pelaku di industri asuransi melalui diskusi panel mengenai perlindungan data personal, *cyber security*, serta pengelolaan dan pemanfaatan data industri perasuransian. Pada acara ini juga dilaksanakan penandatanganan kerja sama (MoU) mengenai Taksonomi Data Asuransi antara Indonesia Re dengan Indonesia Financial Group (IFG).

Indonesia Re hosted the CEO Forum 2024 with the title "Accelerating Insurance Industry Digital Transformation." This activity was a forum of discussion for players in the insurance industry through panel discussions on personal data protection, cyber security, and management and utilization of insurance industry data. During this event, Indonesia Re and Indonesia Financial Group (IFG) signed a cooperation agreement (MoU) on Insurance Data Taxonomy.



4

MARET
MARCH

BPKP ASISTENSI INDONESIA RE PERKUAT PENERAPAN GRC

BPKP ASSISTS INDONESIA RE TO STRENGTHEN GRC IMPLEMENTATION

Indonesia Re menandatangani nota kesepahaman (MoU) dengan Badan Pengawasan Keuangan dan Pembangunan (BPKP) yang isinya mencakup: pemberian asistensi, audit, *reviu*, evaluasi, dan *monitoring* pelaksanaan *Governance Risk and Compliance* (GRC) di Perusahaan. MoU juga menjadi dasar untuk peningkatan kapasitas SDM Indonesia Re dan BPKP, serta efektivitas pengelolaan risiko dan pencegahan *fraud*.

Indonesia Re signed a memorandum of understanding (MoU) with the Financial and Development Supervisory Agency (BPKP) that covered: providing assistance, audits, reviews, evaluations, and monitoring the implementation of Governance Risk and Compliance (GRC) in the Company. The MoU was also the basis for increasing the capacity of Indonesia Re and BPKP HR, as well as the effectiveness of risk management and fraud prevention.



5

APRIL
APRIL

INDONESIA RE FASILITASI MUDIK LEBARAN BERSAMA BUMN

INDONESIA RE FACILITATES EID HOMECOMING WITH SOES IMPLEMENTATION

Dalam rangka menyambut hari Idul Fitri 1445 H, Indonesia Re bersama BUMN lainnya turut berpartisipasi dalam kegiatan Mudik Asyik Bersama yang diselenggarakan secara gratis oleh Kementerian BUMN pada 5 April 2024. Acara pelepasan para pemudik dilakukan secara serempak di Monumen Nasional, Jakarta.

In commemoration of the Eid al-Fitr 1445 H holiday, Indonesia Re and other SOEs participated in the Mudik Asyik Bersama activity, which was held free of charge by the Ministry of SOEs on April 5, 2024. The see-off event of homecoming travelers flocking together was held at the National Monument, Jakarta.

23

APRIL
APRIL



FORUM EDUKASI KETERBUKAAN INFORMASI PUBLIK

THE EDUCATION FORUM PUBLIC INFORMATION DISCLOSURE

Sebagai upaya membangun budaya transparansi keterbukaan informasi di lingkungan BUMN seperti yang didorong oleh Menteri BUMN Erick Thohir, Indonesia Re berkolaborasi dengan lima BUMN dalam penyelenggaraan Forum Edukasi Keterbukaan Informasi Publik bekerja sama dengan Komisi Informasi Pusat (KIP).

Kegiatan Forum Edukasi bertujuan untuk meningkatkan komitmen dan *awareness* karyawan di lingkungan Indonesia Re Group dan juga *stakeholder* terhadap pentingnya keterbukaan informasi untuk menciptakan pengelolaan perusahaan yang lebih transparan, responsif, dan akuntabel, serta memungkinkan partisipasi publik yang lebih luas dalam proses pengambilan keputusan yang berdampak pada masyarakat.

As part of an effort to build a culture of transparency in information disclosure within SOEs as encouraged by SOE Minister Erick Thohir, Indonesia Re collaborated with five SOEs in organizing the Public Information Disclosure Education Forum in collaboration with the Central Information Commission (KIP).

The Education Forum activity aims to increase the commitment and awareness of employees within the Indonesia Re Group and also stakeholders to the importance of information disclosure to create a more transparent, responsive and accountable company management, as well as enabling wider public participation in the decision-making process that has an impact on society.



18-19

MEI
MAY

INDONESIA RE UNITY CUP 2024

INDONESIA RE UNITY CUP 2024

Indonesia Re menginisiasi penyelenggaraan kompetisi olahraga pertama antar perusahaan anggota kluster Asuransi dan Dana Pensiun (ADP) bertajuk "Indonesia Re Unity Cup: Elevating Collaboration through Sportsmanship" pada tanggal 18 dan 19 Mei 2024 di The Saintuary Sports Hub Jakarta Selatan. Kegiatan ini diikuti oleh 12 tim yang terdiri dari perwakilan tim futsal ADP Kementerian BUMN, anggota kluster ADP, dan Indonesia Re Group.

Indonesia Re initiated the first sports competition between member companies of the Insurance and Pension Fund (ADP) cluster entitled "Indonesia Re Unity Cup: Elevating Collaboration through Sportsmanship" on May 18 and 19, 2024 at The Saintuary Sports Hub, South Jakarta. This event was attended by 12 teams consisting of representatives of the ADP futsal team of the Ministry of SOEs, members of the ADP cluster, and the Indonesia Re Group.

PEMBINAAN KESADARAN BELA NEGARA BAGI KARYAWAN INDONESIA RE

NATIONAL DEFENSE AWARENESS DEVELOPMENT FOR INDONESIA RE EMPLOYEES

Indonesia Re menggelar Pembinaan Kesadaran Bela Negara (PKBN) untuk karyawan baru sebagai bentuk pendidikan dan pelatihan mewujudkan SDM nasional memiliki pemikiran taktis, strategis dan semangat nasionalisme menghadapi kompleksitas ancaman dan risiko sosial guna mendukung kemajuan industri dan teknologi di Indonesia. Pelatihan ini merupakan bagian dari proses rekrutmen bersama BUMN.

Indonesia Re held National Defense Awareness Development (PKBN) for new employees as a form of education and training to create human resources who have tactical, strategic thinking and a spirit of nationalism in facing the complexity of threats and social risks to support the advancement of industry and technology in Indonesia. This training was part of the joint recruitment process with SOEs.

12-13

JUNI
JUNE





24-25

JULI
JULY

INDONESIA RE INTERNATIONAL CONFERENCE (IIC) 2024

INDONESIA RE INTERNATIONAL CONFERENCE (IIC) 2024

Indonesia Re International Conference (IIC) 2024 kembali digelar dengan tema *"Accelerating Transformation in Insurance Industry: Driving Growth, Strengthening Resilience"* pada 24-25 Juli 2024 di The Westin Jakarta.

Acara ini menghadirkan tokoh pemerintah, pakar industri asuransi, dan akademisi sebagai pembicara untuk mengidentifikasi dan menganalisis tantangan yang ada di sektor perasuransian serta perekonomian di lingkup nasional dan global secara kritis dan mendalam, termasuk untuk mendiskusikan solusi alternatif dari isu tersebut. Pada hari kedua juga digelar gala dinner and *awarding night* 2024 sebagai ajang apresiasi untuk Perusahaan Asuransi Umum dan Asuransi Jiwa yang memiliki peran penting dalam perjalanan Indonesia Re.

Indonesia Re International Conference (IIC) 2024 was again held and this time with the theme *"Accelerating Transformation in Insurance Industry: Driving Growth, Strengthening Resilience"* on 24-25 July 2024 at The Westin Jakarta.

This event featured government figures, insurance industry experts, and academics as speakers who identified and critically analyzed the challenges in the insurance sector and the economy at the national and global levels in depth where alternative solutions to these issues were discussed. On the second day, the 2024 Gala Dinner and Awarding Night was also held as an appreciation event for General Insurance and Life Insurance Companies that have an important role in Indonesia Re's journey.



15

AGUSTUS
AUGUST

INDONESIA RE RISK ENGINEERING FORUM 2024

INDONESIA RE RISK ENGINEERING FORUM 2024

Acara ini merupakan inisiasi Indonesia Re dan didukung oleh KM Dastur untuk menciptakan wadah bagi *Risk Engineer sharing update* informasi seputar isu-isu risiko untuk meningkatkan kualitas report yang dihasilkan. Pada acara ini juga dibentuk *Risk Engineer Community* sebagai wadah atau komunitas untuk saling berbagi informasi dan meningkatkan *engagement* seluruh *Risk Engineer* di industri perasuransian Indonesia.

This event was an initiative of Indonesia Re supported by KM Dastur to create a forum for Risk Engineers to share updated information about risk issues to improve the quality of reports produced. Also formed at this event was the Risk Engineer Community as a forum or community to share information and increase engagement of all Risk Engineers in the Indonesian insurance industry.



5-7

SEPTEMBER
SEPTEMBER

INDONESIA RE TREATY FORUM 2024 IN COLLABORATION WITH AON

INDONESIA RE TREATY FORUM 2024 IN COLLABORATION WITH AON

Sebagai sarana berbagi informasi dan diskusi terkait *Performance Treaty 2023/2024* serta tantangan yang dihadapi industri asuransi pada tahun 2024/2025, Indonesia Re menggelar kegiatan Indonesia Re Treaty Forum 2024 in Collaboration with AON dengan topik *"Advancing Transformation, Driving Growth, and Strengthening Sustainability"* di Lombok, 5-7 September 2024. Acara dihadiri oleh Direktur Teknik, Direktur Operasional, Direksi, maupun perwakilan Kepala Divisi dari perusahaan Asuransi Umum.

As a means of sharing information and discussion related to the Performance Treaty 2023/2024 and the challenges faced by the insurance industry in 2024/2025, Indonesia Re held the Indonesia Re Treaty Forum 2024 in Collaboration with AON with the topic *"Advancing Transformation, Driving Growth, and Strengthening Sustainability"* in Lombok, 5-7 September 2024. The event was attended by Technical Directors, Operational Directors, Board of Directors, and representatives of Division Heads from General Insurance companies.

9-11

SEPTEMBER
SEPTEMBER



INDONESIA RE ACTUARIAL SEMINAR (IAS) 2024

INDONESIA RE ACTUARIAL SEMINAR (IAS) 2024

Indonesia Re menggelar acara tahunan Indonesia Re Actuarial Seminar (IAS) 2024 yang berlangsung di tanggal 9-11 September 2024 dengan topik *Navigating Individual Health Insurance for More Sustainable Portfolio, What Experience Studies Reveal About Critical Illness Insurance In Indonesia, The Risk of Underwriting Term Application* yang mengangkat isu-isu penting seputar perkembangan produk kesehatan, pengembangan produk penyakit kritis (*critical illness*), serta berbagai tantangan dan solusi terkait bisnis Asuransi dan Reasuransi Jiwa.

Indonesia Re held the annual Indonesia Re Actuarial Seminar (IAS) 2024, which took place on 9-11 September 2024 embracing the topic *Navigating Individual Health Insurance for More Sustainable Portfolio, What Experience Studies Reveal About Critical Illness Insurance in Indonesia, the Risk of Underwriting Term Application*, which raised important issues around the development of health products and the development of critical illness products, as well as various challenges and solutions related to the Life Insurance and Reinsurance business.



30

NOVEMBER
NOVEMBER

MITIGASI PERUBAHAN IKLIM DI ULANG TAHUN INDONESIA RE

CLIMATE CHANGE MITIGATION ON
INDONESIA RE'S ANNIVERSARY

Dalam rangka rangkaian HUT Indonesia Re ke-39 diisi dengan program kegiatan Tanggung Jawab Sosial dan Lingkungan (TJSL), yakni berupa aksi penanaman 250 terumbu karang di Pantai Pandawa pada 30 November 2024, yang bekerja sama dengan Manajemen Pengelola Pantai Pandawa dan Balai Konservasi Sumber Daya Alam (BKSDA). Penanaman terumbu karang jenis *Acropora sp* ini menjadi simbol komitmen Indonesia Re terhadap pelestarian lingkungan dan mitigasi perubahan iklim.

Indonesia Re's 39th Anniversary was filled with Social and Environmental Responsibility (TJSL) activity programs, in the form of planting 250 coral reefs on Pandawa Beach on November 30, 2024, in collaboration with the Pandawa Beach Management and the Natural Resources Conservation Agency (BKSDA). The planting of *Acropora sp* coral reefs was a symbol of Indonesia Re's commitment to environmental preservation and climate change mitigation.



5

DESEMBER
DECEMBER

PERINGATAN HARI ANTIKORUPSI SEDUNIA (HAKORDIA) 2024

COMMEMORATION OF WORLD ANTI-CORRUPTION DAY
(HAKORDIA) 2024

Dalam rangka memperingati Hari Anti Korupsi Sedunia (Hakordia) 2024, Indonesia Re menyelenggarakan *half day* seminar Hari AntiKorupsi Sedunia yang dihadiri oleh seluruh Dewan Komisaris, Direksi dan Karyawan Indonesia Re Group baik secara luring maupun daring pada Kamis, 5 Desember 2024 di Jakarta. Kegiatan ini merupakan bentuk dukungan nyata terhadap upaya global pemberantasan korupsi, sebagaimana diamanatkan oleh Konvensi PBB Antikorupsi (UNCAC), yang telah diratifikasi Pemerintah Indonesia melalui Undang-Undang No. 7 Tahun 2006.

In order to commemorate World Anti-Corruption Day (Hakordia) 2024, Indonesia Re held a half-day seminar on World Anti-Corruption Day, an event held on Thursday, December 5, 2024 in Jakarta and attended by all Board of Commissioners, Directors and Employees of Indonesia Re Group both offline and online. This event was a form of real support for global efforts to eradicate corruption, as mandated by the United Nations Convention Against Corruption (UNCAC), which has been ratified by the Government of Indonesia through Law No. 7 of 2006.

13

DESEMBER
DECEMBER

RAPAT UMUM PEMEGANG OBLIGASI

GENERAL MEETING OF BONDHOLDERS

Pada 13 Desember 2024 di Gedung Plaza Mandiri, Jakarta, Indonesia Re menggelar Rapat Umum Pemegang Obligasi (RUPO) Perpanjangan Obligasi Wajib Konversi (OWK). Dengan demikian, OWK yang semula dijadwalkan jatuh tempo pada akhir tahun 2024 menjadi tahun 2027. Diharapkan dengan perpanjangan OWK tersebut dapat mendukung kelanjutan bisnis dan memperkuat fundamental Perusahaan dalam menghadapi tantangan dan peluang di masa depan.

On December 13, 2024 at the Plaza Mandiri, Jakarta, Indonesia Re held a General Meeting of Bondholders (RUPO) for the Extension of Mandatory Convertible Bonds (OWK). The OWK's maturity date was changed from originally at the end of 2024 to 2027. It is expected that the extension of the OWK can support business continuity and strengthen the Company's fundamentals regarding the future challenges and opportunities.

PENGHARGAAN DAN SERTIFIKASI

AWARDS AND CERTIFICATIONS

PENGHARGAAN AWARDS



WARTA EKONOMI

Indonesia Excellence GCG
Ethics in Strategic Actions to
Strengthen Business Portfolio

Indonesia Excellence GCG
Awards 2024



BUMN TRACK

Terbaik II Kategori Transformasi
Digital Perusahaan BUMN

13th Anugerah BUMN 2024



WARTA EKONOMI

The Most Innovative
Reassurance Industry for
Digital Initiatives to Support
Portfolio Management and
Improve Added Value

Indonesia Digital Innovation
Awards 2024



INFOBANK

The Best Reinsurance CEO in
Digital Brand 2024
Benny Waworuntu
Direktur Utama

13th Digital Brand Awards



INFOBANK

The Best Reinsurance Company
in Digital Brand 5 Years in a
Row (2020-2024)

13th Digital Brand Awards



INFOBANK

The Best Reinsurance Company

13th Digital Brand Awards



THE ECONOMICS

Indonesia 50 Best CSR Awards
2024 in Insurance Sector
6th Anniversary Indonesia 50
Best CSR Awards 2024

6th Anniversary Indonesia 50
Best CSR Awards 2024



MARKPLUS INC.

Maria Elvida Rita Dewi

Dewi BUMN 2024



INFOBANK

The Highest Digital Index
Reinsurance Company

13th Digital Brand Awards



MARKPLUS INC.

Beatrix Santi Anugrah

Dewi BUMN 2024



HUKUM ONLINE

Most Strategic Enterprise
in Regulatory Compliance
Financial Services – Non Bank,
Category: Diamond

Indonesia Regulatory
Compliance Awards 2024



BUMN TRACK

Pilar Sosial GOLD
Kontribusi 4 Pilar TJSL BUMN
Dalam Rangka mendukung
Pencapaian SDGs

4th TJSL & CSR Award 2024



BUMN TRACK

Benedictus M. Waworuntu
as Strong Commitment CEO on
Social Program of CSR
Kontribusi 4 Pilar TJSL BUMN
dalam rangka mendukung
Pencapaian SDGs

4th TJSL & CSR Award 2024



MEDIA ASURANSI

Reinsurance Market Leaders
Award 2024

2024 Insurance Market Leaders
Award



SWA

Indonesia Brand Communication
Excellence 2024 Category:
Digital Campaign (Based on
Engagement Rate) Predicate
Very Good Brand

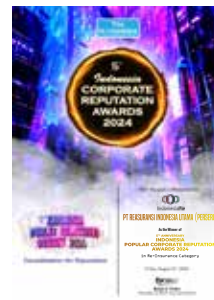
Brand Communication
Excellence 2024



THE ECONOMICS

Indonesia 50 PR Person Awards
2024

5th Indonesia 50 PR Person
Awards 2024



THE ECONOMICS

Indonesia Popular Corporate
Reputation in Reinsurance
Category

5th Indonesia Public Relations
Summit 2024



MEDIA ASURANSI

Best Reinsurance Award 2024

Insurance Award 2024



THE ECONOMICS

Best Brand Popularity & Best
Brand Image in Reinsurance
Category

Best Financial Awards 2024



SWA

Trusted Company Based
on Corporate Governance
Perception Index (CGPI)

Good Corporate Governance
Award



INFOBANK

TOP 100 CEO
Benny Waworuntu
Direktur Utama
Reasuransi Indonesia Utama

Top 100 CEO & The 200 Future
Leaders Forum 2024



INFOBANK

The 200 Future Leaders
Delil Khairat
Direktur Teknik Operasi
Reasuransi Indonesia Utama

Top 100 CEO & The Future
Leaders Forum 2024



KOMISI INFORMASI PUSAT

BUMN Informatif

Anugerah Keterbukaan
Informasi Publik 2024



THE ECONOMICS

Top's Corporate Reputation 2024

The Economics Nusantara
Awards 2024



THE ECONOMICS

TOP 5 CEO 2024
Benny Waworuntu
Direktur Utama
PT Reasuransi Indonesia Utama
(Persero)

The Economics Nusantara
Awards 2024

SERTIFIKASI CERTIFICATION

24 Agustus 2026
August 24, 2026



SUCOFINDO

ISO 37001:2016

Sertifikasi Sistem Manajemen
Anti Penyuapan
Anti-Bribery Management
System Certification

26 Maret 2027
March 26, 2027

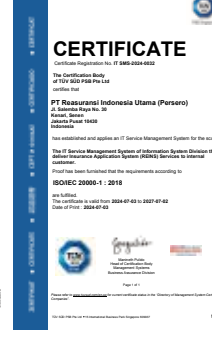


TÜV NORD INDONESIA

SNI ISO 27001:2013

Sistem Manajemen Keamanan
Informasi Information
Security Management System

2 Juli 2027
July 2, 2027



TÜV NORD INDONESIA

SNI ISO 20000-1:2018

Sertifikat Sistem Manajemen
Layanan Teknologi Informasi
Information Technology
Service Management System-
Certificate

25 Oktober 2028
October 25, 2028



KOMISI PENGAWAS PERSAINGAN USAHA (KPPU)

Sertifikat Kepatuhan Persaingan
Usaha
Certificate of Compliance with
Competition



LAPORAN MANAJEMEN

MANAGEMENT REPORT



CANDI BOROBUDUR

Sebagai mahakarya yang kokoh menghadapi zaman, Candi Borobudur adalah simbol bagaimana fondasi yang kuat memungkinkan inovasi dan pertumbuhan berkelanjutan.

As a masterpiece that stands the test of time, Borobudur Temple symbolizes the power of a strong foundation to enable innovation and sustainable growth.

LAPORAN DEWAN KOMISARIS

BOARD OF COMMISSIONER'S REPORT



JULIAN NOOR

**KOMISARIS UTAMA/
KOMISARIS INDEPENDEN
PRESIDENT COMMISSIONER/
INDEPENDENT COMMISSIONER**



Dalam pandangan Dewan Komisaris, berkat penerapan strategi dan kebijakan strategis yang tepat, secara umum kinerja Indonesia Re berada sedikit di atas Rencana Anggaran dan Anggaran Perusahaan (RKAP) tahun 2024.

In the view of the Board of Commissioners, thanks to the implementation of the right strategies and strategic policies, Indonesia Re's performance has slightly exceeded the 2024 Company's Work and Budget Plan (RKAP).



PEMEGANG SAHAM DAN PEMANGKU KEPENTINGAN YANG TERHORMAT, TO OUR ESTEEMED SHAREHOLDERS AND STAKEHOLDERS,

Laporan yang disampaikan ini, terutama berkenaan dengan pelaksanaan tugas dan tanggung jawab Dewan Komisaris dalam melakukan pengawasan dan pemberian nasihat terkait pengelolaan PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "Perusahaan") serta uraian kinerja Perusahaan pada tahun buku 2024. Dewan Komisaris mengapresiasi kinerja Indonesia Re yang tumbuh positif di tengah kondisi industri perasuransian yang penuh tantangan.

Mengacu pada informasi yang disampaikan Badan Pusat Statistik (BPS), pertumbuhan ekonomi nasional pada tahun 2024 adalah 5,03%, sedikit lambat dibandingkan tahun 2023 yang mencapai 5,05%. Bahkan jauh lebih rendah dibandingkan target pemerintah yang tertuang dalam Anggaran Pendapatan dan Belanja Negara 2024, yakni 5,2%.

Tekanan pada perekonomian nasional yang juga terjadi pada ekonomi global, ikut berdampak pada industri asuransi dan reasuransi di Indonesia. Pertumbuhan premi dari industri asuransi umum mencapai 8,7% *year on year* (YoY) atau memperoleh premi sebesar Rp112,9 triliun pada Triwulan IV Tahun 2024.

Kendati demikian, Indonesia Re sebagai perusahaan yang bergerak di bidang reasuransi tetap membukukan pertumbuhan premi, walaupun yang menjadi prioritas Perusahaan adalah hasil *underwriting* bersih dari premi reasuransi. Untuk mendukung kinerja hasil *underwriting* bersih (HUB), Perusahaan meningkatkan *prudent underwriting* pada perusahaan asuransi yang menjadi mitra, seleksi lini bisnis asuransi, metode reasuransi dan pembentukan cadangan baik premi maupun klaim sesuai dengan ketentuan.

Indonesia Re terus berusaha untuk menjaga tingkat kesehatan perusahaan (*risk based capital*) tetap di atas ketentuan minimum sebesar 120% dengan pengelolaan aset dan liabilitas yang terukur. Perusahaan juga berharap mendapatkan tambahan modal berupa Penyertaan Modal Negara (PMN) walaupun pada tahun 2024 belum dapat direalisasikan.

Sejumlah inisiatif lain yang telah direalisasikan manajemen, yakni restrukturisasi bisnis anak usaha, yang pada saat bersamaan, entitas anak tersebut masih harus menyelesaikan liabilitas masa lalu. Selain itu, perbaikan penambahan cadangan, baik premi maupun klaim dan fokus pada segmen pasar tertentu.

The Board of Commissioners prepares this report primarily to convey the implementation of duties and responsibilities for supervising and providing advice regarding the management of PT Reinsurance Indonesia Utama (Persero) ('Indonesia Re,' the 'Company'), as well as to provide an overview of the Company's performance in the 2024 financial year. We are grateful for Indonesia Re's positive performance despite the fact that facing insurance industry conditions remains challenging.

Referring to Statistics Indonesia (BPS) data, national economic growth is 5.03% in 2024. This is slightly lower than the 5.05% recorded for 2023, and notably below the government's target of 5.2% as stated in the 2024 state budget.

Pressures on the national and world economies continued to affect the conditions of the insurance and reinsurance industry in Indonesia. The general insurance industry achieved premium growth of 8.7% year on year (YoY), with a total premium of Rp112.9 trillion in the fourth quarter of 2024.

Nevertheless, as a reinsurance company, Indonesia Re was able to generate premium growth, despite the fact that the Company's operational priority lies on net underwriting results (HUB) of reinsurance premium. To support HUB performance, the Company improved its implementation of prudent underwriting practices for insurance companies as business partners, business line selection, reinsurance methods, and provisioning reserves for both premiums and claims in accordance with regulations.

Indonesia Re strives to promote compliance with risk-based capital requirements of 120% by managing assets and liabilities in a measurable manner. The Company continued ongoing efforts to obtain additional capital injections through State Equity Participation (PMN), which was not realized in 2024.

At the same time, management realized other important initiatives, including restructuring a subsidiary company that presently has obligations to repay past liabilities, in addition to improving the adequacy of reserves for both premiums and claims, and sharpening focus on market segments.

PENILAIAN DEWAN KOMISARIS TERHADAP DIREKSI

Pengelolaan Perusahaan serta Perumusan dan Implementasi Strategi

Dalam memberikan penilaian terhadap kinerja Direksi, Dewan Komisaris terutama melihat pada realisasi dari Rencana Kerja dan Anggaran Perusahaan (RKAP) yang sudah ditetapkan. Sepanjang tahun buku, Dewan Komisaris menilai bahwa Direksi telah mengelola Perusahaan dengan baik, seperti terlihat dari sejumlah indikator kinerja.

Untuk pencapaian premi misalnya, Indonesia Re berhasil membukukan 106,99% dari target RKAP. Kemudian premi retirosesi 105,40%, sementara HUB sebesar 36,88%. Sedangkan hasil investasi, sebesar 143,39%.

Perusahaan juga berhasil mengoptimalkan beban, dengan realisasi sebesar 82,80% dari RKAP. Pada akhir tahun buku, laba Indonesia Re sebagai induk sebesar Rp142,58 miliar atau 417,08% dari RKAP 2024. Untuk laba konsolidasi, yang berhasil dibukukan mencapai Rp72,78 miliar atau 107,76% dari target.

Dewan Komisaris menilai, pencapaian yang positif tersebut diperoleh karena Direksi telah menerapkan strategi yang tepat secara keseluruhan, tidak hanya berorientasi pada pertumbuhan premi. Perusahaan juga mempertimbangkan kualitas dari premi yang diterima setelah dilakukan seleksi risiko dengan prinsip *prudent underwriting*.

Strategi lain yang diterapkan adalah melakukan retirosesi dengan metode yang konservatif untuk menjaga klaim yang besar berakibat pada turunnya RBC Perusahaan. Pengelolaan hutang piutang dan cadangan, baik premi maupun klaim ditingkatkan agar dapat menambah aset serta memperhitungkan liabilitas di masa mendatang.

Perusahaan juga mengelola investasi sesuai dengan ketentuan regulator, dalam hal ini Otoritas Jasa Keuangan (OJK), dan pemenuhan target *currency mismatch* untuk mengantisipasi klaim dalam mata uang asing. Sementara beban biaya dikelola secara efisien dengan mempertimbangkan pencapaian target HUB dan target hasil investasi.

Dewan Komisaris sangat mengapresiasi penerapan strategi dan kebijakan strategis yang telah dijalankan oleh Direksi, sehingga menghasilkan kinerja yang baik bagi Perusahaan. Bahkan jika dibandingkan dengan RKAP, realisasinya secara umum berada di atas target.

BOARD ASSESSMENT ON THE COMPANY'S BOARD OF DIRECTORS

Company Management and Strategy Formulation and Implementation

The Board of Commissioners evaluates the performance of the Board of Directors primarily on the basis of the realization of targets outlined in the Company's Work and Budget Plan (RKAP). For the current financial year, the Board of Commissioners views that the Board of Directors has effectively managed the Company, as reflected in various performance indicators.

This can be seen by Indonesia Re successfully recording a total premium at 106.99% of the target provided in the RKAP. In addition, the realization of the retrocession premium is at 105.40%, HUB at 36.88%, and investment return at 143.39%.

The Company also managed to optimize expenses, with realization 82.80% from the RKAP target. At the end of the financial year, the profit of Indonesia Re as the parent company is Rp142.58 billion or 417.08% of the 2024 RKAP. Consolidated profit recorded is Rp72.78 billion, or 107.76% of target.

In the view of the Board of Commissioners, the Company's positive achievements are attributed to the Board of Directors effectively implementing overall business strategies that are not only oriented to premium growth. Instead, the Company also emphasizes the quality of premiums received after conducting risk selection under prudent underwriting principles.

Another strategy implemented is to carry out retrocession with a conservative approach to maintain large claims so as not to affect a decline in the Company's RBC. The Company improved strategies to manage liabilities and reserves, applicable to premiums and claims, designed to increase assets and accommodate future liabilities.

The Company also managed investments in accordance with regulations issued by the Financial Services Authority (OJK) and fulfilled targets in currency mismatch to anticipate claims denominated in foreign currencies. At the same time, expenses are managed efficiently to sustain achievements in HUB and investment return targets.

The Board of Commissioners greatly appreciates the Board of Directors' efforts to implement strategies and strategic policies that contributed to the Company achieving favorable performance. Overall, actual performance generally exceeds targets stated in the RKAP.

Mekanisme Pengawasan yang Dilakukan oleh Dewan Komisaris

Sesuai dengan ketentuan Anggaran Dasar PT Reasuransi Indonesia Utama (Persero) dan UU Nomor 40 Tahun 2007 tentang Perseroan Terbatas, Dewan Komisaris melakukan pengawasan atas kebijakan pengurusan, jalannya pengawasan pada umumnya, baik mengenai Perusahaan maupun usaha Perusahaan serta memberi nasihat kepada Direksi. Pengawasan dan pemberian nasihat tersebut dilakukan untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan.

Dewan Komisaris melaksanakan pengawasan terhadap pelaksanaan RKAP tahun 2024 dan Rencana Jangka Panjang Perusahaan (RJPP) yang dijalankan oleh Direksi. Dewan Komisaris juga memberikan nasihat/arahan kepada Direksi sesuai dengan fungsi yang dijalankan.

Dalam melaksanakan tugas pengawasan dan memberikan nasihat tersebut, Dewan Komisaris dibantu oleh komite di bawah Dewan Komisaris, yang antara lain melaksanakan tugas serta fungsi berikut:

1. Mereviu dan menyetujui RJPP dan RKAP yang disusun oleh Direksi.
2. Menyusun Rencana Kerja dan Anggaran Tahunan (RKAT) yang merupakan bagian yang tidak terpisahkan dari RKAP.
3. Menyampaikan laporan tentang tugas pengawasan yang telah dilakukan selama tahun buku 2024 kepada RUPS.
4. Memantau dan memastikan bahwa GCG telah diterapkan secara efektif dan berkelanjutan.
5. Membuat pembagian tugas Dewan Komisaris, termasuk membentuk Komite-komite Dewan Komisaris.
6. Melaksanakan rapat rutin dan non rutin rapat komite, rapat internal Dewan Komisaris serta rapat gabungan Dewan Komisaris dengan Direksi.
7. Memberikan tanggapan, saran dan/atau persetujuan atas aksi korporasi yang dilakukan oleh Direksi yang harus mendapatkan persetujuan dan tanggapan Dewan Komisaris.
8. Menyampaikan secara berkala laporan pengawasan Dewan Komisaris kepada pemegang saham dan Otoritas Jasa Keuangan (OJK).
9. Meminta Direksi untuk menyelesaikan temuan audit baik dari Internal maupun Eksternal.

Memastikan bahwa dalam laporan tahunan yang telah diaudit, Perusahaan memuat informasi dan target penyelesaian sesuai dengan ketentuan. Pandangan Dewan Komisaris terhadap Prospek Usaha Perusahaan.

Indonesia Re telah menyusun Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2025 dengan mengacu pada sejumlah peraturan yang berlaku. Penyusunan RKAP

Oversight by the Board of Commissioners

Pursuant to the Articles of Association of PT Reasuransi Indonesia Utama (Persero) and Law No. 40 of 2007 concerning Limited Liability Company, the Board of Commissioners has duties to supervise management policies, the course of supervision in general regarding the Company and its business, as well as to provide advice to the Board of Directors. These supervisory and advice activities are carried out in the interest of the Company and in accordance with the Company's objectives.

The Board of Commissioners carries out supervision over the implementation of the 2024 RKAP and the Company's Long-Term Plan (RJPP) by the Board of Directors. The Board of Commissioners also provides advice/guidance to the Board of Directors in accordance with relevant functions.

In discharging duties to supervise and provide advice, the Board of Commissioners seeks assistance from committees under the Board of Commissioners to perform the following duties and functions:

1. To review and approve the RJPP and RKAP that have been prepared by the Board of Directors.
2. To prepare the Work Plan and Budget (RKAT) as an integral part of the RKAP.
3. To provide the GMS with a report on the supervisory duties carried out during the 2024 financial year.
4. To monitor and provide assurance that GCG has been effectively implemented in a sustainable manner.
5. To set the division of duties of the Board of Commissioners, including forming committees under the Board of Commissioners.
6. To convene routine and non-routine committee meetings, internal Board of Commissioners meetings, and joint meetings of the Board of Commissioners and Board of Directors.
7. To provide input, recommendations, and/or approval for proposals of corporate actions from the Board of Directors that require approval and recommendations from the Board of Commissioners.
8. To submit the Board of Commissioners' periodic supervisory report to shareholders and the Financial Services Authority (OJK).
9. Requesting the Board of Directors settle all audit findings both internal and external.

To ensure that the Company's audited financial statements contains information and a target for submission in accordance with rules and regulations. Board View on Company's Business Prospects.

Indonesia Re has prepared the 2025 Work and Budget Plan (RKAP) with reference to applicable laws and regulations. Further, the preparation of RKAP has also taken into

juga telah mempertimbangkan asumsi makro dan mikro ekonomi, serta memperhatikan situasi dan perkembangan perekonomian terutama bisnis perasuransian.

Penyusunannya juga telah memperhatikan RKAP berbasis risiko. Inisiatif tersebut dilakukan dalam rangka implementasi PSAK 117 yang akan mulai dilaksanakan pada tahun 2025.

Demikian juga perbaikan dan penyempurnaan sistem IT dan Implementasi *Host to Host* yang memudahkan implementasi manajemen risiko dan PSAK 117.

Dalam pandangan Dewan Komisaris, bahkan RKAP telah memuat Rencana Kerja Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA TJSL). Penetapan kontrak manajemen tahunan yang memuat target *Key Performance Indicator* (KPI) Direksi secara kolegal dan Dewan Komisaris juga telah terkandung di dalamnya, serta Rencana Kerja dan Anggaran Tahunan (RKAT) Dewan Komisaris Tahun 2025.

Dewan Komisaris menilai bahwa RKAP tahun 2025 yang telah disusun oleh Direksi selaras dengan RJPP, berbasis risiko dan implementasi PSAK 117. RKAP tahun 2025 menjaga tingkat kesehatan perusahaan (*Risk Based Capital*/"RBC") di atas ketentuan minimum yang ditetapkan oleh OJK. Bahkan RKAP juga mempertimbangkan proses restrukturisasi bisnis anak usaha.

Khusus untuk peningkatan HUB akan dilakukan seleksi pada lini bisnis. Termasuk pada perusahaan asuransi sebagai mitra bisnis, perjanjian *treaty reinsurance* dan fakultatif reinsurance yang mengacu pada kebijakan *underwriting* dan klaim yang *proper* dan *prudent* serta pembentukan cadangan premi dan klaim yang sesuai dengan ketentuan.

Dengan pertimbangan-pertimbangan tersebut, Dewan Komisaris menilai bahwa prospek usaha yang disusun oleh Direksi seperti tertuang dalam RKAP cukup baik. Karena itu, Dewan Komisaris akan memberikan dukungan sepenuhnya agar yang telah ditetapkan sebagai target, dapat terwujud secara maksimal.

Pandangan Dewan Komisaris atas Penerapan Tata Kelola Perusahaan

Dewan Komisaris menilai bahwa Indonesia Re telah menerapkan tata kelola perusahaan dengan baik (*Good Corporate Governance*/GCG). Dewan Komisaris selalu mengingatkan Direksi untuk terus memperhatikan prinsip kehati-hatian serta kesesuaian terhadap GCG dan aturan yang berlaku untuk setiap kegiatan.

Demikian juga Direksi harus melakukan perbaikan dan mitigasi atas temuan dari audit internal maupun eksternal.

consideration macro- and micro-assumptions as well as economic conditions and developments, particularly those related to the insurance business.

The preparation process also accounts for risk-based RKAP, which is initiated in conjunction with the implementation of PSAK 117 effectively from 2025.

The same consideration was also given to Host to Host IT system improvements and refinements to facilitate risk management implementation and PSAK 117 application.

The Board of Commissioners notes that the RKAP also contains the Work Plan and Budget for the Social and Environmental Responsibility Program (RKA TJSL). The 2025 RKAP also incorporates the annual management contracts that provide the Key Performance Indicator (KPI) targets for the Board of Directors collegially and the Board of Commissioners, as well as the Board of Commissioners' 2025 Work Plan and Budget (RKAT).

The Board of Commissioners views that the Board of Directors has prepared the 2025 RKAP aligned with the Company's RJPP, risk-based and compliant with PSAK 117. The 2025 RKAP also sustains the Company's Risk Based Capital (RBC) above OJK's prescribed limit. RKAP also accounts for the restructuring of subsidiary business.

The Company will address HUB improvement by applying a strategy in business line selection. Including insurance companies as business partners, reinsurance treaty agreements and facultative reinsurance refer to proper and prudent underwriting and claims policies as well as providing premium and claims provisions according to regulatory stipulations.

Given the considerations above, the Board of Commissioners views that the Board of Directors has effectively directed the business prospects as outlined in the Company's RKAP. Therefore, the Board of Commissioners will provide full support to the Company in its efforts to optimally achieve the stated targets.

Board View on Corporate Governance Implementation

The Board of Commissioners assesses that Indonesia Re has effectively implemented good corporate governance (GCG). A constant reminder from the Board of Commissioners to the Board of Directors is to continually observe the prudential principle and conformity to GCG, as well as the regulations and rules applicable to each activity.

The Board of Directors must also do some improvements and mitigation on both internal and external audit findings.

Penerapan prinsip GCG tersebut telah diimplementasikan pada setiap kegiatan usaha Perusahaan. Begitu pun dalam penerapan strategi dan pengambilan keputusan selama tahun 2024. Karena itu, penilaian/asesmen penerapan GCG di lingkungan Indonesia Re senantiasa meningkat dibandingkan tahun sebelumnya.

Sebagai bagian penting dalam penerapan GCG adalah implementasi *whistleblowing system* (WBS), yakni mekanisme yang memungkinkan karyawan atau pihak internal lainnya untuk melaporkan aktivitas yang tidak etis, pelanggaran hukum, atau perilaku merugikan lainnya tanpa takut mendapat pembalasan.

Penerapan WBS tersebut berfungsi sebagai sarana dalam 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 mekanisme WBS dengan media pengaduan, antara lain melalui *e-mail* khusus dengan alamat: wbs@indonesiare.co.id, website www.indonesiare.co.id, dan *whatsapp centre* 0811155220.

Selain itu, Perusahaan juga telah membentuk tim khusus yang menangani pengaduan. Dengan adanya kemudahan dalam menyampaikan masukan lewat *website, e-mail*, serta *whatsapp*, WBS diharapkan lebih berfungsi untuk menampung pengaduan dan masukan dalam rangka perbaikan Indonesia Re Group.

Karena itu, Dewan Komisaris mengapresiasi penerapan WBS di Perusahaan. Dewan Komisaris akan terus mendorong kepada para pemangku kepentingan untuk berani menyampaikan informasi tentang pelanggaran dan penyimpangan yang terjadi di dalam perusahaan sehingga dapat segera ditindaklanjuti.

PENILAIAN TERHADAP KINERJA KOMITE DI BAWAH DEWAN KOMISARIS

Pada tahun 2024, Dewan Komisaris memiliki 4 (empat) komite yang terdiri dari Komite Audit, Komite Nominasi dan Remunerasi, Komite Pemantau Risiko, dan Komite Tata Kelola Terintegrasi. Komite-komite tersebut memiliki tugas dan tanggung jawab sebagaimana tertuang dalam Piagam Komite serta memiliki rencana kerja setiap tahun yang harus direalisasikan sesuai dengan ketentuan. Piagam Komite Audit, Komite Nominasi dan Remunerasi, Komite Pemantau Risiko, dan Komite Tata Kelola Terintegrasi telah dilakukan perbaikan.

The Company is consistent in implementing GCG principles in all business activities. A similar approach is followed in executing strategies and decision-making during 2024. Therefore, the results of the assessment of GCG implementation within Indonesia Re continually show improvements from the year prior.

A fundamental element of GCG is the implementation of the Whistleblowing System (WBS) as the mechanism that allows employees and other external parties to report unethical activities, legal violations, and other detrimental behaviors without fear of retribution.

The WBS 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, and believes that the Company has presently implemented and developed its WBS mechanism with adequate reporting media, including access via a designated e-mail address: wbs@indonesiare.co.id, website www.indonesiare.co.id, and *whatsapp centre* 0811155220.

In addition, the Company has formed a team specifically tasked with handling complaints. With extensive access for reporting via website, e-mail, and whatsapp, WBS is expected to function more optimally to accommodate complaints and inputs intended to improve Indonesia Re Group.

Therefore, the Board of Commissioners appreciates the Company's efforts to operate WBS. The Board of Commissioners will continue to encourage stakeholders to utilize the opportunity provided for conveying important information on potential violations and irregularities occurring within the Company to be properly addressed.

ASSESSMENT ON PERFORMANCE OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS

In 2024, the Board of Commissioners has four committees under its responsibility: the Audit Committee, the Nomination and Remuneration Committee, the Risk Monitoring Committee, and the Integrated Governance Committee. These committees have specific duties and responsibilities as stated in the Committee charter and follow annual work plans to be realized in accordance with rules and regulations. The Audit Committee charter, the Nomination and Remuneration Committee charter, the Risk Monitoring Committee charter, and the Integrated Governance Committee charter have been updated.

Untuk meningkatkan fungsi pengawasan, Dewan Komisaris melakukan penilaian secara berkala terhadap kinerja komite-komite tersebut. Kriteria dalam penilaian kinerja Komite 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, serta pelaksanaan tugas-tugas yang diberikan oleh Dewan Komisaris.

Selain pada laporan kegiatan yang menjadi bahan masukan Dewan Komisaris dalam memberikan rekomendasi, Dewan Komisaris juga memperhatikan realisasi rapat. Pada tahun 2024, Komite Audit telah menyelenggarakan rapat sebanyak 14 kali, Komite Nominasi dan Remunerasi sebanyak 1 (satu) kali, Komite Pemantau Risiko 12 kali, Komite Tata Kelola Terintegrasi 4 (empat) kali.

Berdasarkan berbagai pertimbangan tersebut, Dewan Komisaris menilai bahwa komite di bawah Dewan Komisaris telah melaksanakan tugas dan tanggung jawabnya dengan baik sepanjang tahun 2024 dan telah sesuai ketentuan yang berlaku.

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.

Pada tahun 2024, komposisi Dewan Komisaris mengalami perubahan. Dadang Iskandar berakhir masa tugasnya sebagai Anggota Komisaris pada tanggal 17 Oktober 2024. Manajemen Perusahaan menyampaikan terima kasih atas kontribusi yang telah diberikan selama masa pengabdian.

Selanjutnya, berdasarkan Keputusan Menteri BUMN Nomor SK-221/MBU/10/2024 tanggal 16 Oktober 2024 tentang Pengangkatan Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama, Lie Suratno diangkat sebagai Komisaris Independen Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama dan telah mendapatkan persetujuan dari Otoritas Jasa Keuangan berdasarkan Keputusan Anggota Dewan Komisaris Otoritas Jasa Keuangan Nomor KEP-26/D.05/2025 tanggal 19 Februari 2025 tentang Hasil Penilaian Kemampuan

The Board of Commissioners conducts periodic assessments on the performance of these committees to enhance the overall supervisory function. The assessment criteria used include the achievement of monthly reports prepared, containing an analysis of the Company's performance, as well as quarterly reports and an annual report prepared by the committees on committee performance reports, including recommendations reported to the Board of Commissioners and the implementation of special assignments from the Board of Commissioners.

In addition to activity reports that are used as input for the Board of Commissioners in providing recommendations, the Board of Commissioners also reviews the realization of committee meetings. In 2024, the Audit Committee held a total of 14 meetings; the Nomination and Remuneration Committee 1 meeting; the Risk Monitoring Committee 12 meetings; and the Integrated Governance Committee 4 meetings.

Given the considerations above, the Board of Commissioners assesses that the committees under the Board of Commissioners have fulfilled their duties and responsibilities satisfactorily and in compliance with applicable rules and regulations in 2024.

CHANGE IN MEMBERSHIP OF THE BOARD OF COMMISSIONERS

Pursuant to Article 111 paragraph (1) in conjunction with Article 119 paragraph (1) of Law No. 40 of 2007 concerning Limited Liability Company and Article 27 paragraphs (1) and (2) of Law No. 19 of 2003 concerning State-Owned Enterprise, the appointment and dismissal of the Board of Commissioners members is resolved 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 2024. Dadang Iskandar completed his term of office as Commissioner on October 17, 2024. The Company's management extends utmost appreciation for his valuable contribution and service to the Company.

Further, Lie Suratno was appointed as the Independent Commissioner of the Company based on the Decree of the Minister of SOEs No. SK-221/MBU/10/2024 dated October 16, 2024 concerning Appointment of Members of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero), and also received approval from the Financial Services Authority based on the Decree of the Members of the Board of Commissioners of the Financial Services Authority No. KEP-26/D.05/2025 dated February 19, 2025 concerning Results of Fit and Proper Test of Mr. Lie Suratno as a Candidate for

dan Keputusan Sdr. Lie Suratno selaku Calon Komisaris Independen PT Reasuransi Indonesia Utama (Persero), sehingga komposisi Dewan Komisaris periode tahun 2024, menjadi sebagai berikut:

Independent Commissioner of PT Reasuransi Indonesia Utama (Persero). Therefore, the membership of the Board of Commissioners of Indonesia Re for the 2024 period is as follows:

Nama Name	Jabatan Position
Julian Noor	Komisaris Utama/Komisaris Independen President Commissioner/Independent Commissioner
Reza Yamora Siregar	Komisaris Independen Independent Commissioner
Lie Suratno	Komisaris Independen Independent Commissioner

APRESIASI

Dewan Komisaris memberikan apresiasi kepada Direksi atas peningkatan kinerja Perusahaan yang baik pada tahun 2024. Begitu juga dengan kerja sama yang telah terjalin dengan baik antara Dewan Komisaris dan Direksi, dalam pengelolaan Perusahaan.

Kepada pemegang saham dan regulator, Dewan Komisaris menyampaikan terima kasih atas dukungan yang diberikan, sehingga Dewan Komisaris dapat menjalankan tugas dan fungsinya dengan baik serta dapat menjadi bagian penting dalam perjalanan Indonesia Re.

Dewan Komisaris mengajak seluruh Insan Indonesia Re untuk terus bersama-sama mendukung pencapaian kinerja Perusahaan yang lebih baik di masa mendatang. Karena itu, seluruh organisasi di lingkungan Perusahaan diharapkan terus memberikan kemampuan terbaiknya untuk mendukung kinerja Perusahaan serta menjaga integritas.

Kepada para pemangku kepentingan lainnya yaitu seluruh mitra kerja, Dewan Komisaris menyampaikan terima kasih atas kerja sama yang telah terjalin dengan baik selama ini. Indonesia Re berkomitmen dapat memberikan nilai dan manfaat yang berkelanjutan kepada mitra kerja, pemangku kepentingan khususnya masyarakat dan negara.

APPRECIATION

The Board of Commissioners would like to express appreciation to the Board of Directors for the Company's favorable performance improvement in 2024. We are also grateful for the solid cooperation established between the Board of Commissioners and the Board of Directors in managing the Company.

The Board of Commissioners would also like to thank shareholders and regulators for continued support, such that the Board of Commissioners can effectively execute duties and functions to provide valuable contributions to Indonesia Re's journey.

The Board of Commissioners encourages all Indonesia Re's employees to be unified in working together and support the Company to achieve better performance in the coming years. To that end, all organizations within the Company are expected to exert their best efforts to promote the Company's overall performance while keeping the integrity.

Our sincere gratitude are also extended to all valued stakeholders and business partners, in particular, for the collaboration that we continue to build through the years. Indonesia Re is fully committed to contributing sustainable value and benefits to our business partners, stakeholders, and the people of Indonesia.

Jakarta, Mei | May 2025
Atas nama Dewan Komisaris
on behalf of the Board of Commissioners



Julian Noor
Komisaris Utama
President Commissioner

LAPORAN DIREKSI

BOARDS OF DIRECTOR'S' REPORT



BENEDICTUS (BENNY) M. WAWORUNTU

DIREKTUR UTAMA
PRESIDENT DIRECTOR



Kinerja Perusahaan pada tahun 2024 yang mengacu pada 3 (tiga) pilar sasaran utama dan diturunkan ke dalam 5 (lima) strategi inisiatif, menjadi fondasi untuk pengembangan bisnis ke depan.

The Company's 2024 performance, guided by 3 (three) main target pillars and implemented through 5 (five) key strategic initiatives, has laid the groundwork for future business growth.

**PEMEGANG SAHAM DAN PEMANGKU
KEPENTINGAN YANG TERHORMAT,****HONORABLE SHAREHOLDERS AND STAKEHOLDERS,**

Puji dan syukur kepada Tuhan Yang Maha Esa, PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "Perusahaan") dapat melalui tahun 2024 dengan baik. Uraian dalam laporan yang disampaikan ini merupakan informasi atas pengelolaan Perusahaan untuk tahun buku yang berakhir pada 31 Desember 2024 beserta laporan keuangan yang telah diaudit oleh Kantor Akuntan Publik Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan dan Rekan dengan opini wajar dalam semua hal yang material.

Di tengah kondisi perekonomian yang masih sangat dinamis, Indonesia Re berhasil merealisasikan beragam program strategis yang dapat mendukung kinerja Perusahaan pada tahun buku. Pada tahun 2024 tersebut, baik kinerja operasional maupun keuangan, secara umum bergerak positif. Manajemen meyakini, pencapaian ini akan menjadi fondasi yang penting untuk pencapaian kinerja berkelanjutan Perusahaan di masa depan.

**PERKEMBANGAN KONDISI EKONOMI DAN
INDUSTRI**

Perekonomian Indonesia pada 2024 masih tetap tumbuh positif walaupun sedikit melambat dibandingkan tahun 2023. Menurut data Badan Pusat Statistik (BPS), ekonomi tumbuh 5,03%, sementara di tahun sebelumnya sekitar 5,05%. Ini merupakan laju pertumbuhan terendah dalam 3 (tiga) tahun terakhir.

Secara umum, perekonomian Indonesia dihadapkan pada beberapa tantangan. Terdapat indikasi penurunan daya beli masyarakat, terutama di kalangan kelas menengah. Hal ini tercermin dari penurunan penjualan mobil dan konsumsi rumah tangga yang lebih terfokus pada kebutuhan pokok. Konsumsi rumah tangga yang berkontribusi 54% terhadap ekonomi Indonesia, pertumbuhannya hanya 4,94% pada 2024, lebih rendah dari kinerja total pertumbuhan ekonomi.

Kinerja konsumsi masyarakat, antara lain tergambar dari penjualan rumah yang diperkirakan turun 25%, terutama untuk rumah tapak dan properti berbasis *Transit Oriented Development* (TOD), khususnya di wilayah Jakarta, Bogor, Depok, Tangerang, dan Bekasi (Jabodetabek). Penjualan sepeda motor hingga akhir tahun 2024 sebesar 6,33 juta unit, meningkat tipis dari 6,23 juta unit di tahun sebelumnya.

With gratitude to God Almighty, PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re" or "the Company") successfully overcame in 2024. This report includes an overview of the Company's management for the fiscal year ending December 31, 2024, along with the audited financial report, which has been reviewed by the Public Accounting Firm Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan, and Partners, and received an unqualified opinion in all material respects.

Amidst a highly dynamic economic environment, Indonesia Re successfully implemented various strategic programs that supported the Company's performance throughout the fiscal year. In 2024, both operational and financial performance was positive. Management ensures these good achievements will serve as a strong foundation for the Company's sustainable performance in the future.

ECONOMIC AND INDUSTRY DEVELOPMENTS

Indonesia's economy continued to grow positively in 2024, although at a slightly moderate pace compared to 2023. According to data from Badan Pusat Statistik (BPS), the economy grew by 5.03%, down from 5.05% in the previous year. This mark was the lowest growth rate in the past three years.

The Indonesian economy, overall, faced several challenges, including a decline in consumer purchasing power, particularly among the middle class. This was reflected in the decline in automobile sales and household consumption, which became more focused on basic necessities. Household consumption, which contributes 54% to Indonesia's economy, grew by only 4.94% in 2024, slower than the overall economic growth rate.

Consumer spending trends were also evident in the housing sector, where property sales were estimated to have declined by 25%, particularly for landed houses and Transit-Oriented Development (TOD) properties, especially in the Jakarta, Bogor, Depok, Tangerang, and Bekasi (Jabodetabek) areas. Meanwhile, motorcycle sales reached 6.33 million units by the end of 2024, showing a slight increase from 6.23 million units in the previous year.

Sumber | Source:

- <https://www.bps.go.id/id/pressrelease/2025/02/05/2408/ekonomi-indonesia-tahun-2024-tumbuh-5-03-persen--c-to-c---ekonomi-indonesia-triwulan-iv-2024-tumbuh-5-02-persen--y-on-y---ekonomi-indonesia-triwulan-iv-2024-tumbuh-0-53-persen--q-to-q---.html>
- <https://www.cnbcindonesia.com/news/20250110130208-4-602250/penjualan-mobil-2024-anjlok-nyaris-14-cuma-865-ribu-unit>
- <https://industri.kontan.co.id/news/penjualan-rumah-tapak-lesu-pada-tahun-politik-rei-penurunan-hingga-25>
- <https://www.cnnindonesia.com/otomotif/20250117151119-595-1188367/penjualan-sepeda-motor-di-indonesia-2024-tembus-63-juta-unit>

Namun penjualan mobil hanya 865.753 unit, sementara di tahun sebelumnya mencapai 1.005.802 unit. Di segmen mobil yang paling gemuk pun, yakni tipe *Low Cost Green Car* (LCGC) terjadi penurunan.

Kinerja konsumsi serta perekonomian nasional yang relatif stabil tersebut memberikan dampak positif bagi industri sektor jasa keuangan, termasuk asuransi. Otoritas Jasa Keuangan (OJK) mencatat bahwa aset industri asuransi secara kumulatif pada Desember 2024 tumbuh 2,03% dibandingkan tahun sebelumnya (*year on year/yoy*), sehingga mencapai Rp1.134 triliun.

Kinerja pada sektor asuransi berdampak langsung pada industri reasuransi, setidaknya pada premi, klaim, maupun investasi. Namun, perusahaan reasuransi yang memiliki fundamental kuat dan strategi tepat mampu mengatasi beragam tantangan yang terjadi, baik dari sisi perekonomian global dan nasional yang masih bergerak dinamis.

PERUBAHAN DAN PENCAPAIAN PENTING

Sebagai bagian dari penguatan transformasi pada tahun 2024, Indonesia Re telah mencatatkan sejumlah pencapaian penting di bidang operasional, antara lain:

- Penerapan *reporting basis* pada *non-life* treaty, yang dilakukan untuk mendukung implementasi PSAK 117. Data ini juga dapat digunakan untuk melakukan analisa dan kontrol atas akumulasi eksposur Perusahaan terhadap suatu risiko.
- Perbaikan portofolio yang dilakukan sejak tahun lalu memberikan dampak positif terhadap hasil *underwriting* bersih.
- Digitalisasi *underwriting* melalui implementasi *Underwriting Center (UCRE) Dashboard*, platform yang dirancang untuk menyederhanakan akses ke digital *integrated underwriting guideline*, sebuah pedoman *underwriting* yang terintegrasi secara digital. Para pengguna dapat mengakses informasi yang akurat dan terkini dengan lebih mudah dan cepat, menghilangkan kebutuhan terhadap dokumen fisik yang memakan waktu. UCRE *Dashboard* juga menyediakan *digital delegation authority*, yang memungkinkan proses persetujuan dan pengambilan keputusan dilakukan secara *digital*.
- Penerapan *Standard Operating Procedures (SOP)* yang lebih modern dan adaptif. SOP ini dirancang untuk mengoptimalkan alur kerja, mengurangi risiko kesalahan, dan meningkatkan kualitas layanan. Perusahaan yakin penerapan SOP baru akan menjadi katalisator bagi proses bisnis yang lebih efektif dan efisien, serta mendukung pertumbuhan bisnis yang berkelanjutan.
- Di awal tahun 2024 Indonesia Re melakukan pembaharuan model kompetensi perilaku yang diturunkan dari kompetensi BOD Kementerian BUMN.

However, car sales fell to 865,753 units, down from 1,005,802 units in 2023, with the Low-Cost Green Car (LCGC) segment experiencing the steepest decline.

Despite these economic challenges, the relatively stable national economy and consumer spending trends had a positive impact on the financial services sector, including insurance. Otoritas Jasa Keuangan (OJK) reported that the total assets of the insurance industry grew by 2.03% year-on-year (YoY) in December 2024, reaching Rp1,134 trillion.

The performance of the insurance sector has a direct impact on the reinsurance industry, influencing premiums, claims, and investments. However, reinsurance companies with strong fundamentals and the right strategies have been able to navigate the challenges posed by both the dynamic global and national economic landscape.

KEY CHANGES AND ACHIEVEMENTS

As part of its transformation efforts in 2024, Indonesia Re has achieved several key operational milestones, including:

- Implementation of a reporting basis for non-life treaties, aimed at supporting the implementation of PSAK 117. This data also enables analysis and control over the Company's accumulated risk exposure.
- The portfolio improvements implemented since last year have had a positive impact on net underwriting results.
- Digitalization of Underwriting through the Underwriting Center (UCRE) Dashboard, designed to simplify access to accurate and up-to-date information, was introduced as an integrated digital underwriting guideline platform, designed to simplify access to accurate and up-to-date information. This eliminates the need for time-consuming physical documentation, enhancing efficiency and decision-making. Additionally, the UCRE Dashboard features a digital delegation authority, enabling approvals and underwriting decisions to be processed seamlessly in a fully digital environment.
- Implementation of Modern and Adaptive Standard Operating Procedures (SOPs) was to improve workflow efficiency, reduce errors, and enhance service quality. The Company has implemented a new set of modern and adaptive SOPs. These SOPs are expected to be a catalyst for more effective and efficient business processes, ensuring sustainable business growth.
- In early 2024, Indonesia Re updated the behavioral competency model based on the BOD competency of the Ministry of State-Owned Enterprises (SOEs). This

Hal ini dilakukan dengan tujuan agar sumber daya manusia Indonesia Re memiliki kompetensi yang sejalan dengan kompetensi Kementerian BUMN. Sedangkan pada semester kedua, Human Capital merumuskan kamus kompetensi teknik. Hal ini bertujuan agar SDM Indonesia Re memiliki standar kompetensi teknik yang dapat bersaing di kancah Global. Sehingga pada 2024 Indonesia Re sudah melengkapi kamus kompetensi yakni kamus Kompetensi Behavioral dan Kamus Kompetensi Teknik dimana Kamus Kompetensi ini dapat digunakan dalam proses rekrutmen, pengembangan maupun penempatan karyawan.

- Selain merumuskan kamus kompetensi Behavioral dan Teknik, di tahun 2024 Human Capital Department menerapkan *Performance Management*. Salah satu strategi yang dilakukan adalah dengan merumuskan dan menerapkan manajemen talenta. HC Indonesia Re membentuk tim komite manajemen talenta yang bertugas untuk merumuskan kriteria serta pengembangan talenta yang ada di Indonesia Re. Hal ini tercantum dalam SK Komite Talenta dan SK Manajemen Talenta. Manajemen Talenta bertujuan untuk memetakan potensi masing-masing SDM Perusahaan. Melalui pemetaan tersebut, setiap karyawan diharapkan mendapatkan program pengembangan yang sesuai dengan kebutuhan masing-masing yang juga diselaraskan dengan kebutuhan organisasi.
- Tahun 2024 adalah tahun pertama implementasi RKAP berbasis risiko, yaitu penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP) yang mempertimbangkan dan mengintegrasikan risiko-risiko utama yang dapat memengaruhi pencapaian sasaran perusahaan. Pendekatan ini sejalan dengan arahan dari Kementerian Badan Usaha Milik Negara (KBUMN) yang mendorong penguatan tata kelola dan manajemen risiko di BUMN. Sejalan dengan itu, Perusahaan juga telah melakukan pengukuran Indeks Kematangan Risiko (*Risk Maturity Index*) yang menacu pada Petunjuk Teknis Penilaian RMI berbasis kinerja yaitu menggabungkan penilaian pada Aspek Dimensi dan Aspek Kinerja. Untuk periode penilaian tahun 2023, Perusahaan berada pada skala Fase Praktik yang Baik (*Good Practice Phase*).
- Sebagai bagian dari proses digitalisasi, Perusahaan mengembangkan *Wordingpedia* sebagai glosarium klausul, yakni alat otomatisasi pembuatan perjanjian, serta panduan yang dirancang untuk mendukung *underwriter* dalam menetapkan klausul pada perjanjian treaty. Sarana ini diharapkan menjadi solusi komprehensif dalam mendukung proses *underwriting* melalui menyediakan referensi yang akurat, mempercepat otomatisasi pembuatan perjanjian, serta memastikan standar dan kepatuhan.

was done to ensure that Indonesia Re's human resources have competencies that are consistent with those of the Ministry of SOEs. Meanwhile, in the second semester, Human Capital developed a technical competency dictionary to ensure that Indonesia Re's human resources meet technical competency standards to compete on a global scale. As a result, in 2024, Indonesia Re completed the competency dictionary, specifically the Behavioral and Technical Competency Dictionary, which can be used in the employee recruitment, development, and placement processes.

- In addition to developing the Behavioral and Technical competency dictionaries, the Human Capital Department implemented Performance Management in 2024. One of the strategies employed is to develop and implement talent management. Indonesia Re HC established a talent management committee team tasked with developing talent at Indonesia Re. This is stated in both the Talent Committee and Talent Management Decrees. Talent Management seeks to map the potential of each company's human resources. Through this mapping, each employee is expected to receive a development program that meets their specific needs while also aligning with the needs of the organization.
- 2024 marks the first year of the risk-based RKAP implementation, specifically the development of the Company's Work Plan and Budget (RKAP), which considers and integrates the major risks that can jeopardize the Company's ability to meet its targets. This approach is in line with the Ministry of State-Owned Enterprises directive, which promotes good corporate governance and risk management in State-Owned Enterprises. In accordance with this, the Company has also measured the Risk Maturity Index, which refers to the Technical Instructions for RMI Assessment in the Ministry of State-Owned Enterprises environment, using performance-based RMI assessment, specifically combining assessments on the Dimension Aspect and Performance Aspect. For the 2023 assessment period, the Company is in the Good Practice Phase.
- Development of *Wordingpedia* – A Digital Clause Glossary and Agreement Automation Tool. As part of the Company's digital transformation, *Wordingpedia* has been developed as a clause glossary and automated agreement tool. This innovation supports underwriters in defining treaty clauses by providing accurate references, accelerating the agreement drafting process, and ensuring compliance with industry standards. *Wordingpedia* is expected to enhance the overall underwriting process and improve operational efficiency.

- Perusahaan berhasil menyelesaikan tahap persiapan implementasi PSAK 117. Langkah ini termasuk penyesuaian sistem pelaporan akuntansi, aktuaria, dan infrastruktur data, perhitungan liabilitas cadangan teknis, dan infrastruktur data untuk memastikan kesiapan dalam menghadapi menjalankan implementasi PSAK 117 *parallel run* di 2025. Pencapaian ini mencerminkan komitmen Perusahaan terhadap penerapan prinsip tata kelola yang baik dan kepatuhan terhadap regulasi.

ANALISIS KINERJA PERUSAHAAN 2024

Kendala dan Tantangan yang Dihadapi

Tahun 2024 menjadi tahun yang penuh tantangan bagi industri reasuransi di Indonesia. Berbagai faktor, baik dari dalam maupun luar negeri, mempengaruhi kinerja perusahaan reasuransi. Berikut adalah beberapa kendala dan tantangan yang dihadapi, serta mitigasinya:

- Persaingan yang semakin ketat. Industri reasuransi di Indonesia semakin kompetitif dengan banyaknya pemain, baik lokal maupun internasional. Hal ini menekan harga dan margin keuntungan Perusahaan. Karena itu, Indonesia Re melakukan *monitoring* dan *review* secara berkala terhadap seluruh proses bisnis untuk menghasilkan proses yang efektif dan efisien, termasuk melakukan analisis guna menghasilkan portofolio yang sehat dan berkualitas.
- Sumber Daya Manusia (SDM) yang andal: Industri reasuransi membutuhkan tenaga ahli yang memiliki pemahaman mendalam tentang risiko, aktuaria, keuangan, hukum, dan bisnis. Namun, sering kali terjadi kesenjangan antara keterampilan yang dibutuhkan industri dengan ketersediaan tenaga kerja yang kompeten. Untuk itu, Indonesia Re menyiapkan pengembangan SDM yang berkelanjutan untuk memastikan Perusahaan memiliki tenaga kerja yang kompeten dan berkinerja tinggi.
- Dinamika permasalahan di sektor perasuransian yang tak kunjung tuntas. Namun demikian, Perusahaan telah membuat langkah mitigasi, yang antara lain mencakup: fokus meningkatkan servis akseptasi dan operasional; proses akseptasi berbasis *experience study*; pembuatan *cover letter* sebagai solusi meminimalisir waktu penyelesaian treaty.
- Praktik bisnis perasuransian menghadapi sejumlah tantangan signifikan pada keterbatasan akses dan kualitas data serta riset secara optimal, hal ini menghambat analisis yang mendalam dan pengambilan keputusan yang berbasis data.
- Sejalan dengan arahan Otoritas Jasa Keuangan (OJK) yang mewajibkan implementasi PSAK 117 oleh perusahaan asuransi mulai 1 Januari 2025, Indonesia Re dituntut melakukan transisi dan penyusunan *opening balance* secara efektif. Dalam proses ini, pendekatan *agile project management* digunakan untuk memastikan pengelolaan

- Completion of PSAK 117 Implementation Preparations. The Company has successfully completed the preparatory phase for PSAK 117 implementation, which included adjustments to accounting reporting systems, actuarial processes, and data infrastructure. Additionally, technical reserve liability calculations have been refined to ensure full readiness for the parallel run of PSAK 117 in 2025. This achievement underscores the Company's commitment to strong corporate governance and regulatory compliance.

COMPANY PERFORMANCE ANALYSIS

Challenges and Mitigation Strategies

The year 2024 has been a challenging period for the reinsurance industry in Indonesia. Several internal and external factors have impacted the performance of reinsurance companies. Below are some key challenges and the mitigation strategies implemented:

- Intensifying Market Competition: The Indonesian reinsurance industry has become increasingly competitive, with numerous local and international players entering the market. This has put pressure on pricing and profit margins. In response, Indonesia Re conducts regular monitoring and reviews of all business processes to enhance efficiency and effectiveness. Additionally, comprehensive portfolio analysis is carried out to ensure a healthy and high-quality risk portfolio.
- Talent and Expertise Development: The reinsurance industry demands highly skilled professionals with expertise in risk assessment, actuarial science, finance, legal matters, and business strategy. However, there remains a gap between industry needs and the availability of qualified talent. To address this, Indonesia Re has implemented a continuous human capital development program to ensure the Company has a workforce that is highly competent and performance-driven.
- Challenges in the insurance sector continues to face ongoing structural and operational challenges. To mitigate these issues, Indonesia Re has taken several strategic steps, including focusing on enhancing acceptance and operational services; implementing experience study-based underwriting to improve risk assessment; and introducing cover letters as a solution to minimize treaty processing time.
- Insurance business practices faced numerous significant challenges, including limited access and data quality, as well as optimal research, which impedes in-depth analysis and data-driven decision making.
- Implementation of PSAK 117: In alignment with the Otoritas Jasa Keuangan (OJK) directive, which mandates the implementation of PSAK 117 for insurance companies by January 1, 2025, Indonesia Re is undergoing a transition and preparing an effective opening balance. To facilitate a smooth and timely transition, an agile project

timeline yang terkontrol, sehingga implementasi dapat diselesaikan sepenuhnya sesuai dengan jadwal yang telah ditetapkan.

Strategi dan Kebijakan Strategis

Dalam penyusunan Rencana Kerja dan Anggaran Perusahaan (RKAP) 2024 Perusahaan menetapkan 3 (tiga) pilar sasaran utama, yaitu: (1) *Financial Stability and Growth*, (2) *Empowering Growth through Innovation* and (3) *Optimizing Operational Efficiency* ke dalam 5 (lima) tema strategi perusahaan tahun 2025 sebagai berikut:

- **Pilar Pertama: Financial Stability & Growth**

Mencakup 3 (tiga) tema strategi, yakni:

1. *Boosting growth through high performance business & profitable portfolio;*
2. *Optimization cashflow management and robust actuarial based pricing to boost corporate performance;* dan
3. *Shared service implementation in indonesia group to optimizing business performance and efficiency bersama anak perusahaan.*

- **Pilar Kedua: Empowering Growth through Innovation**

Menerapkan tema strategi keempat yaitu: *The role of innovation digitalization and agile strategies in promoting productivity and business performance.*

- **Pilar Ketiga: Optimizing Operational Efficiency**

Menerapkan tema strategi kelima yaitu: *Boosting business efficiency through improving corporate governance, culture and collaboration.*

Selain itu, mengacu pada surat Pemegang Saham melalui surat No. S-491/MBU/09/2023 tanggal 29 September 2023 tentang Aspirasi Pemegang Saham untuk Penyusunan RKAP tahun 2024, salah satu arahan teknis untuk sub kluster reasuransi adalah perbaikan dan peningkatan pengelolaan kinerja bisnis dan keuangan harus senantiasa lebih baik dari tahun sebelumnya. Di antaranya, melalui pembentukan cadangan yang cukup.

Pencadangan dalam perusahaan perasuransian diatur dengan ketat melalui berbagai regulasi OJK guna memastikan kecukupan dana dalam memenuhi kewajiban kepada pemegang polis serta menjaga stabilitas industri asuransi secara keseluruhan. Kepatuhan terhadap ketentuan pencadangan tidak hanya berdampak pada kesehatan keuangan perusahaan, tetapi juga menjadi faktor utama dalam menjaga kepercayaan publik dan pemangku kepentingan terhadap industri asuransi di Indonesia.

management approach has been adopted, ensuring a controlled timeline and seamless implementation in accordance with the established schedule.

Strategic Initiatives and Policies

As part of the 2024 Corporate Work Plan and Budget (RKAP), the Company has established 3 (three) key strategic pillars: (1) Financial Stability and Growth, (2) Empowering Growth through Innovation and (3) Optimizing Operational Efficiency, which are further translated into 5 (five) strategic themes of the Company in 2025 as follows:

- **Pillar 1: Financial Stability & Growth**

This pillar focuses on 3 (three) core strategic themes:

1. Boosting growth through high-performance business and a profitable portfolio
2. Optimizing cash flow management and implementing robust actuarial-based pricing to enhance corporate performance; and
3. Implementing shared services within the Indonesia Re Group, including subsidiaries, to optimize business performance and efficiency.

- **Pillar 2: Empowering Growth Through Innovation**

Executing the fourth strategic theme: The role of innovation, digitalization, and agile strategies in enhancing productivity and business performance.

- **Pillar 3: Optimizing Operational Efficiency**

Executing the fifth strategic theme: Boosting business efficiency through the improvement of corporate governance, organizational culture, and collaboration.

In alignment with Shareholder Letter No. S-491/MBU/09/2023 dated September 29, 2023, regarding Shareholders' Aspirations for the 2024 Corporate Work Plan and Budget (RKAP), one of the key directives for the reinsurance sub-cluster is the continuous improvement of business and financial performance compared to the previous year. A crucial part of this initiative is ensuring adequate reserve formation.

Reserve management in insurance and reinsurance companies is strictly regulated by the Financial Services Authority (OJK) to ensure sufficient funds are available to meet policyholder obligations and to maintain the overall stability of the insurance industry. Compliance with these reserve requirements is not only crucial for the financial health of the Company but also plays a key role in maintaining public and stakeholder trust in the Indonesian insurance sector.

Sebagai upaya mencapai target yang direncanakan pada tahun 2024, Perusahaan telah menetapkan 12 strategi unggulan sebagai berikut:

1. Penerapan *underwriting excellence*, termasuk *underwriting guideline* dan *delegation of authority* dalam format digital, *4-eye principle*, *risk engineering* dan penguatan kapabilitas analisa klaim untuk mencapai portofolio risiko yang berkualitas tinggi;
2. *Robust pricing capability* melalui *actuarial-based pricing guideline*, *reliable pricing tools*, *pricing tools* untuk produk *critical illness* serta penerapan *dynamic pricing*;
3. Pengembangan produk-produk asuransi jiwa unggulan, berkolaborasi dengan *cedant-cedant* terpilih;
4. Peningkatan kapabilitas manajemen portofolio, antara lain melalui aplikasi *dashboard* dan laporan (*reporting*) digital, *accumulation management* (pengelolaan akumulasi risiko) serta penerapan *dynamic financial analysis e.q. remetrica*;
5. Penguatan fungsi *client management* melalui pemantapan *client segmentation* dan *Client 360* – ketersediaan *database* yang transparan dan mudah diakses untuk meningkatkan efektivitas *services* kepada *ceding companies*;
6. Digitalisasi proses bisnis dan pelaporan, antara lain melalui platform untuk transaksi fakultatif, administrasi *treaty* serta pelaporan dan konfirmasi klaim *cash call* reasuransi umum, peningkatan SARJ (Sistem Administrasi Reasuransi Jiwa) dan SARK (Sistem Administrasi Reasuransi Kesehatan), *Power BI Dashboard*, *host to host* dan *MInclub*;
7. Penyesuaian tingkat retensi untuk berbagai jenis pertanggungan;
8. Pengelolaan investasi yang aktif namun risiko yang terukur dengan mengacu pada prinsip-prinsip: *prudent*, *compliance*, *risk based investment*, *portfolio optimization*, *sustainable investing* dan selaras dengan ketentuan yang berlaku;
9. Implementasi PSAK 104 dan PSAK 117;
10. Untuk perusahaan anak: Penguatan ekosistem asuransi perdagangan dengan institusi pendukung ekspor di PT Asuransi Asei Indonesia dan *sustainability* dana *tabarru* serta dana Perusahaan;
11. *Implementasi talent management*, *career path*, serta *agile organization structure*; dan
12. *Knowledge based profit center* melalui revitalisasi Indonesia Re Institute sebagai *learning center* bagi industri asuransi dan keuangan.

To achieve its 2024 performance targets, Indonesia Re has set 12 key strategic initiatives, which include:

1. Underwriting Excellence – Strengthening underwriting capabilities through digital underwriting guidelines, delegation of authority, the four-eye principle, risk engineering, and enhanced claims analysis to ensure a high-quality risk portfolio;
2. Robust Pricing Capability – Implementing actuarial-based pricing guidelines, reliable pricing tools, pricing solutions for critical illness products, and dynamic pricing strategies;
3. Development of Leading Life Insurance Products – Collaborating with selected cedants (assignors) to create innovative life insurance solutions;
4. Portfolio Management Enhancement – Utilizing digital dashboards and reporting systems, accumulation management, and dynamic financial analysis tools such as remetrica to strengthen risk management;
5. Client Management Strengthening – Enhancing client segmentation and implementing Client 360, a transparent and accessible database that improves service effectiveness for ceding companies;
6. Business Process and Reporting Digitalization – Advancing digital platforms for facultative transactions, treaty administration, cash call claim reporting for general reinsurance, and upgrading SARJ (Life Reinsurance Administration System) and SARK (Health Reinsurance Administration System), Power BI Dashboard, host-to-host integration, and MInclub;
7. Retention Level Adjustments – Refining retention strategies across various lines of business;
8. Active and Risk-Measured Investment Management – Adopting an investment approach based on prudence, compliance, risk-based investment, portfolio optimization, and sustainable investing, while ensuring adherence to regulatory requirements;
9. Implementation of PSAK 104 and PSAK 117;
10. Subsidiary Development – Strengthening the trade insurance ecosystem by collaborating with export-supporting institutions through PT Asuransi Asei Indonesia, while ensuring the sustainability of tabarru funds and corporate funds;
11. Talent Management and Organizational Agility – Implementing talent management programs, career path development, and an agile organizational structure to foster a high-performance workforce; and
12. Knowledge-Based Profit Center – Revitalizing Indonesia Re Institute as a learning center for the insurance and financial industries.

Peran Direksi dalam Perumusan Strategi dan Kebijakan Strategis

Dalam menyusun strategi Perusahaan, Direksi berpedoman pada Peraturan Menteri BUMN Nomor: PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara; Rencana Jangka Panjang Perusahaan (RJPP) sebagai acuan jangka panjang dalam menentukan arah, strategi dan kebijakan dasar dalam pengembangan bisnis Perusahaan; dan aspirasi Pemegang Saham, dalam hal ini Kementerian BUMN.

Direksi memiliki peran strategis dalam perumusan kebijakan dan arah strategis Perusahaan. Direksi memastikan bahwa setiap keputusan didasarkan pada analisis yang komprehensif dan selaras dengan visi serta tujuan jangka panjang Perusahaan.

Dalam kapasitasnya, Direksi bekerja sama dengan Strategic Development Division untuk mengembangkan strategi pertumbuhan yang berkelanjutan, termasuk optimalisasi portofolio bisnis, penguatan daya saing, dan peningkatan efisiensi operasional. Setiap strategi yang dirumuskan mempertimbangkan faktor eksternal seperti kondisi pasar dan regulasi, serta faktor internal seperti kapabilitas perusahaan dan pengelolaan risiko.

Proses Direksi Memastikan Implementasi Strategi

Untuk memastikan strategi yang telah ditetapkan dapat diimplementasikan dengan baik, Direksi menerapkan mekanisme pemantauan dan evaluasi berbasis data serta *Key Performance Indicators* (KPI). Strategic Development Division mendukung proses ini dengan menyusun analisis kinerja secara berkala, memberikan rekomendasi perbaikan strategi, serta mengusulkan inisiatif pengembangan bisnis yang adaptif terhadap dinamika industri.

Selain itu, Direksi juga telah menerapkan sistem pengendalian dan evaluasi yang komprehensif. Sistem ini mencakup beberapa mekanisme penting, antara lain:

1. Rapat Berkala Direksi: Rapat Direksi diadakan secara rutin untuk meninjau kinerja Perusahaan, mengevaluasi kemajuan strategi, dan mengambil keputusan strategis.
2. Rapat Manajemen Komite: Melalui rapat manajemen komite, Direksi memantau pelaksanaan strategi dan memastikan koordinasi yang efektif dengan perwakilan kepala divisi di bawahnya.

The Board of Directors' Role in Strategy Formulation and Strategic Policies

In developing the Company's strategy, the Board of Directors adheres to Ministry of State-Owned Enterprises (BUMN) Regulation No. PER-2/MBU/03/2023 on Corporate Governance Guidelines and Significant Corporate Activities for State-Owned Enterprises; the Company's Long-Term Plan (RJPP) as a long-term reference for determining the Company's direction, strategy, and fundamental policies in business development; and Shareholders' aspirations, particularly from the Ministry of State-Owned Enterprises (BUMN).

The Board of Directors plays a strategic role in formulating corporate policies and strategic direction. It ensures that all decisions are based on comprehensive analysis and aligned with the Company's vision and long-term objectives.

In fulfilling this role, the Board of Directors collaborates with the Strategic Development Division to develop a sustainable growth strategy, focusing on business portfolio optimization; Enhancing competitiveness; and improving operational efficiency. Each strategy is carefully formulated by considering external factors such as market conditions and regulatory changes, as well as internal factors including corporate capabilities and risk management.

Board of Directors' Process in Ensuring Strategy Implementation

To ensure the effective implementation of established strategies, the Board of Directors employs data-driven monitoring and evaluation mechanisms, which are supported by Key Performance Indicators (KPIs). The Strategic Development Division plays a crucial role in this process by conducting regular performance analysis, providing strategic improvement recommendations, and proposing business development initiatives that are adaptive to industry dynamics.

In addition, the Board of Directors has implemented a comprehensive control and evaluation system, which includes the following key mechanisms:

1. Regular Board Meetings: Routine board meetings are held to review the Company's performance, assess strategy progress, and make strategic decisions.
2. Management Committee Meetings: These meetings enable the Board to oversee strategy execution and ensure effective coordination with divisional heads.

3. **Monitoring dan Evaluasi Laporan:** Laporan bulanan memberikan gambaran terkini mengenai kinerja perusahaan, memungkinkan Direksi untuk melakukan *monitoring* dan mengambil tindakan korektif secara tepat waktu.
4. **Komite-komite Terintegrasi:** Pembentukan komite-komite yang terintegrasi memperkuat pengawasan dan pengambilan keputusan yang berbasis pada keahlian dan perspektif yang beragam.

Tujuan dibentuk Komite-Komite Terintegrasi adalah untuk memperkuat pengawasan dan penyelarasan peningkatan performa secara terintegrasi dan terkonsolidasi dalam Indonesia Re Grup.

Berikut Komite-Komite Terintegrasi yang dimiliki perusahaan: Komite Manajemen Risiko, Komite Investasi & Asset Liability Management, Komite Talent, Komite Manajemen Risiko Terintegrasi, Satuan Kerja Audit Intern Terintegrasi, dan Satuan Kerja Kepatuhan Terintegrasi.

3. **Monthly Business Performance Reports:** Monthly reports provide up-to-date insights into the Company's performance, allowing the Board to conduct monitoring and take timely corrective actions when necessary.
4. **Integrated Committees:** The establishment of integrated committees enhances supervision and decision-making, which is leveraging diverse expertise and perspectives.

The objective of establishing Integrated Committees is to strengthen oversight and alignment of performance improvement in an integrated and consolidated manner within the Indonesia Re Group.

The following are the Company's Integrated Committees: Risk Management Committee, Investment & Asset Liability Management Committee, Talent Committee, Integrated Risk Management Committee, Integrated Internal Audit Work Unit, and Integrated Compliance Work Unit.

No	Nama Komite Name of Committee	Tugas Pokok dan Fungsi	Job Description
1	Komite Manajemen Risiko Risk Management Committee	Komite Manajemen Risiko PT Reasuransi Indonesia Utama (Persero) sebagaimana dalam Diktum PERTAMA mempunyai tugas sebagai berikut : 1. Struktur organisasi Komite Manajemen Risiko bersifat non struktural dengan fungsi untuk memberikan masukan berupa rekomendasi kepada Direktur Utama tentang kebijakan dan strategi penerapan manajemen risiko di Perusahaan. 2. Wewenang dan tanggung jawab Komite Manajemen Risiko adalah melakukan evaluasi dan memberikan rekomendasi kepada Direktur Utama terkait Manajemen Risiko yang paling kurang meliputi: a. Penyusunan kebijakan Manajemen Risiko serta perubahannya, termasuk strategi Manajemen Risiko, tingkat Risiko yang diambil dan toleransi Risiko, kerangka Manajemen Risiko serta rencana kontinjensi untuk mengantisipasi terjadinya kondisi tidak normal; b. Penyempurnaan proses Manajemen Risiko secara berkala maupun bersifat insidental sebagai akibat dari suatu perubahan kondisi eksternal dan internal perusahaan yang mempengaruhi kecukupan pemodalannya, profil Risiko perusahaan dan tidak efektifnya penerapan Manajemen Risiko berdasarkan hasil evaluasi; c. 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.	The Risk Management Committee of PT Reasuransi Indonesia Utama (Persero) as stated in the FIRST Diktum has the following duties: 1. The organizational structure of the Risk Management Committee is non-structural with the function of providing input in the form of recommendations to the President Director regarding the Company's risk management policy and strategy execution. 2. The authority and responsibility of the Risk Management Committee are to evaluate and provide recommendations to the President Director regarding Risk Management which at least include: a. Preparation of Risk Management policies and changes thereto, including Risk Management strategies, the level of Risk taken and Risk tolerance, Risk Management framework and contingency plans to anticipate unusual circumstances; b. Periodic and incidental improvements in the Risk Management process due to the Company's external and external changes that affect the Company's capital adequacy, Risk profile and how effectively it runs Risk Management based on the evaluation results; c. Determination of policies and/or business decisions that deviate from normal procedures, such as significant business expansion exceeding the company's previously established business plan or taking a position/Risk exposure that exceeds the agree limit.

No	Nama Komite Name of Committee	Tugas Pokok dan Fungsi	Job Description
2	Komite Investasi & Asset Liability Management Investment and Asset Liability Management Committee	Fungsi Pokok Komite Investasi & Asset Liability Management adalah sebagai berikut: 1. Membantu Direksi dalam merumuskan kebijakan investasi dan mengawasi pelaksanaan kebijakan investasi yang telah ditetapkan; 2. Dibentuk sebagai salah satu upaya peningkatan tata kelola pengelolaan investasi dalam bentuk penyediaan sumber daya manusia ditingkat strategis. Kewenangan Komite Investasi dan Asset Liability Management meliputi: 1. <i>Strategic Meeting</i> diadakan minimum setiap 3 bulan sekali; 2. Melakukan <i>review</i> dan penetapan strategi serta kebijakan investasi minimum untuk 3 bulan ke depan (triwulanan) dan tahunan; 3. Menetapkan kebijakan strategis mengenai <i>Liability Driven Investment (LDI)</i>; 4. Melakukan <i>review</i> dan penetapan <i>risk appetite</i> dan pedoman investasi; 5. Melakukan analisa secara komprehensif terhadap aset dan liabilitas perusahaan setiap bulan; 6. Melakukan identifikasi terhadap aset dan liabilitas perusahaan yang berpotensi menjadi risiko perusahaan, baik risiko likuiditas, risiko investasi, dan risiko operasional lainnya; 7. Memberikan rekomendasi kepada Direksi atas persetujuan usulan transaksi investasi yang harus melalui Komite Investasi dan Asset Liability Management; 8. Transaksi yang dimaksud dalam butir 7 (tujuh) antara lain: a. Pembelian atau Pelepasan Investasi Saham Penyertaan Langsung; b. Pembelian atau Pelepasan Investasi Properti. c. Pembiayaan melalui mekanisme kerja sama dengan Pihak lain dalam bentuk pemberian kredit (<i>executing</i>); d. Pinjaman yang dijamin dengan hak tanggungan; e. Produk derivatif dalam rangka <i>hedging</i>; f. Penempatan investasi selain SUN, dengan nilai di atas Rp100 Miliar per transaksi.	The main functions of the Investment & Asset Liability Management Committee are as follows: 1. Assisting the Board of Directors in formulating investment policies and overseeing the implementation of established investment policies; 2. Set up as an effort to improve investment management governance in the form of providing human resources at a strategic level. The authority of the Investment and Asset Liability Management Committee includes: 1. Strategic Meetings that shall be held at least once every 3 months; 2. Reviewing and determining investment strategies and policies for a minimum of the next 3 months (quarterly) and annually; 3. Determining strategic policies regarding Liability Driven Investment (LDI); 4. Reviewing and determining risk appetite and investment guidelines; 5. Conducting a comprehensive monthly analysis of the company's assets and liabilities; 6. Identifying the company's assets and liabilities that have the potential to become company risks, including liquidity risk, investment risk, and other operational risks; 7. Providing recommendations to the Board of Directors on the approval of proposed investment transactions that must go through the Investment and Asset Liability Management Committee; 8. Transactions referred to in point 7 (seven) include: a. Purchase or Disposal of Direct Participation Stock Investments; b. Purchase or Disposal of Property Investments. c. Financing through a cooperation mechanism with other parties in the form of credit provision (<i>executing</i>); d. Loans secured by mortgage rights; e. Derivative products for hedging purposes; f. Placement of investments other than SUN, with a value above IDR100 billion per transaction.
3	Komite Talent Talent Committee	1. Melakukan penjangkaran terhadap tenaga profesional yang dimiliki Perusahaan dan mengumpulkan informasi tenaga profesional tersebut ke dalam <i>talent & succession management</i> Perusahaan 2. Melakukan identifikasi Pengetahuan dan Kompetensi critical yang diperlukan; 3. Melaksanakan proses asesmen <i>talent</i> berdasarkan pada <i>capacity</i> dan <i>performance</i> yang mencakup: a. <i>Capacity</i>: kompetensi dan <i>learning agility</i> b. <i>Performance</i>: Kinerja Karyawan 3 tahun terakhir, catatan khusus terkait kepatuhan dan integritas, penghargaan dan prestasi, dan catatan Human Capital 4. Menetapkan proses klasifikasi/<i>mapping</i> talenta berdasarkan 9 (nine) box; 5. Melakukan pengembangan kandidat yang telah masuk dalam kelompok <i>talent & succession management</i> untuk memenuhi kebutuhan di masa depan; 6. Melakukan penilaian terhadap tenaga profesional yang dimiliki Perusahaan sebagaimana tercantum dalam <i>talent & succession management</i> Perusahaan; 7. Melakukan monitoring melekat dan berkelanjutan dalam pengelolaan bakat dan keterkaitan dengan tenaga profesional yang dimiliki.	1. Screening the Company's professional staff and collecting information about them staff into the Company's talent & succession management 2. Identifying the critical Knowledge and Competencies required; 3. Running a talent assessment process based on capacity and performance that includes: a. Capacity: competency and learning agility b. Performance: Employee performance in the last 3 years, special notes related to compliance and integrity, awards and achievements, and Human Capital records 4. Establishing a talent classification/mapping process based on 9 (nine) boxes; 5. Developing candidates who have entered the talent & succession management group to meet future needs; 6. Making assessments of the Company's professional staff as stated in the Company's talent & succession management; 7. Conducting continuous and ongoing monitoring in talent management and the relationship with the existing professional staff.

No	Nama Komite Name of Committee	Tugas Pokok dan Fungsi	Job Description
4	Komite Manajemen Risiko Terintegrasi Integrated Risk Management Committee	1. Menyusun kebijakan Manajemen Risiko Terintegrasi secara tertulis dan komprehensif sesuai dengan ketentuan dalam Peraturan Otoritas Jasa Keuangan; 2. Melaksanakan kebijakan Manajemen Risiko Terintegrasi yang telah ditetapkan; 3. Mengembangkan budaya Risiko sebagai bagian dari penerapan Manajemen Risiko Terintegrasi pada Konglomerasi Keuangan 4. Memastikan efektivitas pengelolaan sumber daya manusia yang mencakup kompetensi, kualifikasi, dan kecukupan sumber daya manusia pada Entitas Utama untuk melaksanakan fungsi Manajemen Risiko Terintegrasi; 5. Memastikan bahwa penerapan Manajemen Risiko Terintegrasi telah dilakukan secara independen; 6. Mengevaluasi hasil kaji ulang Satuan Kerja Manajemen Risiko Terintegrasi secara berkala terhadap proses Manajemen Risiko Terintegrasi 7. Tugas dan tanggung jawab lain yang dilakukan dalam kegiatan yang ditentukan oleh Komite Manajemen Risiko Terintegrasi (KMRT) PT Reasuransi Indonesia Utama (Persero) Entitas Utama – Lembaga Jasa Keuangan (LJK).	1. Preparing a written and comprehensive Integrated Risk Management policy in accordance with the provisions of the Financial Services Authority Regulation; 2. Implementing the Integrated Risk Management policy that has been established; 3. Developing a Risk culture as part of the implementation of Integrated Risk Management in the Financial Conglomerate 4. Ensuring the effectiveness of human resource management which includes competence, qualifications, and adequacy of human resources in the Main Entity to carry out the Integrated Risk Management function; 5. Ensuring that the implementation of Integrated Risk Management has been carried out independently; 6. Evaluating the results of Integrated Risk Management Work Unit periodic reviews of the Integrated Risk Management process 7. Other duties and responsibilities carried out in activities determined by the Integrated Risk Management Committee (KMRT) of PT Reasuransi Indonesia Utama (Persero) Main Entity – Financial Services Institution (LJK).
5	Satuan Kerja Audit Intern Terintegrasi Integrated Internal Audit Work Unit	Satuan Kerja mempunyai tugas memantau pelaksanaan audit intern pada masing-masing LJK dalam Konglomerasi Keuangan.	The Work Unit is tasked with monitoring the implementation of internal audits at each LJK in the Financial Conglomerate.
6	Satuan Kerja Kepatuhan Terintegrasi Integrated Compliance Working Unit	Memantau dan mengevaluasi pelaksanaan fungsi kepatuhan pada masing-masing Anak Perusahaan dalam Konglomerasi Keuangan. Pemantauan dan evaluasi tersebut mencakup: - Menyelaraskan metodologi pengelolaan risiko kepatuhan termasuk di dalamnya pelaksanaan ketentuan Anti Pencucian Uang (APU) & Pencegahan Pendanaan Terorisme (PPT) - Mengintegrasikan & menelaraskan kebijakan dan prosedur fungsi kepatuhan, termasuk di dalamnya kebijakan dan prosedur APU & PPT - Koordinasi proses pemantauan kepatuhan terhadap kewajiban pelaporan internal dan eksternal - Koordinasi dalam pengembangan SDM Satuan Kerja Kepatuhan dalam Konglomerasi Keuangan PT Reasuransi Indonesia Utama (Persero) - Koordinasi penerapan Strategi Anti Fraud - Memantau dan mengevaluasi pelaksanaan fungsi kepatuhan pada masing-masing Lembaga Jasa Keuangan (LJK) dalam konglomerasi keuangan - Menyusun dan menyampaikan laporan pelaksanaan tugas dan tanggung jawab kepada Direktur yang ditunjuk untuk melakukan fungsi pengawasan terhadap LJK dalam konglomerasi keuangan	Monitoring and evaluating the implementation of compliance functions in each Subsidiary in the Financial Conglomerate. The monitoring and evaluation include: - Aligning the compliance risk management methodology including the implementation of Anti-Money Laundering (AML) & Prevention of Terrorism Financing (CFT) provisions - Integrating & aligning compliance function policies and procedures, including AML & CFT policies and procedures - Coordinating the compliance monitoring process for internal and external reporting obligations - Coordinating the development of Compliance Work Unit HR in the Financial Conglomerate of PT Reasuransi Indonesia Utama (Persero) - Coordinating the implementation of the Anti-Fraud Strategy - Monitoring and evaluating the implementation of compliance functions in each Financial Services Institution (LJK) in the financial conglomerate - Preparing and submitting reports on the implementation of duties and responsibilities to the Director appointed oversee LJK in the financial conglomerate

5. *Rapat Advisory Committee* Triwulanan: Rapat ini memfasilitasi kolaborasi strategis antara Direksi Indonesia Re dan anak perusahaan. Tujuannya untuk mengoptimalkan sinergi dan memastikan pencapaian target konsolidasi perusahaan secara efektif dan optimal.

Melalui mekanisme ini, Direksi memastikan bahwa strategi Perusahaan dijalankan secara efisien dan efektif, serta mampu menghadapi tantangan dan memanfaatkan peluang yang ada. Sistem pengendalian dan evaluasi ini secara berkala ditinjau dan ditingkatkan untuk menjaga efektivitasnya.

5. Quarterly *Advisory Committee* Meetings: These meetings facilitate strategic collaboration between the Indonesia Re Board and its subsidiaries. The aim is to optimize synergy and ensure the Company's targets are achieved effectively and optimally.

Through these mechanisms, the Board ensures that the Company's strategy is executed efficiently and effectively, enabling it to navigate challenges and seize opportunities. The control and evaluation system is periodically reviewed and refined to maintain its effectiveness in supporting corporate objectives.

Realisasi Kinerja Usaha Tahun 2024

Hingga Desember 2024, realisasi hasil investasi Perusahaan mencapai Rp440,194 miliar. Dibandingkan target RKAP, pencapaiannya adalah 143,39% atau 137,13% dibandingkan realisasi tahun sebelumnya. Sedangkan *yield on investment* sekitar 6,33% di atas RKAP.

Selain itu, penyerapan anggaran biaya operasional selama tahun 2024 tercatat sebesar Rp398,68 miliar, atau 82,80% dari target RKAP. Pencapaian ini menunjukkan pengelolaan anggaran yang efektif. Dari sisi efisiensi, Perusahaan berhasil mencapai *expense ratio* sebesar 10,11%, lebih rendah dari target RKAP 2024 yang ditetapkan sebesar 13,21%, yang mencerminkan penerapan strategi efisiensi yang terukur dalam meningkatkan kinerja keuangan.

Meski demikian, pencapaian ini tidak terlepas dari berbagai tantangan, terutama dampak ketidakstabilan perekonomian global, yang turut berpengaruh terhadap kondisi ekonomi Indonesia serta industri asuransi dan reasuransi. Perusahaan terus beradaptasi dengan dinamika pasar guna mempertahankan performa positif di tengah tantangan ekonomi.

Business Performance Realization in 2024

As of December 2024, the Company's investment returns reached Rp440.19 billion, achieving 143.39% of the RKAP target or 137.13% compared to the previous year's realization. The yield on investment stood at 6.33%, exceeding the RKAP projection.

Additionally, the Company's operating expense absorption for 2024 amounted to Rp398.68 billion, or 82.80% of the RKAP target, reflecting effective budget management. In terms of efficiency, the Company successfully recorded an expense ratio of 10.11%, which is lower than the 2024 RKAP target of 13.21%, demonstrating the implementation of measured efficiency strategies to enhance financial performance.

Despite these achievements, the Company faced various challenges, particularly the impact of global economic instability, which affected Indonesia's economy as well as the insurance and reinsurance industries. To maintain its positive performance amid economic uncertainties, the Company continues to adapt to market dynamics.

Perbandingan Realisasi dan Target Comparison of Realization vs. Target

(Rp Juta, kecuali dinyatakan lain)
(Figures in IDR million, unless stated otherwise)

Keterangan Description	2024		2023	%	%
	Realisasi Realization	RKAP	Realisasi Realization	1:2	1:3
Pendapatan <i>Underwriting</i> Underwriting Revenue	3.404.779	3.292.867	3.389.675	103,40	100,45
Beban <i>Underwriting</i> Underwriting Expenses	(3.285.283)	(2.968.834)	3.212.057	110,66	(102,28)
Hasil <i>Underwriting</i> Bersih Net Underwriting Result	119.496	324.033	177.618	36,88	67,28
Hasil Investasi Investment Returns	440.194	306.981	321.015	143,39	137,13
Biaya Operasional Operating Expenses	(398.679)	(481.487)	(384.802)	82,80	103,61
Laba Sebelum Pajak Profit Before Tax	10.183	60.068	8.748	16,956	116,40
Laba Setelah Pajak Profit After Tax	72.779	67.536	56.040	107,76	128,87

ANALISIS PROSPEK USAHA

Tahun 2025 diprediksi menjadi tahun yang menarik bagi dunia usaha Indonesia, terutama industri perasuransian. Tahun 2025 adalah tahun pertama pemerintahan baru Indonesia menjalankan roda pemerintahan secara *full year* sejak pelantikan Presiden dan jajaran kabinetnya di Oktober 2024.

Pada tahun 2025, pemerintah menargetkan pertumbuhan ekonomi sebesar 5,2%, seperti tercantum dalam Undang-Undang Anggaran Pendapatan dan Belanja Negara (UU

BUSINESS PROSPECT ANALYSIS

The year 2025 is expected to be a dynamic one for Indonesia's business sector, especially the insurance and reinsurance industries. It marks the first full year of the new government following the presidential inauguration in October 2024.

In 2025, the government is targeting economic growth of 5.2%, as stipulated in the 2025 State Budget Law (UU APBN). This target is no different from the economic growth target

APBN) 2025. Target ini tidak berbeda dengan target pertumbuhan ekonomi pada tahun 2024. Perusahaan memandang bahwa pemerintah mungkin akan menerapkan berbagai stimulus untuk mendukung pertumbuhan ekonomi dan membantu kelangsungan usaha. Kebijakan yang telah ditetapkan oleh pemerintah tersebut menjadi acuan Perusahaan dalam membuat Rencana Kerja dan Anggaran Perusahaan (RKAP).

Terkait dengan industri asuransi dan reasuransi umum, pasarnya diprediksi terus bergerak ke arah *softening*. Hal ini dilihat dari mulai meningkatnya kapasitas reasuransi yang tersedia mulai paruh kedua 2024. Pelaku industri asuransi dan reasuransi juga harus berkuat dengan dua agenda penting regulator: penerapan standar akuntansi IFRS 17 dan batas minimal ekuitas pada tahun 2026 yang sangat berpengaruh terhadap kondisi usaha.

Secara umum, Perusahaan mencanangkan target usaha yang konservatif dan bertumpu pada hasil *underwriting* daripada pertumbuhan premi. Perusahaan juga masih dalam mode transformasi portofolio, terutama di bisnis-bisnis yang masih belum profit. Setelah secara fundamental membenahi pendekatan *underwriting* dengan kebijakan akseptasi sejak 2023, di tahun 2025 Perusahaan akan berfokus pada pembenahan model operasi dengan mengevaluasi SOP, pengembangan teknologi, serta peningkatan kapabilitas SDM.

Indonesia Re optimis terhadap peluang pertumbuhan yang didorong oleh stabilitas ekonomi nasional, peningkatan kesadaran terhadap pentingnya asuransi serta akselerasi digitalisasi di industri reasuransi. Namun, tantangan seperti ketidakpastian global, perubahan regulasi dan dinamika risiko, tetap menjadi faktor yang perlu diantisipasi. Untuk itu, Perusahaan akan terus memperkuat strategi pertumbuhan berkelanjutan dengan fokus pada inovasi produk, diversifikasi portofolio, serta optimalisasi proses bisnis berbasis data dan teknologi.

Untuk mencapai target yang telah ditetapkan, Indonesia Re akan menerapkan pendekatan berbasis analisis pasar yang mendalam dan pengelolaan risiko yang adaptif. Evaluasi terhadap efektivitas strategi yang dijalankan akan dilakukan secara berkala guna memastikan keselarasan dengan perkembangan industri dan kebutuhan pasar. Dengan langkah-langkah strategis yang terarah serta eksekusi yang disiplin, Indonesia Re berkomitmen untuk meningkatkan daya saing, memperkuat fundamental bisnis, serta menciptakan pertumbuhan yang berkelanjutan di tahun 2025 dan seterusnya.

in 2024. The Company perceives that the government may implement various stimuli to support economic growth and help business continuity. The policies that have been established by the government serve as a reference for the Company in creating the Company's Work Plan and Budget (RKAP).

The general insurance and reinsurance markets are expected to continue experiencing softening trends, as seen in the increasing reinsurance capacity since mid-2024. At the same time, the industry must adapt to two major regulatory agendas: IFRS 17 accounting standard implementation, requiring new financial reporting frameworks and minimum equity requirements by 2026, which will significantly impact business operations.

In response to these challenges, Indonesia Re will take a conservative approach, focusing on underwriting profitability over premium growth. The Company is still undergoing portfolio transformation mode, particularly for underperforming business segments. Since 2023, Indonesia Re has strengthened its underwriting policies. Moving forward to 2025, the Company will prioritize operational model improvements, including evaluating Standard Operating Procedures (SOPs), technology development, and enhancing workforce capabilities.

While macroeconomic stability, greater insurance awareness, and accelerated digitalization present growth opportunities, global uncertainties, regulatory changes, and evolving risks remain key challenges. To address this, Indonesia Re is committed to product innovation, portfolio diversification, and data-driven business and technology process optimization.

To achieve 2025 targets, Indonesia Re will implement profound market analysis and adaptive risk management, with regular evaluations to ensure alignment with industry trends and market needs. In applying the well-directed strategic initiatives and disciplined execution, Indonesia Re is committed to enhancing competitiveness, strengthening business fundamentals, and fostering sustainable growth in 2025 and beyond.

Beberapa langkah strategis yang telah disiapkan Perusahaan, antara lain:

1. Penguatan Manajemen Risiko: Menerapkan praktik manajemen risiko yang kuat untuk mengidentifikasi, mengukur, dan mengelola risiko secara efektif.
2. Peningkatan Efisiensi Operasional: Mengoptimalkan proses bisnis dan memanfaatkan teknologi untuk meningkatkan efisiensi dan mengurangi biaya.
3. Diversifikasi Portofolio: Melakukan diversifikasi portofolio reasuransi untuk mengurangi ketergantungan pada satu jenis risiko atau wilayah geografis.
4. Inovasi Produk dan Layanan: Mengembangkan produk dan layanan baru yang sesuai dengan kebutuhan pasar yang terus berubah.
5. Investasi dalam Teknologi: Mengadopsi teknologi baru untuk meningkatkan efisiensi, efektivitas, dan daya saing perusahaan.
6. Pengembangan Sumber Daya Manusia: Berinvestasi dalam pelatihan dan pengembangan untuk meningkatkan keterampilan dan pengetahuan karyawan.
7. Kemitraan Strategis: Membangun kemitraan yang kuat dengan perusahaan asuransi dan pihak terkait lainnya untuk memperluas jangkauan pasar dan meningkatkan kapasitas.

Salah satu strategi unggulan Perusahaan di tahun 2025 adalah *Risk Business Driven*, dimana setiap keputusan strategis dilakukan dengan berbasis manajemen risiko untuk menjamin stabilitas operasional, keberlanjutan bisnis jangka panjang, dan respons terhadap dinamika pasar yang efektif dan efisien. Dalam hal ini *Personal Risk* terlibat secara ekstensif dalam penetapan strategi dan adanya analisa risiko yang digunakan untuk menguji dan memperkaya pertimbangan strategis dengan fokus pada prinsip-prinsip penciptaan nilai.

Personal risk merujuk pada orang-orang atau individu kunci yang:

- Bertanggung jawab terhadap risiko yang diambil/dikelola.
- Terdampak langsung oleh risiko tersebut jika terjadi masalah.
- Mempengaruhi bagaimana risiko direspons dalam konteks bisnis.

Dalam konteks *business driven*, *personal risk* bisa termasuk *Top Management*, *Project Owner*, *Risk Owner* dan *Key Employees*.

Dari sisi SDM, Indonesia Re akan mengimplementasikan strategi *people and culture excellence* sebagai salah satu dari 12 strategi unggulan Indonesia Re. Strategi tersebut dimaksudkan sebagai landasan dalam mempersiapkan SDM berkualitas melalui program *Management Trainee* (MT), rekrutmen talenta profesional, dan pelatihan berkelanjutan guna membangun kompetensi global, memperkuat daya saing perusahaan, serta mengembangkan budaya Perusahaan dan kesejahteraan karyawan (*well-being*) demi keberlanjutan di pasar internasional.

The Company has prepared several key strategic initiatives, including:

1. Strengthening Risk Management: Implementing robust risk management practices to effectively identify, measure, and mitigate risks.
2. Enhancing Operational Efficiency: Optimizing business processes and leveraging technology to improve efficiency and reduce costs.
3. Portfolio Diversification: Expanding the reinsurance portfolio to reduce reliance on a single type of risk or geographic region.
4. Product and Service Innovation: Developing new products and services that align with the evolving market needs.
5. Investment in Technology: Adopting new technologies to enhance efficiency, effectiveness, and overall competitiveness.
6. Human Capital Development: Investing in training and development to enhance employees' skills and expertise.
7. Strategic Partnerships: Establishing strong collaborations with insurance companies and other stakeholders to expand market reach and strengthen capacity.

One of the Company's key strategies for 2025 is *Risk Business Driven*, in which every strategic decision is based on risk management to ensure operational stability, long-term business sustainability, and an effective and efficient response to market dynamics. In this case, risk personnel are heavily involved in strategy development and risk analysis, which are used to test and enrich strategic considerations based on value creation principles.

Personal risk Refers to key people or individuals who:

- are in charge of all risks taken/managed.
- are directly affected by the risk should issue associated with it occurs.
- Have influence on how risk should be responded to in a business context.

Dalam konteks *business driven*, *personal risk* bisa termasuk *Top Management*, *Project Owner*, *Risk Owner* dan *Key Employees*.

From a human capital perspective, Indonesia Re will implement the *People and Culture Excellence* strategy as one of its 12 key strategic initiatives. This strategy serves as a foundation for developing high-quality human resources through the *Management Trainee* (MT) program, recruitment of professional talents, and continuous training. The goal is to build global competencies, enhance the Company's competitiveness, and cultivate a strong corporate culture and employee well-being to ensure long-term sustainability in the international market.

Untuk mendukung strategi unggulan *people and culture excellence*, *Human Capital* Indonesia Re menyiapkan 4 (empat) fokus strategi, yakni:

To support the *People and Culture Excellence* strategy, Indonesia Re's *Human Capital* division has identified 4 (four) key strategic focus areas:

No.	Strategi Strategy	Program	Programs
1	<i>Capability Improvement</i>	- Implementasi <i>people development framework</i>. - Penyelesaian kamus kompetensi teknis.	- Implementation of the <i>people development framework</i>. - Completion of the technical competency dictionary.
2	<i>Performance Management</i>	- Implementasi Kebijakan <i>Human Capital</i> yang lebih berfokus pada manajemen berbasis kinerja dalam setiap proses <i>Performance Appraisal</i> dan pengembangan karir - Pelaksanaan penilaian berbasis kinerja. - <i>Reward & recognition</i>.	- Implementation of <i>Human Capital</i> Policy, which emphasizes performance-based management throughout the performance appraisal process and career development. - Implementation of performance-based evaluation - <i>Reward and recognition</i> program
3	<i>Succession & Talent to Value</i>	- Internal <i>pool talent</i> untuk seluruh level. - <i>Talent management program</i>. - <i>Women leadership empowerment program</i>. - <i>Update and implement a fast track program</i>.	- Establishment of an internal talent pool at all levels - <i>Talent management</i> programs - <i>Women leadership empowerment</i> program. - <i>Update and implementation</i> of a fast track programs
4	<i>Workplace Wellbeing & Culture</i>	- Aktivitas <i>employee wellbeing</i>. - Aktivitas keagamaan, olahraga, dan sosial. - <i>AKHLAK culture journey</i>. - <i>Respectful workplace policy</i>.	- <i>Employee well-being</i> activities - Religious, sports, and social activities - <i>Morals (Akhlak) culture journey</i> - <i>Respectful workplace</i> policy.

PERKEMBANGAN PENERAPAN TATA KELOLA PERUSAHAAN

Sebagai perusahaan yang bergerak di industri perasuransian, Indonesia Re telah memenuhi ketentuan Peraturan Otoritas Jasa Keuangan No. 43/POJK.05/2019 tanggal 27 Desember 2019 tentang Perubahan atas Peraturan Otoritas Jasa Keuangan No. 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik bagi Perusahaan Perasuransian. Untuk mengetahui pencapaian penerapan *Good Corporate Governance* (GCG), Perusahaan melakukan penilaian GCG berdasarkan kriteria yang terdapat pada Surat Edaran Otoritas Jasa Keuangan No. 17/SE0JK.05/2014 tentang Laporan Penerapan Tata Kelola Perusahaan yang Baik bagi Perusahaan Asuransi, Perusahaan Asuransi Syariah.

Parameter penilaian tersebut meliputi 6 (enam) aspek dan 97 parameter dengan rincian sebagai berikut:

DEVELOPMENT OF CORPORATE GOVERNANCE IMPLEMENTATION

As a company operating in the insurance industry, Indonesia Re has complied with the provisions of Financial Services Authority Regulation No. 43/POJK.05/2019 dated December 27, 2019, which amends Regulation No. 73/POJK.05/2016 on Good Corporate Governance (GCG) for Insurance Companies. To assess the effectiveness of Good Corporate Governance (GCG) implementation, the Company conducts GCG assessments based on the criteria outlined in Otoritas Jasa Keuangan Circular Letter No. 17/SE0JK.05/2014 on the Report on the Implementation of Good Corporate Governance for Insurance and Sharia Insurance Companies.

The assessment parameters cover six (6) aspects and 97 parameters, detailed as follows:

No.	Aspek/Indikator Aspect/ Indicator	Parameter	Sub Parameter (SP)	SSP	SSSP	Total
1	Etika Bisnis dan Pedoman Perilaku Business Ethics and Code of Conduct	4	17	-	-	23
2	Organ Perusahaan Corporate Organs	20	133	105	147	405
3	Pemegang Saham Shareholders	22	13	-	-	35
4	Pemangku Kepentingan Stakeholders	11	28	10	-	49
5	Praktik Usaha yang Sehat Sound Business Practices	35	34	3	-	72
6	Pernyataan Penerapan Pedoman Tata Kelola Statement on the Implementation of Governance Guidelines	3	9	12	-	24
Total		97	234	130	147	608

Berdasarkan hasil *self-assessment*, nilai akhir penilaian penerapan GCG tahun 2024 yang diperoleh Indonesia Re untuk seluruh aspek penilaian telah mencapai nilai/skor 4,86 atau 97,27% dari total skor maksimal sebesar 100%, dengan klasifikasi kualitas penerapan GCG “Sangat Baik”. Skor ini mengalami peningkatan dibandingkan tahun 2023, yaitu 4,85 atau 97,04%, dengan klasifikasi kualitas penerapan GCG yang sama: “Sangat Baik”.

Peningkatan ini mencerminkan komitmen berkelanjutan Perusahaan dalam memperkuat tata kelola perusahaan, meningkatkan efektivitas kebijakan, serta memastikan kepatuhan terhadap prinsip-prinsip GCG secara optimal.

Penguatan implementasi GCG secara optimal memastikan Perusahaan dapat mengelola risiko secara efektif, memperkuat daya saing, serta menjaga keberlanjutan usaha dalam jangka panjang. Karena itu, Indonesia Re telah menghubungkan penerapan GCG dengan mitigasi risiko dan keberlanjutan usaha, yang dilakukan melalui:

1. Manajemen Risiko Terintegrasi: *Enterprise Risk Management* (ERM), audit internal, dan sistem *whistleblowing* untuk mencegah *fraud* dan memastikan kepatuhan.
2. Transparansi dan Akuntabilitas: Laporan keuangan yang terbuka, pemisahan wewenang, serta pengawasan yang efektif.
3. Efisiensi & Inovasi: penerapan SOP yang ketat, investasi di bidang teknologi, dan manajemen SDM yang profesional untuk meningkatkan daya saing.
4. Kepercayaan Publik dan Reputasi: Penerapan prinsip *Environment, Social, dan Governance* (ESG), komunikasi terbuka dengan pemangku kepentingan, serta strategi bisnis jangka panjang.

Melalui penerapan inisiatif serta komitmen di bidang GCG tersebut, Perusahaan telah memperoleh pencapaian yang sangat baik, seperti ditunjukkan oleh sejumlah penghargaan dan pencapaian. Di antaranya:

- Meningkatkan posisinya sebagai Perusahaan BUMN “INFORMATIF” dari Komisi Informasi Pusat Republik Indonesia pada Malam Anugerah Keterbukaan Informasi Publik tahun 2024. Hal ini merupakan bukti komitmen Indonesia Re dalam menerapkan keterbukaan informasi publik di lingkungan Perusahaan melalui berbagai inovasi guna memberikan kontribusi terbaik dalam meningkatkan kepercayaan publik melalui tata kelola perusahaan yang transparan, akuntabel dan inklusif.
- Meraih penghargaan “Indonesia Excellence GCG Awards 2024” untuk kategori reasuransi yang diselenggarakan oleh Warta Ekonomi pada Selasa, 5 Maret 2024 di Jakarta. Adapun penghargaan diberikan atas keunggulan Indonesia Re dalam menerapkan tata kelola perusahaan yang baik untuk memperkuat portofolio bisnis.

Based on the results of the 2024 self-assessment, Indonesia Re achieved a final GCG implementation score of 4.86, or 97.27% of the maximum possible score of 100%. This result falls under the “Excellent” classification. The score reflects an improvement from 2023, which was 4.85 or 97.04%, while maintaining the same “Excellent” classification.

This improvement underscores the Company’s ongoing commitment to strengthening corporate governance, enhancing policy effectiveness, and ensuring optimal compliance with GCG principles.

A strong GCG implementation optimally enables the Company to manage risks effectively, increase competitiveness, and ensure long-term business sustainability. To achieve this, Indonesia Re integrates GCG with risk mitigation and business continuity through the following initiatives:

1. Integrated Risk Management: Implementation of Enterprise Risk Management (ERM), internal audits, and a whistleblowing system to prevent fraud and ensure compliance.
2. Transparency and Accountability: Open financial reporting, clear separation of authority, and effective oversight to maintain integrity.
3. Efficiency & Innovation: Strict SOP implementation, technology investments, and professional Human Resources management to enhance competitiveness.
4. Public Trust and Reputation: Commitment to Environmental, Social, and Governance (ESG) principles, open communication with stakeholders, and long-term business strategies.

Through the implementation of GCG initiatives and commitments, the Company has achieved outstanding recognition, as demonstrated by several awards and achievements, including:

- Enhanced Position as an “INFORMATIVE” State-Owned Enterprise (BUMN) from Central Information Commission of the Republic of Indonesia at the 2024 Public Information Disclosure Awarding Night. This recognition reflects Indonesia Re’s commitment to public information transparency through various innovations, reinforcing public trust with a corporate governance approach that is transparent, accountable, and inclusive.
- Winner of the “Indonesia Excellence GCG Awards 2024” in the Reinsurance Category. Organized by Warta Ekonomi on March 5, 2024, in Jakarta, this award acknowledges Indonesia Re’s excellence in implementing good corporate governance, strengthening its business portfolio.

- Meraih penghargaan “Indonesia Trusted Companies” pada ajang “Indonesia Good Corporate Governance Award 2024” yang diselenggarakan oleh SWA Media Group dan Indonesian Institute for Corporate Governance (IICG) pada 25 November 2024. Dengan penghargaan ini, Indonesia Re terus berupaya menjadi *role model* dalam implementasi GCG di sektor reasuransi dan berkontribusi pada pembangunan ekonomi yang berkelanjutan di Indonesia.

- Recipient of the “Indonesia Trusted Companies” Award at the Indonesia Good Corporate Governance Award 2024. Hosted by SWA Media Group and the Indonesian Institute for Corporate Governance (IICG) on November 25, 2024, this award highlights Indonesia Re’s efforts to serve as a role model in GCG implementation within the reinsurance sector, contributing to sustainable economic development in Indonesia.

PENGELOLAAN SUMBER DAYA MANUSIA

Di tahun 2024, fokus pengembangan talenta Indonesia Re dilakukan pada 3 (tiga) faktor yakni: kompetensi, manajemen talenta, dan rencana suksesi. Sejumlah pencapaian lain dalam pengelolaan SDM Perusahaan, di antaranya mencakup:

1. Penyelesaian standar kompetensi *behavior* yang diturunkan dari kompetensi BUMN dan kompetensi teknis yang merujuk pada standar kompetensi asuransi dan reasuransi nasional dan global.
2. Pembuatan kebijakan *talent management* untuk mendukung *high performance culture*, dengan pembentukan Tim Komite Talenta untuk mendefinisikan dan membentuk *talent pool* di Indonesia Re serta program pengembangan talenta.
3. Pelaksanaan *succession plan* untuk melakukan perencanaan pemenuhan SDM berdasarkan rumpun kerja, masa kerja, pangkat dan kompetensi yang dimiliki karyawan.
4. Pelaksanaan pemberian pendidikan profesi asuransi dan aktuaria kepada talenta Indonesia Re
5. Pemenuhan 100% kualifikasi organ pengelola risiko.
6. Penyelesaian program *management trainee X (Actuary)* di tahun 2024 sebagai bibit talenta dan pemimpin Indonesia Re.
7. Pelaksanaan *executive leadership development program* talent BOD-1 dan BOD-2.
8. Penyusunan program *employee wellbeing* dan *engagement* karyawan berdasarkan kultur AKHLAK.

PENGEMBANGAN TEKNOLOGI INFORMASI

Pada tahun 2024, pengembangan Teknologi Informasi (TI) Indonesia Re fokus pada “Digital First DNA”, dengan mengoptimalkan *roadmap* strategis digitalisasi untuk industri reasuransi, yang terdiri dari 3 (tiga) strategi, yaitu:

1. **Innovation strategy: utilizing streamlined innovation**
 - Evaluasi dan analisis proses bisnis yang terstruktur dan efisien.
 - Pengembangan ide dengan menggunakan metode *design thinking*, proses yang *lean*, dan pengembangan produk digital secara *agile*.
 - Menyelaraskan kepentingan para pemangku kepentingan dan mengimplementasikannya ke dalam beberapa tahapan.

HUMAN CAPITAL MANAGEMENT

In 2024, Indonesia Re’s talent development efforts focus on 3 (three) key factors: competency, talent management, and succession planning. Several notable achievements in the Company’s human capital management include:

1. Completion of behavioral competency standards, derived from BUMN competencies and technical competencies aligned with national and global insurance and reinsurance standards.
2. Development of a talent management policy to support a high-performance culture, including the formation of a Talent Committee responsible for defining and establishing a talent pool and talent development programs at Indonesia Re.
3. Implementation of a succession plan to ensure workforce planning based on job clusters, tenure, rank, and employee competencies.
4. Provision of professional education in insurance and actuarial sciences for Indonesia Re’s talents.
5. 100% fulfillment of risk management qualifications for key governance organs.
6. Completion of the Management Trainee X (Actuary) program in 2024, aimed at nurturing future talent and leadership for Indonesia Re.
7. Execution of the Executive Leadership Development Program for BOD-1 and BOD-2 talent.
8. Development of an employee well-being and engagement program based on the morals (AKHLAK) corporate culture.

INFORMATION TECHNOLOGY DEVELOPMENT

In 2024, Indonesia Re’s IT development is centered on the “Digital First DNA” approach, optimizing a strategic digitalization roadmap for the reinsurance industry. This roadmap consists of 3 (three) key strategies:

1. **Innovation Strategy: Utilizing Streamlined Innovation**
 - Conducting structured and efficient business process evaluation and analysis.
 - Developing ideas using design thinking methodologies, lean processes, and agile digital product development.
 - Aligning stakeholder interests and implementing them in staged phases.

2. **Technical strategy: connecting the dots and support business agility**

- Mengadopsi strategi *cloud first* dengan memprioritaskan layanan komputasi awan
- Mengutamakan strategi *API first* dengan menjadikan API sebagai fondasi utama pengembangan sistem.
- Mengutamakan strategi *mobile first* dengan fokus pada pengembangan layanan yang dioptimalkan untuk perangkat *mobile*.
- Arsitektur teknologi yang mengutamakan pengembangan *artificial intelligence* yang berdampak jangka panjang terhadap bisnis melalui dukungan pengambilan keputusan manajemen.
- Modernisasi sistem lama (*legacy system*) untuk meningkatkan kinerja dan fleksibilitas bisnis.
- Mengembangkan talenta digital dan meningkatkan keterlibatan komunitas digital.

3. **Change management strategy: system enhancer, enabler, & automation**

- Menciptakan produk dan sistem digital yang lebih baik (baru).
- Menciptakan proses bisnis digital yang lebih efisien dan terstruktur (rantai pasok).
- Meningkatkan pengalaman pengguna yang lebih baik.
- Menyiapkan rencana manajemen perubahan lintas organisasi.

KOMITMEN DI BIDANG TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN

Indonesia Re menilai, komitmen terhadap Tanggung Jawab Sosial dan Lingkungan (TJSL) merupakan bagian penting dari implementasi prinsip keberlanjutan (*sustainability*) yang dapat mendukung Perusahaan dalam menjalankan kegiatan operasional yang memperhatikan dampaknya terhadap lingkungan, sosial, dan aspek ekonomi jangka panjang. Sebagai bagian dari perwujudan komitmen tersebut, pada 2024 Perusahaan telah menetapkan kebijakan *levelling* unit kerja TJSL & ESG menjadi setingkat BOD-1.

Perusahaan juga aktif berpartisipasi dalam penyediaan kapasitas reasuransi dalam skala regional ASEAN bersama ASEAN Renewable Energy Pool (AREP). Indonesia Re sebagai Indonesia *national reinsurance carrier* merupakan *founding member* bersama 5 (lima) perusahaan reasuransi nasional lainnya di Asia Tenggara. Melalui AREP, perusahaan turut berpartisipasi dalam komitmen sebesar USD 1 juta untuk mendukung penyediaan kapasitas reasuransi untuk *renewable energy risks* sebesar USD40 juta *anyone risk*. Perusahaan juga mengirimkan perwakilan *expertise* untuk bekerja sama dalam *technical committee* dengan para *underwriter* dari negara ASEAN lainnya dalam AREP.

2. **Technical Strategy: Connecting the Dots and Supporting Business Agility**

- Adopting a cloud-first strategy, prioritizing cloud computing services.
- Implementing an API-first strategy, making APIs the foundation of system development.
- Prioritizing a mobile-first strategy, focusing on services optimized for mobile devices.
- Developing a technology architecture that emphasizes artificial intelligence (AI) to support long-term business impact and data-driven decision-making.
- Modernizing legacy systems to improve business performance and flexibility.
- Developing digital talent and fostering engagement within the digital community.

3. **Change Management Strategy: System Enhancer, Enabler, & Automation**

- Creating better and more advanced digital products and systems.
- Developing more efficient and structured digital business processes (supply chain).
- Enhancing user experience for greater accessibility and efficiency.
- Preparing cross-organizational change management plans.

COMMITMENT TO SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

Indonesia Re recognizes that Social and Environmental Responsibility (TJSL) is a crucial part of sustainability principles, ensuring that the Company operates with awareness of its long-term environmental, social, and economic impact. As proof of this commitment, the Company implemented a leveling policy in 2024 to elevate the TJSL & ESG unit to a BOD-1 level.

Indonesia Re actively participates in providing regional reinsurance capacity in ASEAN through the ASEAN Renewable Energy Pool (AREP). As Indonesia's national reinsurance carrier, Indonesia Re is a founding member, along with 5 (five) other national reinsurance companies in Southeast Asia. Through AREP, the Company has committed USD 1 million to support a USD40 million reinsurance capacity for renewable energy anyone risk. Additionally, Indonesia Re has assigned expert representatives to collaborate in the AREP technical committee alongside underwriters from other ASEAN nations.

Selain itu, di tingkat ASEAN, Indonesia Re turut berpartisipasi sebagai anggota dalam “ASEAN ESG Scheme Initiative” untuk membantu pemerintah negara-negara ASEAN dan pengembang energi terbarukan dalam menyongsong target *net zero emission*.

Dari sisi bisnis, Perusahaan menilai ada peluang potensi besar dalam penyediaan kapasitas reasuransi untuk energi terbarukan. Inisiatif ini juga mendukung pemerintah Indonesia dalam ASEAN Plan for Energy Cooperation (APAEC), yakni program peningkatan komponen energi terbarukan menjadi 23% pada tahun 2025.

Implementasi komitmen di bidang keberlanjutan juga dilakukan melalui strategi investasi perusahaan pada saham/obligasi berwawasan lingkungan (*green bond*). Inisiatif ini telah dimulai sejak tahun 2023 agar Perusahaan dapat memberikan manfaat bagi masyarakat secara umum. Ke depan, Perusahaan berusaha meningkatkan investasinya pada portofolio tersebut.

PENILAIAN KOMITE DI BAWAH DIREKSI

Dalam menjalankan tugas dan tanggung jawab, Direksi memiliki sejumlah komite pendukung: Komite Manajemen Risiko, Komite Investasi & Asset Liability Management, Komite Talent, Komite Manajemen Risiko Terintegrasi, Komite Teknologi Informasi Terintegrasi, dan Komite Tanggung Jawab Sosial dan Lingkungan. Selain itu, Direksi juga membentuk Satuan Kerja, yaitu Satuan Kerja Internal Audit Terintegrasi dan Satuan Kerja Kepatuhan Terintegrasi.

Dalam memberikan penilaian terhadap kinerja komite, Direksi melakukan pemantauan kinerja dan kontribusi yang disampaikan melalui forum pembahasan dan pertemuan berkala guna memantau perkembangan pekerjaan serta pencapaian target yang telah ditetapkan. Direksi memandang bahwa keterlibatan aktif, komunikasi yang efektif, serta kontribusi positif dari komite menjadi aspek penting dalam mendukung pengelolaan Perusahaan.

Komite-komite telah memainkan peran penting dalam mendukung proses perumusan dan pengambilan keputusan strategis di Perusahaan.

Direksi meyakini bahwa komite-komite ini akan terus memberikan masukan yang konstruktif dan berperan aktif dalam proses pengambilan keputusan serta pengawasan. Ke depan, Direksi terus mendorong komite untuk menjaga kualitas kontribusinya dan tetap terbuka terhadap masukan yang dapat meningkatkan efektivitas serta efisiensi kerja demi mendukung pertumbuhan Perusahaan secara berkelanjutan.

In addition, Indonesia Re is also a member of the ASEAN ESG Scheme Initiative, supporting ASEAN governments and renewable energy developers in achieving their net-zero emission targets.

From a business perspective, Indonesia Re sees significant potential in providing reinsurance capacity for renewable energy projects. This initiative aligns with Indonesia’s commitment under the ASEAN Plan for Energy Cooperation (APAEC), which targets 23% renewable energy adoption by 2025.

Implementation of commitments in the field of sustainability is also conducted through investment in green bonds. This initiative, launched in 2023, aims to generate positive societal impact. Moving forward, the Company plans to expand its green investment portfolio, reinforcing its commitment to sustainable development.

BOARD-LEVEL COMMITTEE ASSESSMENT

To fulfill its duties and responsibilities, the Board of Directors (BOD) is supported by several key committees, including the Risk Management Committee, the Investment & Asset Liability Management Committee, the Talent Committee, the Integrated Risk Management Committee, the Integrated Information Technology Committee, and the Social and Environmental Responsibility Committee. Additionally, the BOD has also established work units: Integrated Internal Audit Unit, and Integrated Compliance Unit.

To assess the performance of these committees, the BOD conducts regular monitoring through discussion forums and periodic meetings, ensuring progress tracking and target achievement. The Board recognizes that active involvement, effective communication, and meaningful contributions from these committees are essential to supporting corporate governance and strategic management.

The committees have been instrumental in supporting the Company’s strategic decision-making processes.

Looking ahead, the BOD remains confident that these committees will continue to provide constructive insights and play an active role in decision-making and oversight. The Board encourages all committees to maintain the quality of their contributions, remain open to feedback, and continuously enhance their effectiveness and efficiency in ensuring the Company’s sustainable growth.

PERUBAHAN KOMPOSISI DIREKSI DAN ALASAN

Sepanjang tahun buku 2024 tidak ada perubahan komposisi Direksi. Dengan demikian, komposisi Direksi Perusahaan hingga laporan tahunan terbit adalah sebagai berikut:

Nama Name	Jabatan Position
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 Capital, 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

^{*)} Masa jabatan sebagai Direktur berakhir terhitung sejak tanggal 7 Maret 2025
The term of office as Director ends effective March 7, 2025

BOARD OF DIRECTORS COMPOSITION AND CHANGES

Throughout the 2024 fiscal year, there were no changes in the composition of the Board of Directors. As a result, the Board's structure remains unchanged as of the publication of this annual report. The current composition is as follows:

APRESIASI

Direksi menyampaikan terima kasih kepada 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, sehingga Indonesia Re berhasil membukukan kinerja yang sangat baik pada tahun 2024.

Direksi sangat mengapresiasi dedikasi, kinerja, dan kerja sama seluruh organisasi Perusahaan, baik dari manajemen maupun karyawan, atas pencapaian kinerja tahun 2024.

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

APPRECIATION

The Board of Directors extends its sincere gratitude to the Shareholders for their trust in the Company's leadership and management. We also express our appreciation to the Board of Commissioners for their guidance and valuable insights, which have significantly contributed to Indonesia Re's strong performance in 2024.

The Board deeply values the dedication, commitment, and teamwork of the entire organization, both management and employees, who have played a crucial role in achieving outstanding business results throughout the year.

Furthermore, we would like to convey our highest appreciation to all stakeholders, including regulators, customers, and business partners, for their continuous support and collaboration. We look forward to strengthening these partnerships as we continue to enhance corporate performance and uphold the principles of good corporate governance.

Jakarta, Mei | May 2025
Atas Nama Direksi



Benedictus (Benny) M. Waworuntu
Direktur Utama
President Director

SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS TENTANG TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2024 PT REASURANSI INDONESIA UTAMA (PERSERO)

STATEMENT OF THE MEMBERS OF THE BOARD OF COMMISSIONERS ON
THE RESPONSIBILITY FOR THE 2024 ANNUAL REPORT OF
PT REASURANSI INDONESIA UTAMA (PERSERO)

Kami menyatakan bahwa semua informasi dalam Laporan Tahunan PT Reasuransi Indonesia Utama (Persero) tahun 2024 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 2024 is presented comprehensively and we are responsible in the truthfulness of the contents herein.

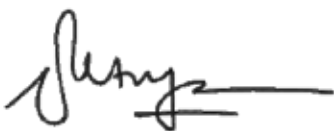
Jakarta, Mei | May 2025

Dewan Komisaris
The Board of Commissioners



Julian Noor

Komisaris Utama/Komisaris Independen
President Commissioner/Independent Commissioner



Reza Yamora Siregar

Komisaris Independen
Independent Commissioner



Lie Suratno

Komisaris Independen
Independent Commissioner

SURAT PERNYATAAN ANGGOTA DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2024 PT REASURANSI INDONESIA UTAMA (PERSERO)

STATEMENT OF THE MEMBERS OF THE BOARD OF DIRECTORS ON
THE RESPONSIBILITY FOR THE 2024 ANNUAL REPORT OF
PT REASURANSI INDONESIA UTAMA (PERSERO)

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Jakarta, Mei | May 2025

Direksi The Board of Directors



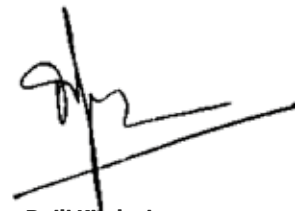
Benedictus (Beny) M. Waworuntu
Direktur Utama
President Director



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



PROFIL PERUSAHAAN

COMPANY PROFILE



RAJA AMPAT

Keindahan ekosistem laut Raja Ampat yang terus beradaptasi dalam keseimbangan ekosistem mencerminkan filosofi resiliensi, inovasi, dan pertumbuhan berkelanjutan.

The beauty of Raja Ampat's marine ecosystem—continuously adapting in ecosystem balance—reflects the Company's philosophy of resilience, innovation, and sustainable growth.



PROFIL PERUSAHAAN COMPANY PROFILE

Per 31 Desember 2024 | As of December 31, 2024



NAMA PERUSAHAAN COMPANY NAME

PT REASURANSI INDONESIA UTAMA (Persero)

NAMA MEREK BRAND NAME

Indonesia Re

STATUS PERUSAHAAN COMPANY STATUS

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



KEPEMILIKAN SAHAM SHARE OWNERSHIP

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

MODAL DISETOR PAID-UP CAPITAL

Rp878.358.000.000

MODAL DASAR AUTHORIZED CAPITAL

Rp1.200.000.000.000



DASAR HUKUM PENDIRIAN BASIC LAW OF ESTABLISHMENT

Dasar Hukum Pendirian Perusahaan berdasarkan Akta Pendirian
No. 173 tanggal 30 November 1985 yang dibuat di hadapan
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 di hadapan Nanda Fauz Iwan, S.H., M.Kn.,
Notaris di Jakarta dan telah memperoleh persetujuan Menteri
Hukum dan Hak Asasi Manusia No. AHU-0036565.AH.01.02.Tahun
2020 tanggal 19 Mei 2020.

Based on Deed No. 173 dated November 30, 1985, made before
Achmad Bajumi, S.H., Notary, acting for Imas Fatimah, S.H., Notary
in Jakarta, with the latest amendment to the Company's Articles of
Association as stated in Notarial Deed No. 03 dated May 14, 2020
made before Nanda Fauz Iwan, S.H., M.Kn., Notary in Jakarta, which
has obtained approval from the Minister of Law and Human Rights
No. AHU-0036565.AH.01.02.Year 2020 dated May 19, 2020.

BIDANG USAHA LINE OF BUSINESS

Reasuransi Jiwa dan Reasuransi Umum
Life Reinsurance and General Reinsurance

BENTUK BADAN HUKUM FORM OF LEGAL ENTITY

Perseroan Terbatas
Limited Liability Company



JUMLAH KARYAWAN
TOTAL EMPLOYEES

268 karyawan
268 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

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
OFFICE ADDRESS

Jl. Salemba Raya No. 30
Jakarta Pusat 10430, Indonesia
Telp : +62 021 392 0101

.....

E-MAIL

cosecretary@indonesiare.co.id

.....

WEBSITE

www.indonesiare.co.id

.....

MEDIA SOSIAL
SOCIAL MEDIA

X @Indonesia_Re
f IndonesiaRe
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Indonesia Re
IndonesiaRe
@IndonesiaRe_Official

.....

SEJARAH SINGKAT PERUSAHAAN COMPANY'S BRIEF HISTORY



PT Reasuransi Indonesia Utama (Persero) selanjutnya disebut sebagai “Indonesia Re” atau “Perusahaan”, pada awal pendiriannya bernama PT Asuransi Ekspor Indonesia (Persero). Dasar hukumnya adalah Peraturan Pemerintah Nomor 20 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 November 1985 yang dibuat di hadapan 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. 20 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 tersebut, Perusahaan bergerak di bidang asuransi untuk mendukung pengembangan ekspor non-migas. Seiring dengan perkembangan dan dinamika bisnis, PT Asuransi Ekspor Indonesia (Persero) membangun identitas korporasi baru dengan melakukan perubahan nama menjadi PT Asei Reasuransi Indonesia (Persero) (“Asei Re”). Keputusan itu tertuang dalam 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 di hadapan Notaris Marthin Aliunir, S.H., Notaris di Jakarta. Selain mengubah nama, PT Asei Reasuransi Indonesia (Persero) juga melakukan perubahan terhadap kegiatan usahanya sehingga mencakup kegiatan usaha reasuransi.

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 Ekspor 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 Reasuransi Indonesia (Persero) also made changes to its business activities to reinsurance activities.

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 di hadapan Ny. Sastriany Josoprawiro, SH, Notaris di Jakarta.

Di tengah penguatan bisnis, pemerintah dalam hal ini Kementerian BUMN dan Kementerian Keuangan serta Otoritas Jasa Keuangan, menyusun 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 andal serta pelayanan reasuransi berkualitas internasional.

INFORMASI PERUBAHAN NAMA

Indonesia Re didirikan pertama kali dengan nama PT Asuransi Ekspor Indonesia (Persero), yang selanjutnya mengalami 2 (dua) kali perubahan nama:

- Berubah nama menjadi PT Asei Reasuransi Indonesia (Persero) ("Asei Re"), sesuai 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 di hadapan Notaris Marthin Aliunir, S.H., Notaris di Jakarta.
- Berubah nama menjadi PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re") berdasarkan Akta No. 36 tanggal 22 Desember 2014, dibuat di hadapan Ny. Sastriany Josoprawiro, SH, Notaris di Jakarta.

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

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.

INFORMATION ON NAME CHANGE

Indonesia Re was initially established under the name PT Asuransi Ekspor Indonesia (Persero), which subsequently underwent 2 (two) name changes:

- Changed its name to PT Asei Reasuransi Indonesia (Persero) ("Asei Re"), according to the Deed of Decision Statement of the General Meeting of Shareholders of the company (Persero) PT Asuransi Ekspor Indonesia abbreviated PT ASEI (Persero) No. 32 dated March 21, 2014, executed before Notary Marthin Aliunir, SH, a Notary in Jakarta.
- Changed its name to PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re") based on Deed No. 36 dated December 22, 2014, executed before Mrs. Sastriany Josoprawiro, SH, a Notary in Jakarta.

MAKNA LOGO PERUSAHAAN

MEANING OF COMPANY LOGO



Logo Indonesia Re merupakan afiliasi dari beberapa perusahaan reasuransi terbesar di Indonesia. Simbol yang terdiri dari 3 (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 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 (*growing*) 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

SESUAI ANGGARAN DASAR

Berdasarkan Anggaran Dasar Perusahaan, dijelaskan bahwa maksud dan tujuan Perusahaan adalah melakukan usaha di bidang Reasuransi Konvensional atau penanggungungan 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 umum 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 2024 sesuai dan sama dengan yang ditetapkan oleh Anggaran Dasar Perusahaan.

IN ACCORDANCE WITH THE ARTICLES OF ASSOCIATION

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 general 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 2024 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 di dalam 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 konstruksi setelah pekerjaan selesai dikerjakan. Jenis Asuransi Rekayasa terbagi 2 (dua) yaitu:

1. Asuransi yang menjamin pekerjaan konstruksi pemasangan mesin (*project reinsurance*). Polis rekayasa yang menjamin pekerjaan konstruksi dan pemasangan mesin antara lain:
 - a. *Contractor All Risk (CAR)*
 - b. *Erection All Risk (EAR)*.
2. Asuransi yang menjamin selain pekerjaan konstruksi (*non-project reinsurance*). Polis rekayasa yang menjamin selain pekerjaan konstruksi dan pemasangan mesin antara lain:
 - a. *Machinery Breakdown (MB)*
 - b. *Electronic Equipment Insurance (EEI)*
 - c. *Civil Engineering Completed Risk (CECR)*
 - d. *Comprehensive Machinery Insurance (CMI)*.

Asuransi Pengangkutan

Menyediakan penjaminan ulang (reasuransi) terhadap barang yang diangkut 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:

Property 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 covers construction and installation work (*project reinsurance*, Engineering policies that guarantee covers construction works and installation of machineries includes:
 - a. *Contractor All Risk (CAR)*
 - b. *Erection All Risk (EAR)*.
2. Insurance that guarantees in addition to covers construction works (*non-project reinsurance*). Non-project engineering insurance products include:
 - a. *Machinery Breakdown (MB)*
 - b. *Electronic Equipment Insurance (EEI)*
 - c. *Civil Engineering Completed Risk (CECR)*
 - d. *Comprehensive Machinery Insurance (CMI)*.

Marine Cargo Insurance

Providing reinsurance cover for goods transported through 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 machineries 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 Kendaraan Bermotor

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, kerusakan, 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 perusakan 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:

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 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:

PRODUK, JASA, DAN TARGET PASAR

PRODUCT, SERVICE, AND TARGET MARKET

- a. *Commercial General Liability (CGL);*
 - b. *Automobile Liability*
 - c. *Employers Liability*
 - d. *Public Liability*
 - e. *Stevedore Liability*
 - f. *Workmen's Compensation*
 - g. *Professional Indemnity*
 - h. *Freight Forwarder Liability*
 - i. *Bailee & Warehousemen Liability*
 - j. *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 dipertanggungjawabkan.
 5. Asuransi *Hole In One*
Memberikan perlindungan kepada penyelenggara kegiatan turnamen 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.

Financial Lines

Memberikan proteksi reasuransi untuk produk asuransi kredit, kontra 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. Kontra 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:
 - a. Jaminan Penawaran
 - b. Jaminan Pelaksanaan
 - c. Jaminan Uang Muka

- a. Commercial General Liability (CGL);
- b. Automobile Liability
- c. Employers Liability
- d. Public Liability
- e. Stevedore Liability
- f. Workmen's Compensation
- g. Professional Indemnity
- h. Freight Forwarder Liability
- i. Bailee & Warehousemen Liability
- j. 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 organizer of golf tournament activities 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:
 - a. Bid Bond
 - b. Performance Bond
 - c. Advance Payment Bond

- d. Jaminan Pemeliharaan
- e. Jaminan Pembayaran
- f. Jaminan Pengadaan

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 ditanggung 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 kecelakaa
3. *Personal Accident Risiko D*: risiko penggantian biaya pengobatan akibat kecelakaan.

Critical Illness

Merupakan produk asuransi yang memberikan manfaat apabila tertanggung didiagnosis 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 Critical Illness-Additional Benefit*
6. *Tiered Critical Illness-Accelerated Benefit*.

- d. Maintenance Bond
- e. Payment Bond
- f. Procurement Bond

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*.

PRODUK, JASA, DAN TARGET PASAR

PRODUCT, SERVICE, AND TARGET MARKET

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*

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.

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

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

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 to 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*

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 to 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*

PRODUK, JASA, DAN TARGET PASAR

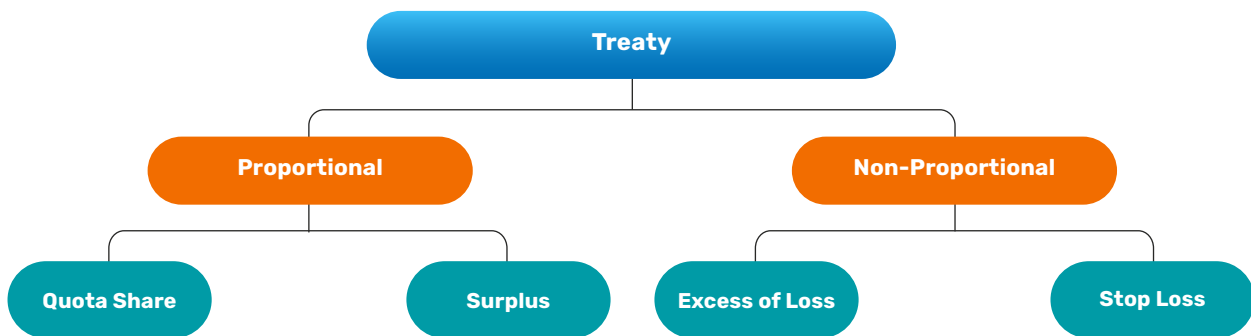
PRODUCT, SERVICE, AND TARGET MARKET

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.

METODE PERTANGGUNGAN YANG DIGUNAKAN

Indonesia Re menggunakan metode pertanggungan Treaty dan Fakultatif sebagai berikut:



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. Reasurador Treaty melakukan *underwriting* portofolio, bukan *risk by risk*. Program Treaty memiliki sesi otomatis (asurador memiliki kewajiban untuk mensesikan, sedangkan reasurador memiliki kewajiban untuk menerima sesi).

Program Treaty secara garis besar dibagi menjadi dua jenis, yaitu Proporsional dan Non-Proporsional. Pada Proporsional, premi 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 nilai pertanggungan yang bisa disesikan ke dalam Treaty (*Treaty limit*).

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

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 region.

REINSURANCE METHODS

Indonesia Re uses Treaty and Facultative reinsurance methods as follows:

TREATY

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).

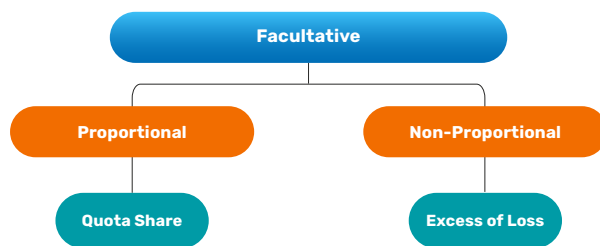
Treaty program is broadly divided into two types, namely Proportional and Non-Proportional. In the Proportional type, premium and claim liability are divided proportionally. The Insurer is bound to give a cession and the reinsurance company is bound to accept the cession if the risk is in accordance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

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 Proporsional (*Quota Share*) maupun Non-Proporsional (*Excess of loss*) sedangkan di Reasuransi Jiwa dapat dilakukan secara proporsional (*quota share, surplus dan combine surplus quota share*).

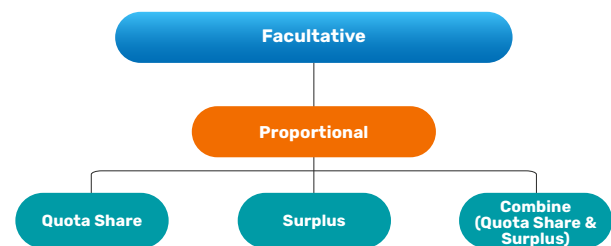
Diagram Reasuransi Umum | General Reinsurance Diagram



FACULTATIVE

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) whereas in Life Reinsurance it can be done proportionally (quota share, surplus and combine surplus quota share).

Diagram Reasuransi Jiwa | Life Reinsurance Diagram



KEANGGOTAAN DALAM ASOSIASI

MEMBERSHIP IN ASSOCIATION

Per 31 Desember 2024 | As of December 31, 2024

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

1. Lembaga Alternatif Penyelesaian Sengketa Sektor Jasa Keuangan (LAPS SJK)
2. Asosiasi Asuransi Umum Indonesia (AAUI)
3. Asosiasi Asuransi Jiwa Indonesia (AAJI)
4. Federation of Afro-Asian Insurers & Reinsurers (FAIR)
5. Konsorsium Pengembangan Industri Asuransi Indonesia - Terorisme dan Sabotase (KPIAI-TS)
6. Konsorsium Suretyship & Asuransi Kredit Indonesia (KSAKI)
7. Konsorsium Asuransi Risiko Khusus (KARK)
8. Indonesia Professional Reinsurers (IPR)
9. Satuan Kerja Khusus Pelaksana Kegiatan Usaha Hulu Minyak dan Gas Bumi (SKK Migas)
10. Asean Reinsurance Working Committee (ARWC)
11. Forum Komunikasi Satuan Pengawas Internal (FKSPI)
12. Forum Humas (FH) BUMN
13. Forum Human Capital Indonesia (FHCI) BUMN
14. Forum Tanggung Jawab Sosial dan Lingkungan (TJSL) BUMN
15. Kamar Dagang dan Industri Indonesia (KADIN)
16. Asosiasi Pengusaha Indonesia (APINDO)

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

1. Alternative Dispute Resolution Body for the Financial Services Sector (LAPS SJK)
2. General Insurance Association of Indonesia (AAUI);
3. Indonesian Life Insurance Association (AAJI);
4. Federation of Afro-Asian Insurers & Reinsurers (FAIR);
5. Indonesian Insurance Industry Development Consortium Terrorism and Sabotage (KPIAI-TS)
6. Indonesia Suretyship & Credit Insurance Consortium (KSAKI)
7. Special Risk Insurance Consortium (KARK)
8. Indonesia Professional Reinsurers (IPR)
9. Special Task Force for Upstream Oil and Gas Business Activities (SKK Migas)
10. ASEAN Reinsurance Working Committee (ARWC)
11. Forum for Internal Supervisory Units Communication (FKSPI)
12. Public Relations Forum (FH) for State-Owned Enterprises
13. Indonesia Human Capital Forum (FHCI) for State Owned Enterprises
14. State-Owned Enterprises Social and Environmental Responsibility Forum (TJSL)
15. Indonesian Chamber of Commerce and Industry (KADIN)
16. Indonesia Business Association (APINDO)

STRUKTUR ORGANISASI

ORGANIZATIONAL STRUCTURE

Rapat Umum Pemegang Saham (RUPS)

Dewan Komisaris Board of Commissioners

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

Benedictus M. Waworuntu
President Director
Direktur Utama

Delil Khairat
Direktur Teknik Operasi
Director of Technical
Operations

Maria Elvida Rita Dewi ^{***}
Direktur Keuangan & Aktuaria
Director of Finance and Actuarial

Client Market &
Treaty P&C Division

Reinsurance -
Product
Underwriting
P&C Division

Business
Management
Division

Client Market and
Pricing Actuary
L&H Division

Underwriting
Center & Risk Eng.
Department

Finance
Division

Accounting
Division

Aktuaris
Perusahaan

Per 1 Maret 2025

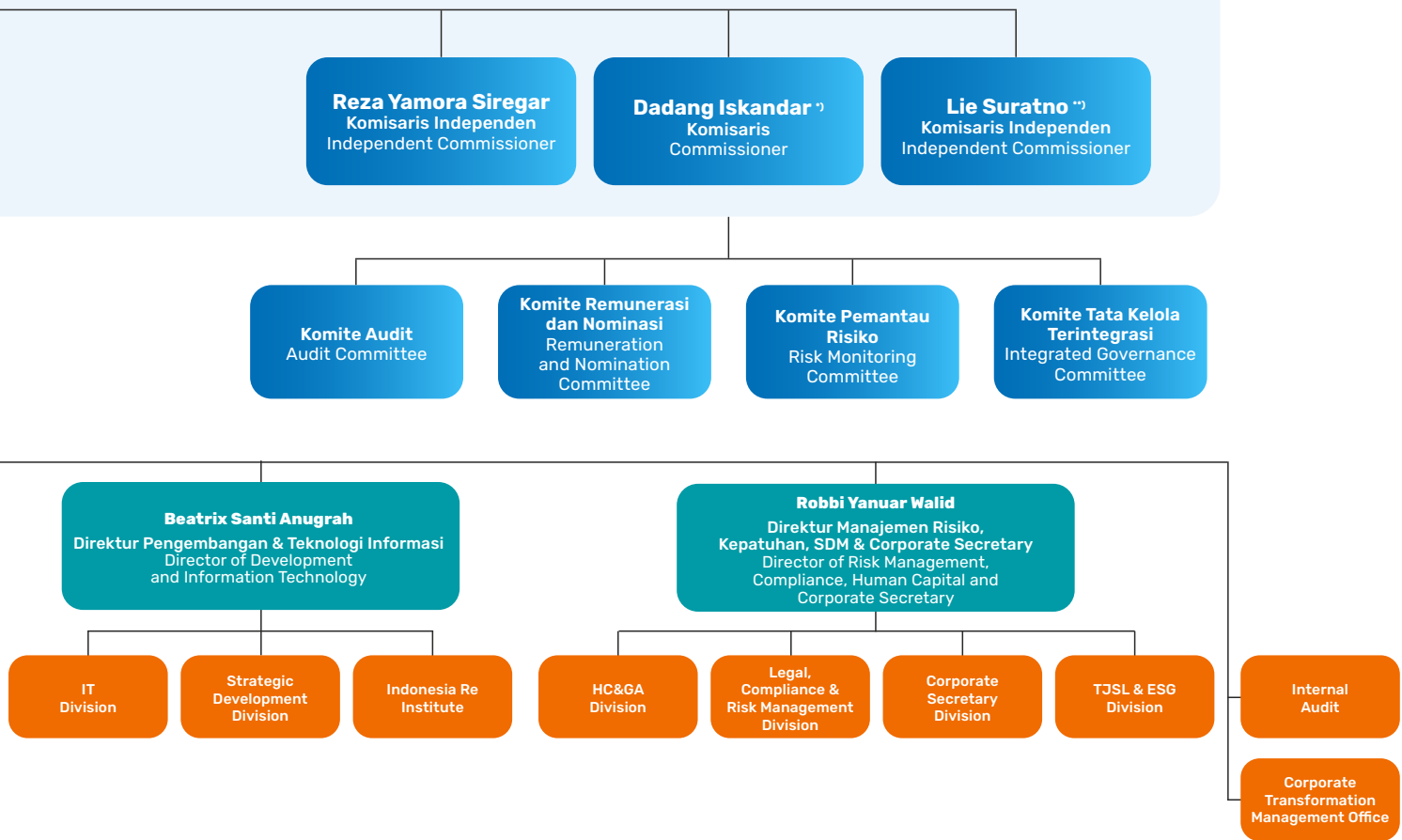
As of March 1, 2025

^{*)} Masa jabatan sebagai Komisaris berakhir terhitung sejak tanggal 17 Oktober 2024
The term of office as Commissioner ends effective October 17, 2024

^{**)} Diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.
Appointed as an Independent Commissioner effective from October 16, 2024

^{***)} Masa jabatan sebagai Direktur berakhir terhitung sejak tanggal 7 Maret 2025
The term of office as Director ends effective March 7, 2025

General Meeting of Shareholders (GMS)





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



- Meningkatkan pengetahuan, kapabilitas dan penerapan inovasi dalam asuransi/reasuransi
- Memberikan solusi reasuransi berstandar internasional kepada 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

REVIU VISI MISI OLEH DIREKSI DAN DEWAN KOMISARIS

Dalam rangka memastikan arah strategis Perusahaan tetap sejalan dengan dinamika internal maupun eksternal, Indonesia Re secara berkala melakukan reviu terhadap Visi dan Misi Perusahaan. Visi dan Misi yang berlaku saat ini telah ditetapkan oleh Perusahaan dan menjadi pedoman dalam pelaksanaan kegiatan usaha serta perumusan kebijakan strategis.

Perkembangan pencapaian Visi dan Misi secara berkala dilakukan *monitoring* dan evaluasi oleh Direksi dengan pejabat manajemen melalui suatu rapat kerja Perusahaan serta dikonsultasikan dengan Dewan Komisaris melalui rapat-rapat antara Direksi dengan Dewan Komisaris.

REVIEW OF VISION AND MISSION BY THE DIRECTORS AND COMMISSIONERS

In order to ensure that the Company's strategic direction remains in line with internal and external dynamics, Indonesia Re periodically reviews the Company's Vision and Mission. The current Vision and Mission have been established by the Company and serve as guidelines in the implementation of business activities and the formulation of strategic policies.

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 Nomor 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.



NILAI-NILAI PERUSAHAAN CORPORATE VALUES

Indonesia Re sepenuhnya meyakini bahwa bisnis asuransi adalah suatu bisnis yang didasari oleh kepercayaan pelanggan. Dengan demikian, perusahaan selalu melakukan tindakan-tindakan yang menumbuhkan kepercayaan yang dimaksud dan sejalan dengan nilai SDM BUMN AKHLAK yang dituangkan dalam nilai-nilai perusahaan, sebagai berikut:

Indonesia Re firmly believes that the insurance business is built on customer trust. Therefore, the company consistently takes actions that foster the intended trust and align with the values of State-Owned Enterprises Human Resources Ethics AKHLAK, as follows:

- 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

7 PERILAKU KARYAWAN

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

7 KEY BEHAVIORS

Indonesia Re has 7 (seven) behaviors as basic values that become important aspects in every employee activities, namely:



BUDAYA KERJA KARYAWAN

EMPLOYEE WORK CULTURE

01

Antisipatif
Anticipatory

02

Menepati Janji
Kept Promises

03

Terus Belajar
Keep Learning

04

Bekerja Efektif dan Tuntas
Work Effectively and Diligently

05

Suka Bekerja Sama dan Bersinergi
Favor to Work Together and Synergize

06

Berorientasi Target dan Menjadi Pemenang
Focused on Achieving Targets and Be a Winner

07

Berpenampilan Representatif, Tersenyum, dan Komunikatif
Attractive Appearance, Cheerful, and Communicative

DEMOGRAFI KARYAWAN

EMPLOYEE DEMOGRAPHICS

Per 31 Desember 2024 | As of December 31, 2024

Jumlah Karyawan berdasarkan Status Kepegawaian

Total of Employees based on Employment Status

Status Kepegawaian	2024		2023		Employment Status
	Jumlah	Total %	Jumlah	Total %	
Karyawan Tetap	217	81	204	80	Permanent Employee
Karyawan Kontrak	51	19	51	20	Contract Employee
Jumlah	268	100	255	100	Total

Jumlah Karyawan berdasarkan Jenis Kelamin

Total of Employees by Gender

Jenis Kelamin	2024		2023		Gender
	Jumlah	Total %	Jumlah	Total %	
Laki-laki	146	54,5	145	57	Male
Perempuan	122	45,5	110	43	Female
Jumlah	268	100	255	100	Total

Jumlah Karyawan berdasarkan Rentang Usia

Total of Employees by Age

Usia	2024		2023		Age
	Jumlah	Total %	Jumlah	Total %	
18 – 25 tahun	47	17,5	34	13,33	18-25 years old
26 – 35 tahun	100	37,3	99	38,82	26 – 35 years old
36 – 45 tahun	56	20,8	56	21,96	36 – 45 years old
46 – 55 tahun	64	23,8	63	24,71	46 – 55 years old
>55 tahun	1	0,3	3	1,17	>55 years old
Jumlah	268	100	255	100	Total

Jumlah Karyawan berdasarkan Tingkat Pendidikan

Total of Employees by Education

Tingkat Pendidikan	2024		2023		Education
	Jumlah	Total %	Jumlah	Total %	
S2	65	24,2	48	18,82	Master's Degree
S1	172	64,1	179	70,20	Bachelor's Degree
D3	23	8,5	19	7,45	Diploma
SMA/Sederajat	8	2,9	9	3,53	Senior High/Equivalent
Jumlah	268	100	255	100	Total

Jumlah Karyawan berdasarkan Level Jabatan

Total of Employees by Position

Level Jabatan	2024		2023		Position
	Jumlah	Total %	Jumlah	Total %	
Division Head	16	5,9	15	5,88	Division Head
Department Head	45	16,7	45	17,64	Department Head
Functional Departement Head	2	0,7	2	0,78	Functional Departement Head
Unit Head	19	7,08	20	7,84	Unit Head
Functional Unit Head	45	16,7	37	14,51	Functional Unit Head
Staff	48	17,9	48	18,82	Staff
Functional Staf	43	16	37	14,50	Functional Staf
PKWT	50	18,6	50	19,61	PKWT
Jumlah	268	100	255	100	Total

DEWAN KOMISARIS

BOARD OF COMMISSIONERS



Dadang Iskandar**
Komisaris
Commissioner

Reza Yamora Siregar
Komisaris Independen
Independent Commissioner

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

Lie Suratno*
Komisaris Independen
Independent Commissioner

^{**} Diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.
Appointed as an Independent Commissioner effective from October 16, 2024.

^{***} Masa jabatan sebagai Komisaris berakhir terhitung sejak tanggal 17 Oktober 2024
The term of office as Commissioner ends effective October 17, 2024.

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
Tempat, Tanggal Lahir Place Date of Birth	Amuntai, 20 Juli 1961 Amuntai, 20 Juli 1961
Usia Age	63 tahun 63 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat 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 effective from July 22, 2021
Periode ke Period	Pertama First
Riwayat Pendidikan Educational Background	- Magister Manajemen, Sekolah Tinggi Ilmu Ekonomi (STIE) Dharma Bumiputera (2004) - Sarjana Kedokteran Hewan, Institut Pertanian Bogor (IPB) (1984). - Master of Management, Sekolah Tinggi Ilmu Ekonomi (STIE) Dharma Bumiputera (2004) - Bachelor of Veterinary Medicine, Institut Pertanian Bogor (IPB) (1984)
Riwayat Pekerjaan Employment History	- Anggota Tim Penguji <i>Fit and Proper</i> OJK (2015-Sekarang) - Komisaris Independen, PT Asuransi Jiwa Astra (2021-Sekarang) - Komisaris Independen PT Asuransi Jasa Indonesia (2020-2021) - Direktur Utama PT Asuransi Adira Dinamika Tbk (2017-2020) - Wakil Ketua AAUI Bidang SDM & Literasi Asuransi Asosiasi Asuransi Umum Indonesia (2018 - 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). - Direktur PT Asuransi Bumiputera Muda 1967 (2001-2010) - Member of the OJK Fit and Proper Test Team (2015-Present) - Independent Commissioner, PT Asuransi Jiwa Astra (2021-Present) - Independent Commissioner of PT Asuransi Jasa Indonesia (2020 - 2021) - President Director of PT Asuransi Adira Dinamika Tbk (2017-2020) - Vice Chairman of AAUI for HR & Insurance Literacy of the Indonesian General Insurance Association (2018-2020) - 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). - Director of PT Asuransi Bumiputera Muda 1967 (2001-2010)
Rangkap Jabatan Concurrent Position	- Ketua Komite Pemantau Risiko (2021 - Sekarang) - Ketua Komite Tata Kelola Terintegrasi (2021-Sekarang) - Anggota Komite Audit (2022- Sekarang) - Anggota Komite Remunerasi dan Nominasi (2021-Sekarang) - Komisaris Independen PT Asuransi Jiwa Astra (2021-Sekarang). - Anggota Tim Penguji <i>Fit and Proper</i> OJK (2015-Sekarang) - Chairman of the Risk Monitoring Committee (2021-Present) - Chairman of the Integrated Governance Committee (2021-Present) - Member of the Audit Committee (2023-Present) - Member of the Remuneration and Nomination Committee (2021-Present) - Independent Commissioner of PT Asuransi Jiwa Astra (2021-Present) - Member of the OJK Fit and Proper Test Team (2015-Present)
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
Tempat, Tanggal Lahir Place Date of Birth	Palembang, 13 Desember 1966 Palembang, 13 December 1966
Usia Age	58 tahun 58 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN No. SK-79 MBU/03/2022 tanggal 16 Maret 2022. Decree of the Minister of SOEs No. SK-79 MBU/03/2022 dated March 16, 2022.
Periode ke Period	Pertama First
Riwayat Pendidikan Educational Background	- Doktor Ekonomi, Brown University (1994) - Magister Ekonomi, Brown University (1992) - Sarjana Ekonomi dan Minor Matematika, Brown University (1989) - Ph.D. in Economics, Brown University (1994) - Master of Arts in Economics, Brown University (1992) - Bachelor of Arts in Economics with a Minor in Mathematics, Brown University (1989)
Riwayat Pekerjaan Employment History	- Head/Senior Executive Vice President, Indonesia Financial Group (2021-2024) - Staf Khusus Menteri, Kementerian Koordinator Bidang Perekonomian Republik Indonesia (2020-Sekarang) - Chief Representative of the Singapore Office and Head of ASEAN and India Research, The Institute of International Finance (Singapore), (2018-2019) - Anggota Pengajar/Faculty Member, Institut Bank Indonesia, (2016-Sekarang) - 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) - Chief Representative of the Singapore Office and Head of ASEAN and India Research, The Institute of International Finance (Singapore) (2018-2019) - Faculty Member, Indonesian Banking Institute (2016-Present) - 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	- Ketua Komite Audit (2022-Sekarang) - Anggota Komite Pemantau Risiko (2023-Sekarang) - Anggota Komite Remunerasi dan Nominasi (2023-Sekarang) - Staf Khusus Menteri, Kementerian Koordinator Bidang Perekonomian Republik Indonesia (2020-Sekarang) - Anggota Pengajar/Faculty Member, Institut Bank Indonesia (2016-Sekarang) - Chairman of the Audit Committee (2023-Present) - Member of the Risk Monitoring Committee (2023-Present) - Member of the Remuneration and Nomination Committee (2023-Present) - Special Staff to the Minister - Coordinating Ministry for Economic Affairs, Republic of Indonesia (2020-Present) - Lecturer - Bank Indonesia Institute (2016-Present)
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



DADANG ISKANDAR*

Komisaris
Commissioner

Warga Negara Citizenship	Indonesia Indonesian
Domisili Domicile	Bogor
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 18 Desember 1963 Jakarta, 18 December 1963
Usia Age	61 tahun 61 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN No. SK-240/MBU/10/2019 tanggal 17 Oktober 2024. Decree of the Minister of State-Owned Enterprises No. SK- 240/MBU/10/2019 dated October 17, 2019.
Periode ke Period	Pertama First
Riwayat Pendidikan Educational Background	- Magister Akuntansi dari Universitas Tarumanagara Jakarta (2009) - Sarjana Kesejahteraan Sosial dari Universitas Muhammadiyah Jakarta (1989) - Master of Accounting from Universitas Tarumanagara Jakarta (2009) - Bachelor of Social Welfare from Universitas Muhammadiyah Jakarta (1989)
Riwayat Pekerjaan Employment History	- Sekretaris Jenderal – Staf Ahli Menteri Bidang Aksesibilitas Sosial, Kementerian Sosial RI (2023-Sekarang) - Inspektorat Jenderal Kementerian Sosial RI (2018-2023) - 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 Inspektorat Jenderal Kementerian Sosial RI (2008-2012). - Secretary General – Expert Staff to the Minister for Social Accessibility, Ministry of Social Affairs of the Republic of Indonesia (2023-Present) - Inspector General, Ministry of Social Affairs of the Republic of Indonesia (2018-2023) - 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 (2014-2016) - 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	- Ketua Komite Remunerasi dan Nominasi (26 Januari 2024 - 17 Oktober 2024) - Anggota Komite Pemantau Risiko (2021-17 Oktober 2024) - Anggota Komite Audit (26 Januari 2024 -17 Oktober 2024) - Chairman of the Remuneration and Nomination Committee (January 26, 2024 - October 17, 2024) - Member of the Risk Monitoring Committee (2021-October 17, 2024) - Member of Audit Committee (January 26, 2024 -October 17, 2024)
Hubungan Afiliasi Affiliated Relationship	Bukan merupakan Komisaris Independen Not an Independent Commissioner

* Masa jabatan sebagai Komisaris berakhir terhitung sejak tanggal 17 Oktober 2024
The term of office as Commissioner ends effective October 17, 2024.



LIE SURATNO*

Komisaris Independen
Independent Commissioner

Warga Negara Citizenship	Indonesia Indonesian
Domisili Domicile	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 13 Juli 1977 Jakarta, July 13, 1977
Usia Age	47 tahun 47 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri BUMN No. SK-221/MBU/10/2024 tanggal 16 Oktober 2024 Minister of State-Owned Enterprises Decree No. SK-221/MBU/10/2024 dated October 16, 2024
Periode ke Period	Pertama First
Riwayat Pendidikan Educational Background	• Sarjana Hukum, Universitas Kampus Ungu Jakarta (2000) • Bachelor of Law, Universitas Kampus Ungu Jakarta (2000)
Riwayat Pekerjaan Employment History	• Staf Khusus Wakil Ketua DPR RI (2019-2024) • Tenaga Ahli Anggota DPR RI (2014-2019) • Wirausaha (2000-2014) • Special Staff to the Deputy Speaker of the Indonesian House of Representatives (DPR RI) (2019-2024) • Expert Staff to a Member of the Indonesian House of Representatives (DPR RI) (2014-2019) • Entrepreneur (2000-2014)
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 terhitung sejak tanggal 16 Oktober 2024.
Appointed as an Independent Commissioner effective from October 16, 2024.

DIREKSI

BOARD OF DIRECTORS



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

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

Benedictus M. Waworuntu
Direktur Utama
President Director

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

Delil Khairat
Direktur Teknik Operasi
Director of Technical Operations

* Masa jabatan sebagai Direktur berakhir terhitung sejak tanggal 7 Maret 2025
The term of office as Director ends effective March 7, 2025

PROFIL DIREKSI

THE BOARD OF DIRECTORS PROFILE



BENEDICTUS M. WAWORUNTU

Direktur Utama
President Director

Warga Negara Citizenship	Indonesia Indonesian
Domisili Domicile	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Cirebon, 4 Juni 1967 Cirebon, 4 June 1967
Usia Age	57 tahun 57 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-41/MBU/02/2021 tanggal 4 Februari 2021 Decree of the Minister of State-Owned Enterprises No. SK-41/MBU/02/2021 dated February 4, 2021
Periode ke Period	Pertama First
Riwayat Pendidikan Educational Background	- Sarjana Psikologi, Universitas Indonesia (1993) - Bachelor of Psychology from Universitas 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-Swiss Reinsurance 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-Swiss Reinsurance Company Ltd Singapore (2014-2015)
Rangkap Jabatan Concurrent Position	- Kadin: BKMJK Wakil Kepala Badan Bidang Asuransi dan Dana Pensiun (2021-2026) - Ketua Komite Asuransi dan Dana Pensiun di Asosiasi Pengusaha Indonesia (2023-2028) - The Chamber of Commerce: Deputy Head of the Insurance and Pension Fund Body (2021-2026) - Chair of the Insurance and Pension Fund Committee at the Indonesian Employers Association (2023-2028)
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
Tempat, Tanggal Lahir Place Date of Birth	Madiun, Jawa Timur, 31 Maret 1972 Madiun, East Java, 31 March 1972
Usia Age	52 tahun 52 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	- Magister of Business Administration, Universitas Gadjah Mada (2016) - Sarjana Matematika dan Ilmu Alam, Universitas Indonesia (1995) - Master of Business Administration, Universitas Gadjah Mada (2016) - Bachelor of Mathematics and Natural Sciences, Universitas Indonesia (1995)
Riwayat Pekerjaan Employment History	- Komisaris PT Asuransi Asei Indonesia (24 Juni 2022 – 20 Juli 2023) - Chief Actuary PT Sinarmas MSIG Life (2021) - Chief Finance Officer PT Bhinneka Life Indonesia (2019-2020) - Chief Actuary PT Bhinneka Life Indonesia (2018-2019) - 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) - Kepala Divisi dan Appointed Actuary PT MLC Life Indonesia (2002-2005) - Actuarial Manager PT Prudential Life Assurance Indonesia (1996-2002) - Actuarial Staff PT Lippo Life Indonesia (1994-1996). - Commissioner of PT Asuransi Asei Indonesia (June 24, 2022-July 20, 2023) - Chief Actuary PT Sinarmas MSIG Life (2021) - Chief Finance Officer PT Bhinneka Life Indonesia (2019-2020) - Chief Actuary of PT Bhinneka Life Indonesia (2018-2019) - 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) - Head of Division and Appointed Actuary at PT MLC Life Indonesia (2002-2005) - Actuarial Manager at PT Prudential Life Assurance Indonesia (1996-2002) - Actuarial Staff at PT Lippo Life Indonesia (1994-1996)
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 sebagai Direktur berakhir terhitung sejak tanggal 7 Maret 2025
The term of office as Director ends effective March 7, 2025



ROBBI YANUAR WALID

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

Warga Negara Citizenship	Indonesia Indonesian
Domisili Domicile	Jakarta
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 1 Januari 1971 Jakarta, 1 January 1971
Usia Age	53 tahun 53 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	- Magister Ilmu Hukum, Universitas Jayabaya (2003) - Sarjana Hukum, Universitas Andalas (1994) - Master of Law, Universitas Jayabaya (2003) - Bachelor of Law, Universitas Andalas (1994)
Riwayat Pekerjaan Employment History	- Komisaris Utama PT Reasuransi Syariah Indonesia (4 Juli 2022-24 Maret 2023) - Direktur Compliance & Human Capital PT Bhineka Life Indonesia - Bermacam posisi pada entitas usaha AXA Group di Indonesia (2011-2017), antara lain: - 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 di Allianz Indonesia (Life & General Insurance) (2007-2011) - Corporate Legal Department Head di Serasi Autoraya Group - an affiliated group of company of PT Astra International Tbk (1996-2007) - President Commissioner of PT Reasuransi Syariah Indonesia (since 2022) - Compliance Director & Human Capital PT Bhineka Life Indonesia 2011 - 2017 He held various positions in AXA Group's business entities in Indonesia, including: - 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 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	- 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



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
Tempat, Tanggal Lahir Place Date of Birth	Jakarta, 1 September 1971 Jakarta, 1 September 1971
Usia Age	53 tahun 53 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-73/MBU/03/2022 tanggal 10 Maret 2022 Decree of the Minister of State-Owned Enterprises No. SK-73/MBU/03/2022 dated March 10, 2022
Periode ke Period	Pertama First
Riwayat Pendidikan Educational Background	- Magister Manajemen Keuangan & Bisnis, Universitas Pelita Harapan Jakarta (2018) - Sarjana Ekonomi Akuntansi, Universitas Trisakti Jakarta (1995) - Master of Finance & Business Management, Universitas Pelita Harapan Jakarta (2018) - Bachelor's Degree in Accounting, Universitas Trisakti Jakarta (1995)
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



DELIL KHAIRAT

Direktur Teknik Operasi
Director of Technical Operations

Warga Negara Citizenship	Indonesia Indonesian
Domisili Domicile	Bekasi
Tempat, Tanggal Lahir Place Date of Birth	Lempur Mudik, 25 Juli 1975 Lempur Mudik, 25 July 1975
Usia Age	49 tahun 49 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Menteri Badan Usaha Milik Negara No. SK-73/MBU/03/2022 tanggal 10 Maret 2022. Decree of the Minister of State-Owned Enterprises No. SK- 73/MBU/03/2022 dated March 10, 2022.
Periode ke Period	Pertama First
Riwayat Pendidikan Educational Background	- Magister Administrasi Bisnis, International Islamic University Malaysia (2013) - Sarjana Statistika, Institut Pertanian Bogor (1997) - Master of Business Administration, International Islamic University Malaysia (2013) - Bachelor's degree in Statistics, Institut Pertanian Bogor (1997)
Riwayat Pekerjaan Employment History	- Vice President - Senior Client Manager & Market Underwriter, Swiss Reinsurance Company Limited, Malaysia Branch (Swiss Re Retakaful) (2014-2022) - Head of Underwriting, 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

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) No. KEP-11/DK-INDONESIA/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIA/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) No. KEP-11/DK-INDONESIA/XII/2022.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIA/XII/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) No. KEP-03/DK-INDONESIA/I/2024.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIA/I/2024
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris."	The full profile is presented in the "Board of Commissioners Profile" section.
* Masa jabatan sebagai Komisaris berakhir terhitung sejak tanggal 17 Oktober 2024 Term of office as Commissioners ended on October 17, 2024		
FANITA MEILISA	Anggota	Member
Usia Age	37 tahun	37 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-07/DK-INDONESIA/V/2024	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-07/DK-INDONESIA/V/2024
Riwayat Pendidikan Educational Background	Sarjana Akuntansi Universitas Brawijaya Malang (2009)	Bachelor's degree in Accounting, Universitas Brawijaya Malang (2009)
Riwayat Pekerjaan Employment History	- Anggota Komite Audit PT Reasuransi Indonesia Utama (Persero) (2021-Sekarang) - Sekretaris Dewan Komisaris PT Asuransi Kredit Indonesia (Persero) (2018 - 2021) - Sekretaris Dewan Komisaris PT PINDAD (Persero) (2016-2018) - Jabatan di Kementerian: - Penata Kelola Perusahaan Negara Muda Unit Keasdepan Manajemen SDM BUMN (2021- Sekarang) - Sub Koordinator Unit Keasdepan Bidang Keuangan (2020-2021) - Pengendali Sub Fungsi Unit Keasdepan Bidang Keuangan (2020) - Kepala Subbagian Perencanaan dan Anggaran (2019-2020) - Kepala Subbagian Verifikasi dan Akuntansi (2015-2019) - Analisis Keuangan (2014-2019) - Administrasi Keuangan (2014)	- Member of the Audit Committee of PT Reasuransi Indonesia Utama (Persero) (2021-Present)) - Secretary of BOC PT Asuransi Kredit Indonesia (2018-2021) - Secretary of BOC PT PINDAD (Persero) (2016-2018) - Several position in the Ministry: - Keasdepan MSDM Sub-coordinator (2021-present) - Junior State Corporate Manager of the Finance Keasdepan Unit (2020-2021) - Finance Keasdepan Unit Sub-coordinator (2020) - Head of Planning and Budget Subdivision (2019-2020) - Head of Verification and Accounting Subdivision (2015-2019) - Finance Analyst (2014-2019) - Finance Administration (2014)
Rangkap Jabatan Concurrent Position	Penata Kelola Perusahaan Negara Muda Unit Keasdepan Manajemen SDM BUMN (2021 - Sekarang)	Junior State-Owned Enterprise Governance Officer, Human Capital Management Deputy Unit, Ministry of SOEs (2021 - Present)
Hubungan Afiliasi Affiliated Relationship	Pegawai Kementerian BUMN	Employee of the Ministry of State-Owned Enterprises (SOEs)

WAHYUNI SRI UTAMI	Anggota	Member
Usia Age	69 tahun	69 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-05/DK-INDONESIAIRE/I/2023	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-05/DK-INDONESIAIRE/I/2023
Riwayat Pendidikan Educational Background	Sarjana Manajemen, Universitas Indonesia (1982)	Bachelor of Management, Universitas Indonesia (1982)
Riwayat Pekerjaan Employment history	- Direktur Teknik, PT Asuransi Tri Pakarta (2014–2018) - Direktur Teknik, PT Tugu Reasuransi Indonesia (2010–2014) - Portfolio Group Head, PT Tugu Reasuransi Indonesia (2008–2010)	- Technical Director, PT Asuransi Tri Pakarta (2014–2018) - Technical Director, PT Tugu Reinsurance Indonesia (2010–2014) - Portfolio Group Head, PT Tugu Reinsurance Indonesia (2008–2010)
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 PEMANTAU RISIKO | RISK MONITORING COMMITTEE

JULIAN NOOR	Ketua	Chairman
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama No. KEP-15/DK-INDONESIAIRE/XI/2021.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-15/DK-INDONESIAIRE/XI/2021.
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris."	The full profile is presented in the "Board of Commissioners Profile" section.
REZA YAMORA SIREGAR	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama No. KEP-03/DK-INDONESIAIRE/I/2023.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIAIRE/I/2023.
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) No. KEP-15/DK-INDONESIAIRE/XI/2021.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-15/DK-INDONESIAIRE/XI/2021.
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris."	The full profile is presented in the "Board of Commissioners Profile" section.

* Masa jabatan sebagai Komisaris berakhir terhitung sejak tanggal 17 Oktober 2024
Term of office as Commissioners ended on October 17, 2024

MERYATI BANDJARNAHOR	Anggota	Member
Usia Age	46 tahun	46 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama No. KEP-02/DK-INDONESIAIRE/II/2022.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-02/DK-INDONESIAIRE/II/2022.
Riwayat Pendidikan Educational Background	- 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 Universitas Trisakti (2002) - MBA in Financial Management from Swiss German University (2006)
Riwayat Pekerjaan Employment History	- CFO PT Asuransi Adira Dinamika Tbk (2018–2020) - CRO PT Asuransi Adira Dinamika (2014–2018) - Audit Head PT Asuransi Adira Dinamika (2013–2014) - Audit Head PT Allianz Indonesia (2009 – 2013) - Finance PT Allianz Utama (2008 – 2009) - Finance and Investment PT Allianz Utama (1997 – 2007)	- CFO of PT Asuransi Adira Dinamika Tbk (2018–2020) - CRO of PT Asuransi Adira Dinamika (2014–2018) - Audit Head of PT Asuransi Adira Dinamika (2013–2014) - Audit Head of PT Allianz Indonesia (2009–2013) - Finance at PT Allianz Utama (2008–2009) - Finance and Investment at PT Allianz Utama (1997–2007)
Rangkap Jabatan Concurrent Position	Anggota Komite Tata Kelola Terintegrasi	Member of Integrated Governance Committee
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

DADANG ISKANDAR*	Ketua	Chairman
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-05/DK-INDONESIAIRE/1/2024.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-05/DK-INDONESIAIRE/1/2024.
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris."	The full profile is presented in the "Board of Commissioners Profile" section.
* Masa jabatan sebagai Komisaris berakhir terhitung sejak tanggal 17 Oktober 2024 Term of office as Commissioners ended on October 17, 2024		
JULIAN NOOR	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama No. KEP-17/DK-INDONESIAIRE/XI/2023.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-17/DK-INDONESIAIRE/XI/2023.
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris."	The full profile is presented in the "Board of Commissioners Profile" section.
REZA YAMORA SIREGAR	Anggota	Member
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-04/DKINDONESIAIRE/1/2023.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-04/DK-INDONESIAIRE/1/2023.
Keterangan Description	Profil lengkap disajikan pada bagian "Profil Dewan Komisaris."	The full profile is presented in the "Board of Commissioners Profile" section.

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 (Persero) No. KEP-10/DK-INDONESIAIRE/XII/2022.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-10/DK-INDONESIAIRE/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	70 tahun	70 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama No. KEP-10/DK-INDONESIAIRE/XII/2022	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-10/DK-INDONESIAIRE/XII/2022
Riwayat Pendidikan Educational Background	- Sarjana Administrasi 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 Commercial Administration from Universitas 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 Employment History	- Komisaris Utama merangkap Komisaris Independen PT Asuransi Asei Indonesia (2022 -saat ini) - Komisaris Utama merangkap Komisaris Independen PT Reasuransi Syariah Indonesia (2016-2022) - 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 Commissioner and Independent Commissioner of PT Asuransi Asei Indonesia (2022-Present) - President Commissioner and Independent Commissioner of PT Reasuransi Syariah Indonesia (2016-2022) - 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	57 tahun	57 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama No. KEP-10/DK-INDONESIAIRE/XII/2022.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-10/DK-INDONESIAIRE/XII/2022.
Riwayat Pendidikan Educational Background	- Magister Teknik Transportasi Kelautan dari Institut Teknologi Sepuluh Nopember (ITS) (2001) - Sarjana Teknik Perkapalan dari Institut Teknologi Sepuluh Nopember (ITS) (1992)	- Bachelor of Shipping Engineering from Sepuluh Nopember Institute of Technology (ITS) (1992) - Master of Marine Transportation Engineering from Institut Teknologi Sepuluh Nopember (ITS) (2001)
Riwayat Pekerjaan Employment History	- Komisaris Utama merangkap Komisaris independen PT Reasuransi Syariah Indonesia (2023 - saat ini) - Komisaris Independen PT Reasuransi Syariah Indonesia (2022 - 2023) - Komisaris PT Tigara Mitra Sejahtera Pialang Asuransi (2017-2021) - Direktur Utama PT Asuransi Asei Indonesia (2014-2016) - Direktur Utama PT Asuransi Ekspor Indonesia (Persero) (2013-2014) - Komisaris PT Sarana Janesia Utama (SJU) (2012-2014) - 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)	- President Commissioner concurrently Independent Commissioner of PT Reasuransi Syariah Indonesia (2023 - Present) - Independent Commissioner of PT Reasuransi Syariah Indonesia (2022 - 2023) - Commissioner of PT Tigara Mitra Sejahtera Insurance Broker (2017-2021) - President Director of PT Asuransi Asei Indonesia (2014-2016) - President Director of PT Asuransi 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 Utama merangkap Komisaris Independen PT Reasuransi Syariah Indonesia (2023 - saat ini)	President Commissioner and Independent Commissioner of PT Reasuransi Syariah Indonesia (2023 - Present)
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	46 tahun	46 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama No. KEP-09/DKINDONESIAIRE/XII/2022.	Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-09/DK-INDONESIAIRE/XII/2022.
Riwayat Pendidikan Educational Background	- 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 Universitas Trisakti (2002) - MBA in Financial Management from Swiss German University (2006)
Riwayat Pekerjaan Employment History	- CFO PT Asuransi Adira Dinamika Tbk (2018-2020) - CRO PT Asuransi Adira Dinamika (2014-2018) - Audit Head PT Asuransi Adira Dinamika (2013- 2014) - Audit Head PT Allianz Indonesia (2009- 013) - Finance PT Allianz Utama (2008-2009) - Finance and Investment PT Allianz Utama (1997-2007)	- CFO of PT Asuransi Adira Dinamika Tbk (2018-2020) - CRO of PT Asuransi Adira Dinamika (2014-2018) - Audit Head of PT Asuransi Adira Dinamika (2013-2014) - Audit Head of PT Allianz Indonesia (2009-2013) - Finance at PT Allianz Utama (2008-2009) - Finance and Investment at PT Allianz Utama (1997-2007)
Rangkap Jabatan Concurrent Position	Anggota Komite Pemantau Risiko	Member of Risk Monitoring Committee
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	39 tahun	39 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00025/65. HK.01.01/00/Indonesia Re/12/2022 Tanggal 26 Desember 2022	Decree of the Board of Directors No. 00025/65. HK.01.01/00/Indonesia Re/12/2022 Dated December 26, 2022
Pendidikan Terakhir Recent Education	- Magister Hukum, Universitas Gadjah Mada (2023) - Sarjana Hukum Universitas Diponegoro (2007)	- Master of Law, Universitas Gadjah Mada (2023) - Bachelor of Law, Universitas Diponegoro (2007)
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	50 tahun	50 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00003/ HK.04.02/00/Indonesia Re/01/2023 Tanggal 13 Januari 2023	Decree of the Board of Directors No. 00003/ HK.04.02/00/Indonesia Re/01/2023 Dated January 13, 2023
Pendidikan Terakhir Recent Education	Sarjana jurusan Biologi dari Institut Teknologi Bandung (1997)	Bachelor's degree in Biology from Institut Teknologi Bandung (1997)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999



Rokhmatal Wakhidah	Human Capital and General Affair Division Head	Human Capital and General Affair Division Head
Usia Age	43 tahun	43 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00070/ HK.04.02/00/Indonesia Re/07/2022 Tanggal 21 Juli 2022	Decree of the Board of Directors No. 00070/ HK.04.02/00/Indonesia Re/07/2022 Dated July 22, 2022
Pendidikan Terakhir Recent Education	Sarjana Psikologi Universitas Gadjah Mada (2004)	Bachelor of Psychology, Universitas Gadjah Mada (2004)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2022	2022



Jasnovaria	Finance Division Head	Finance Division Head
Usia Age	47 tahun	47 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00161/65. HK.01.01/04/Indonesia Re/12/2024 Tanggal 9 Desember 2024	Decree of the Board of Directors No. 00161/ 65.HK.01.01/04/Indonesia Re/12/2024 Dated December 9, 2024.
Pendidikan Terakhir Recent Education	- Magister Manajemen dari Sekolah Tinggi Manajemen PPM (2019) - Sarjana Ekonomi Akuntansi dari Universitas Andalas (2000)	- Master of Management from PPM College of Management (2019) - Bachelor of Economics in Accounting from Universitas Andalas (2000)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2024	2024



Nico Demus	Life & Pricing Actuary Division Head	Life & Pricing Actuary Division Head
Usia Age	47 tahun	47 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00018/ HK.04.02/00/Indonesia Re/03/2022 Tanggal 11 Maret 2022	Decree of the Board of Directors No. 00018/ HK.04.02/00/Indonesia Re/03/2022 Dated March 11, 2022
Pendidikan Terakhir Recent Education	- Master jurusan Actuarial Science dari University of Philippines (2008) - Sarjana jurusan Matematika dari Universitas Indonesia (1999)	- Master's degree in Actuarial Science from University of Philippines (2008) - Bachelor's degree in Mathematics from Universitas Indonesia (1999)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2000	2000



Didik Mulyana	Accounting Division Head	Accounting Division Head
Usia Age	48 tahun	48 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00057/65. HK.01.01/00/Indonesia Re/11/2021 Tanggal 16 November 2021	Decree of the Board of Directors No. 00057/65. HK.01.01/00/Indonesia Re/11/2021 Dated November 16, 2021
Pendidikan Terakhir Recent Education	- Pasca Sarjana jurusan Keuangan dari Universitas Gadjah Mada (2018) - Sarjana Akuntansi dari Universitas Diponegoro (1999)	- Master's degree in Finance from Universitas Gadjah Mada (2018) - Bachelor's degree in Accounting from Universitas Diponegoro (1999)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999



Mardian Adhitya	TJSL & ESG Division Head	TJSL & ESG Division Head
Usia Age	49 tahun	49 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00003/ HK.04.02/00/ Indonesia Re/01/2023 Tanggal 13 Januari 2023	Decree of the Board of Directors No. 00003/ HK.04.02/00/Indonesia Re/01/2023 Dated January 13, 2023
Pendidikan Terakhir Recent Education	- Magister jurusan Manajemen Strategik dari Sekolah Bisnis Institut Pertanian Bogor. - Sarjana jurusan Ekonomi dan Studi Pembangunan dari Universitas Jenderal Soedirman	- Master's degree in Strategic Management from the School of Business, Institut Pertanian Bogor - Bachelor's degree in Economics and Development Studies from Universitas Jenderal Soedirman
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999



Adi Putra	Indonesia Re Institute Division Head	Indonesia Re Institute Division Head
Usia Age	46 tahun	46 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00003/ HK.04.02/00/Indonesia Re/01/2023 Tanggal 13 Januari 2023	Decree of the Board of Directors No. 00003/ HK.04.02/00/Indonesia Re/01/2023 Dated January 13, 2023
Pendidikan Terakhir Recent Education	- Magister Sains Manajemen, Universitas Indonesia (2011) - Sarjana Teknik Penerbangan Institut Teknologi Bandung (2002)	- Master of Aeronautical Engineering, Institut Teknologi Bandung (2011) - Bachelor of Aeronautical Engineering, Institut Teknologi Bandung (2002)
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	37 tahun	37 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat keputusan Direksi No. 00024/65. HK.01.01/00/Indonesia Re/12/2022 Tanggal 26 Desember 2022	Board of Directors Decree No. 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 (2009)	Bachelor degree in Business Management from Universitas Pelita Harapan (2009)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2022	2022



Adi Surya	Business Management Division Head	Business Management Division Head
Usia Age	36 tahun	36 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00003/ HK.04.02/00/Indonesia Re/01/2023 Tanggal 13 Januari 2023	Decree of the Board of Directors No. 00003/ HK.04.02/00/Indonesia Re/01/2023 Dated January 13, 2023
Pendidikan Terakhir Recent Education	- Magister Management dari Institut Teknologi Bandung - Sarjana dari jurusan Matematika Institut Teknologi Bandung	- Master of Management from Institut Teknologi Bandung - Bachelor of Mathematics from Institut Teknologi Bandung
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2022	2022



Rachim Chan	Non Life Reinsurance Underwriting Division Head	Non Life Reinsurance Underwriting Division Head
Usia Age	46 tahun	46 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00138/HCGA.LGL.DIV/04/Indonesia Re/10/2024 Tanggal 14 Oktober 2024	Decree of the Board of Directors 00138/HCGA.LGL.DIV/04/ Indonesia Re/10/2024 Dated October 14, 2024
Pendidikan Terakhir Recent Education	- Magister Manajemen dari Universitas Indonesia (2022) - Sarjana Ilmu Sosial dari Universitas Indonesia (2001)	- Master of Management from Universitas Indonesia (2022) - Bachelor of Social Science from Universitas Indonesia (2001)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2024	2024



Radix Yunanto	Strategic Development Division Head	Strategic Development Division Head
Usia Age	52 tahun	52 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00003/HK.04.02/00/Indonesia Re/01/2023 Tanggal 13 Januari 2023	Decree of the Board of Directors No. 00003/HK.04.02/00/Indonesia Re/01/2023 Dated January 13, 2023
Pendidikan Terakhir Recent Education	- Magister Keuangan dari Universitas Gadjah Mada (1998) - Sarjana Teknik, jurusan Teknik Kimia dari Institut Teknologi Sepuluh Nopember Surabaya (1995)	- Master of Finance from Universitas Gadjah Mada (1998) - Bachelor of Engineering, majoring in Chemical Engineering from Institut Teknologi Sepuluh Nopember Surabaya (1995)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1999	1999



Alison Effendi Ritonga	Chief Internal Audit	Chief Internal Audit
Usia Age	53 tahun	52 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00056/65.HK.01.01/00/Indonesia Re/11/2021 Tanggal 16 November 2021	Decree of the Board of Directors No. 00056/65.HK.01.01/00/Indonesia Re/11/2021 Dated November 16, 2021
Pendidikan Terakhir Recent Education	Sarjana jurusan Akuntansi dari Universitas Sumatera Utara (1997)	Bachelor's degree in Accounting, Universitas Sumatera Utara (1997)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	1997	1997



Alan Prakosa	Information Technology Division Head	Information Technology Division Head
Usia Age	33 tahun	33 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00084/65.HK.01.01/00/Indonesia Re/06/2024 Tanggal 24 Juni 2024	Decree of the Board of Directors No. 00084/65.HK.01.01/00/ Indonesia Re/06/2024 Dated June 24, 2024
Pendidikan Terakhir Recent Education	- Magister of Business Administration dari Institut Teknologi Bandung (2023) - Sarjana jurusan Teknik Informatika dari Universitas Telkom (2014)	- Master of Business Administration from Institut Teknologi Bandung (2023) - Bachelor of Science in Informatics Engineering from Universitas Telkom (2014)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2024	2024



Novi Kurniawati	Head of Corporate Transformation Management Office	Head of Corporate Transformation Management Office
Usia Age	41 tahun	41 years old
Dasar Hukum Pengangkatan Legal Basis of Appointment	Surat Keputusan Direksi No. 00144/65.HK.01.01/04/Indonesia Re/10/2024 Tanggal 28 Oktober 2024	Decree of the Board of Directors No. 00144/65.HK.01.01/04/Indonesia Re/10/2024 Dated October 28, 2024
Pendidikan Terakhir Recent Education	- Magister Manajemen dari Universitas Tarumanegara (2008) - Sarjana Teknik Mesin dari Institut Teknologi Bandung (2004)	- Master of Management from Universitas Tarumanegara (2008) - Bachelor of Mechanical Engineering from Institut Teknologi Bandung (2004)
Bergabung di Indonesia Re sejak: Joined Indonesia Re since:	2024	2024

STRUKTUR DAN KOMPOSISI PEMEGANG SAHAM

STRUCTURE AND SHAREHOLDER COMPOSITION

Per 31 Desember 2024 | As of December 31, 2024



KOMPOSISI PEMEGANG SAHAM

SHAREHOLDER COMPOSITION

No.	Nama Pemegang Saham Shareholder Name	1 Januari 2024		31 Desember 2024	
		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

Seluruh 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.

STRUKTUR DAN KOMPOSISI PEMEGANG SAHAM

STRUCTURE AND SHAREHOLDER COMPOSITION

Kepemilikan Saham Dewan Komisaris dan Direksi: Secara Langsung dan Tidak Langsung

Seluruh anggota Dewan Komisaris dan Direksi Perusahaan tidak memiliki saham di PT Reasuransi Indonesia Utama (Persero), baik kepemilikan secara langsung maupun tidak langsung.

Informasi Pemegang Saham Utama/Pengendali

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

KRONOLOGI PENCATATAN SAHAM

Hingga 31 Desember 2024, 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.

KRONOLOGI PENERBITAN EFEK LAINNYA

Nama Obligasi Name of the Bond	Obligasi Wajib Konversi Mandatory Convertible Bonds
Tanggal Penerbitan Date of Issuance	31 Desember 2014/December 31, 2014
Tanggal Jatuh Tempo Maturity Date	31 Desember 2027/December 31, 2027
Nilai Pokok Principal Value	Rp900.000.000.000
Bunga Interest	8,41%
Peringkat Rating	A-
Lembaga Pemeringkat Rating Institution	Pefindo

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).

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.

CHRONOLOGY OF SHARE LISTING

Until December 31, 2024, 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.

CHRONOLOGY OF OTHER SECURITIES ISSUANCE

ENTITAS ANAK DAN ASOSIASI

SUBSIDIARIES AND ASSOCIATES

Per 31 Desember 2024 | As of December 31, 2024

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 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 October 9, 2014	Beroperasi In operation
PT Reasuransi Syariah Indonesia	Jakarta	Reasuransi berbasis Syariah Sharia-based Reinsurance	99,99%	1 Juni 2016 June 1, 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  A Subsidiary of Indonesia Re 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 : aseil@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
Kepengurusan Management	Posisi 31 Desember 2024 Dewan Komisaris Setiawan: Komisaris Utama/Komisaris Independen Rachman Notowibowo: Komisaris Independen Widyo Primastowo: Komisaris Direksi Achmad Sudiya Dalimunthe: Direktur Utama Agus Sulih Purwanto: Direktur Operasional & Pengembangan Bisnis Novis Asria: Direktur SDM dan Manajemen Risiko	Position on Desember 31, 2024 Board of Commissioners Setiawan: President Commissioner/ Independent Commissioner Rachman Notowibowo: Independent Commissioner Widyo Primastowo: Commissioner Board of Directors Achmad Sudiya Dalimunthe: President Director Agus Sulih Purwanto: Director of Operation and Business Development Novis Asria: Director of Human Capital and Risk Management
Jumlah Aset Tahun 2024 Total Assets in 2024	Rp2.539.539.476.750	Rp2.539.539.476.750



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 Eko Wari Santoso: Komisaris Utama/ Komisaris Independen Paula Sembiring: Komisaris Independen Nico Demus: Komisaris Direksi Tati Febriyanti: Direktur Utama Winarko: Direktur Fahmi Basyah: Direktur	Board of Commissioners Eko Wari Santoso: President Commissioner/ Independent Commissioner Paula Sembiring: Independent Commissioner Nico Demus: Commissioner Board of Directors Achmad Sudiyar Dalimunthe: President Director Winarko: Director Fahmi Basyah: Director
Jumlah Aset Tahun 2024 Total Assets in 2024	Rp1.038.841.872.548	Rp1,038,841,872,548

Entitas Asosiasi

Per 31 Desember 2024, Indonesia Re tidak memiliki entitas asosiasi. Dengan demikian Perusahaan tidak dapat menyediakan informasi terkait hal ini. Namun demikian, Indonesia Re terlibat aktif sebagai keanggotaan beberapa asosiasi sebagaimana telah dijelaskan pada segmen tersendiri.

Associated Entities

As of December 31, 2024, Indonesia Re has no associates. Therefore, the Company does not provide information related to this matter. Thus, the Company is unable to provide information on this matter. However, Indonesia Re actively participates as a member of several associations, as explained in a separate segment.

STRUKTUR GRUP PERUSAHAAN

CORPORATE GROUP STRUCTURE



KANTOR AKUNTAN PUBLIK

PUBLIC ACCOUNTING FIRM

Penggunaan jasa Akuntan Publik dan Kantor Akuntan Publik (KAP) bertujuan untuk memberikan keyakinan bagi pengguna atas hasil evaluasi atau pengukuran informasi keuangan dan non keuangan berdasarkan suatu kriteria yang digunakan sebagai salah satu pertimbangan dalam pengambilan keputusan. KAP yang ditetapkan pemegang saham untuk melakukan audit laporan tahunan Perusahaan adalah KAP yang terdaftar dan sesuai dengan kriteria yang ditetapkan berdasarkan Peraturan OJK No. 13/POJK.03/2017 tentang Penggunaan Jasa Akuntan Publik dan Kantor Akuntan Publik Dalam Kegiatan Jasa Keuangan dan ketentuan lainnya yang relevan.

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 Services and Public Accountant Firm (KAP) aims to provide assurance to users regarding the evaluation or measurement of financial and non-financial information based on certain criteria used as considerations in decision-making. The Public Accountant Office designated by the shareholders to audit the Company's annual report is a registered KAP and meets the criteria set forth in Financial Services Authority Regulation No. 13/POJK.03/2017 regarding the Use of Public Accountant Services and Public Accountant Offices in Financial Services Activities and other relevant provisions.

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.

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.

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.

KANTOR AKUNTAN PUBLIK

PUBLIC ACCOUNTING FIRM

Kantor Akuntan Publik Tahun Buku 2024

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

Public Accounting Firm For the 2024 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
2024	KAP Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan	Frendy Susanto	1.221.000.000	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar, dalam semua hal yang material Fairly stated, in all material respects
2023	KAP Hertanto, Grace, Karunawan	Hertanto	870.000.000	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar, dalam segala hal yang material Fairly stated, in all material respects
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 Tanpa Pengecualian (WTP) Unqualified Opinion
2020	Amir Abadi Jusuf, Aryanto, Mawar & Rekan	Bimo Iman Santoso	713.020.000	Audit atas Laporan Keuangan Audit of Financial Statements	Wajar Tanpa Pengecualian (WTP) Unqualified Opinion

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 aforementioned Public Accounting Firm (KAP) are limited to those 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, S.H., M.Kn.
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	PT Pemeringkat Efek Indonesia
Alamat Address	Panin Tower Senayan City, Lantai 17 Jl. Asia Afrika Lot.19 Jakarta 10270, Indonesia Tel. : (021) 72782370/(021) 72782370
Jasa yang Diberikan Services Provided	1. Melakukan pemeringkatan Perusahaan 2. Melakukan pemeringkatan atas Surat Berharga MCB Perusahaan 3. Mengkaji secara berkala peringkat perusahaan 4. Mempublikasikan hasil pemeringkatan 1. Conducting company ratings 2. Conducting ratings for the Company's MCB Securities 3. Periodically reviewing the Company's rating 4. Publishing the rating
Periode Penugasan Assignment Period	Tahunan Annually
Biaya Fee	Karena biaya termasuk ke dalam informasi rahasia pada kontrak dengan PEFINDO, maka diusulkan untuk tidak dicantumkan. Costs are considered confidential information under the contract with PEFINDO and are not proposed to be disclosed

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 beralamat 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 conditions* secara digital melalui layanan *host-to-host* (RIU Connect)
6. PPID (Pejabat Pengelola Informasi dan Dokumentasi)
7. Sistem Pengelolaan Pengaduan Pelayanan Publik Nasional (SP4N) - Layanan Aspirasi dan Pengaduan Online Rakyat (LAPOR!)
8. Layanan Pengaduan Konsumen
9. *Whistleblowing*

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)
6. PPID (Information Documentation and Management Officer)
7. National Public Service Complaint Management System (SP4N) - People's Online Aspiration and Complaint Service (LAPOR!)
8. Consumer Complaint Services
9. Whistleblowing

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 Availability on Indonesia Re website
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	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, Bulanan) - Peringkat Keuangan - Sertifikasi - Manajemen Risiko dan Kepatuhan	Information for investors among others: - Annual Report - Periodic Financial Statements (Annual, Monthly) - 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 <i>Whistleblowing</i> - 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	√



**ANALISIS DAN
PEMBAHASAN MANAJEMEN**
MANAGEMENT DISCUSSION AND ANALYSIS



PULAU BUNAKEN

Terumbu karang di Bunaken mencerminkan ketangguhan ekosistem bawah laut dalam beradaptasi menghadapi tantangan alam untuk pertumbuhan berkelanjutan.

Bunaken's coral reefs showcase the resilience of underwater ecosystems as they adapt to nature's challenges, driving sustainable growth.

TINJAUAN EKONOMI DAN INDUSTRI ECONOMIC AND INDUSTRY OVERVIEW



Pada tahun 2024, kinerja perekonomian nasional tumbuh melambat dibandingkan tahun sebelumnya.

In 2024, the national economic performance grew at a slower pace compared to the previous year.

Perkembangan kondisi ekonomi dan industri reasuransi di Indonesia sepanjang tahun 2024 diuraikan di bawah ini:

1. **Pertumbuhan Ekonomi:** Perekonomian Indonesia tumbuh sebesar 5,03%, Angka ini melambat dibandingkan tahun 2023 yang tumbuh 5,05%.
2. **Ekuitas Industri:** Ekuitas industri asuransi umum dan reasuransi sebesar Rp81,43 triliun. Ekuitas asuransi umum turun menjadi Rp74,68 triliun dari tahun sebelumnya Rp88,5 triliun, dan ekuitas reasuransi mencapai Rp6,74 triliun, turun dari tahun 2023 yang sebesar Rp8,3 triliun.
3. **Resiliensi:** Pada tahun 2024, industri asuransi Indonesia menunjukkan resiliensi di tengah tantangan global dan pertumbuhan ekonomi yang dinamis, dengan asuransi jiwa tumbuh positif dan asuransi umum menunjukkan kinerja yang kuat. Beberapa tantangan utama yang harus dihadapi industri perasuransian yaitu lonjakan klaim, konsolidasi industri hingga pengesahaan aturan perundang-undangan terkait penguatan dan pengembangan sektor keuangan.
4. **Proyeksi Pertumbuhan:** Tingkat premi industri asuransi umum diproyeksikan tumbuh sebesar 8,7% *year-on-year* (yoy), sementara pertumbuhan klaim diproyeksikan tumbuh 8,5% yoy di tahun 2024.
5. **Dinamika Pasar** yang semakin kompleks terutama terkait *hardening market* dan keterbatasan kapasitas reasuransi domestik. Kenaikan harga yang cukup signifikan di beberapa tahun terakhir berpengaruh pada struktur program dan pembatasan *coverage*.

An overview of Indonesia's Economic and Reinsurance Industry Developments in 2024 is described below:

1. **Economic Performance:** Indonesia's economy recorded a growth rate of 5.03%, a slight decline from the 5.05% growth achieved in 2023.
2. **Industry Equity:** General insurance and reinsurance industry equity was recorded at Rp81.43 trillion. General insurance equity decreased to Rp74.68 trillion from Rp88.5 trillion in the previous year, while reinsurance equity also dropped to Rp6.74 trillion from Rp8.3 trillion in 2023.
3. **Resilience:** Despite global uncertainties and fluctuating economic conditions, the insurance sector in Indonesia demonstrated strong resilience in 2024. Life insurance saw positive growth, while general insurance maintained robust performance. However, the industry continues to face significant challenges, such as rising claim volumes, sector consolidation, and new legal and regulatory frameworks aimed at enhancing financial sector growth.
4. **Growth Projection:** The general insurance sector is expected to see an 8.7% year-on-year (yoy) increase in premium income, while claim growth is projected at 8.5% yoy in 2024.
5. **Market Challenges:** The market has become increasingly complex, particularly due to hardening market conditions and limited domestic reinsurance capacity. Significant price increases in recent years have influenced program structures and led to tighter coverage conditions.

Perkembangan kinerja industri asuransi pada tahun buku 2024 tergambar melalui tabel di bawah ini.

Tabel Perkembangan Premi, Aset, dan Investasi Asuransi Umum

The financial performance of the insurance industry in 2024 is further detailed in the following table.

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

(Rp Triliun) / (Rp Trillion)

Uraian	2024	2023	2022	Description
Premi	117,7	111,4	89,7	Premium
Aset	242,9	224,0	196,7	Assets
Investments	120,7	113,9	92,9	Investments

Sumber: Statistik Asuransi OJK/ Source: OJK Insurance Statistics

Tabel Perkembangan Premi, Aset, dan Investasi Reasuransi

Table of Growth of Re- Insurance Premiums, Assets, and Investments

(Rp Triliun) / (Rp Trillion)

Uraian	2024	2023	2022	Description
Premi	25,9	27,1	24,3	Premium
Aset	38,8	36,2	33,8	Assets
Investasi	20,4	19,3	18,4	Investments

Sumber: Statistik Asuransi OJK/ Source: OJK Insurance Statistics

TINJAUAN OPERASIONAL OPERATIONAL OVERVIEW



Perusahaan telah menyusun kebijakan strategis melalui 12 Strategi Inisiatif Unggulan.

The Company has formulated strategic policies through the 12 Leading Initiative Strategies.

Tahun 2024 mencerminkan dinamika pasar yang menantang bagi industri asuransi dan reasuransi di Indonesia. Tekanan ekonomi global, ketidakpastian geopolitik, fluktuasi suku bunga, serta peningkatan risiko bencana alam memberikan tekanan tambahan terhadap kinerja sektor ini. Dalam konteks tersebut, pelaku industri dituntut untuk meningkatkan ketahanan dan ketepatan dalam manajemen risiko. Pasar reasuransi global masih berada dalam fase *hardening market*, yang ditandai dengan peningkatan harga reasuransi, pengetatan syarat dan ketentuan kontrak, serta kapasitas yang lebih terbatas, terutama untuk lini bisnis berisiko tinggi seperti properti rawan bencana, maritim, dan sektor energi. Kondisi ini mendorong perusahaan asuransi untuk menyesuaikan struktur program reasuransi, termasuk dalam aspek retensi dan pembelian proteksi, guna menjaga efisiensi biaya dan kesinambungan proteksi risiko.

Di sisi lain, pada lini bisnis dengan risiko yang lebih terkendali, mulai terlihat sinyal awal menuju fase *softening market*, di mana tarif cenderung stabil atau menurun, dengan syarat dan kapasitas yang lebih kompetitif. Perbedaan dinamika ini menuntut pendekatan portofolio yang lebih terukur dan berbasis analisis risiko yang komprehensif. Untuk menghadapi tantangan tersebut, penguatan kapasitas teknis, diversifikasi portofolio, serta optimalisasi tata kelola risiko menjadi prioritas strategis bagi perusahaan reasuransi. Kolaborasi dengan mitra regional maupun global juga terus diperluas guna memastikan ketersediaan kapasitas reasuransi yang berkelanjutan dan adaptif terhadap perubahan pasar.

In 2024, the insurance and reinsurance sector in Indonesia faced significant challenges due to volatile market conditions. Global economic pressure, geopolitical tensions, fluctuating interest rates, and rising natural disaster risks further strained the industry's performance. Therefore, industry players need to enhance resilience and reliability in risk management. The global reinsurance market is currently experiencing a hardening phase, reflected by rising reinsurance premiums, stricter contract terms and conditions, and limited capacity, particularly for high-risk areas like disaster-prone property, marine, and energy sectors. This condition encourages insurance companies to adjust the structure of their reinsurance programs, including in terms of retention and purchase of protection, in order to maintain cost efficiency and continuity of risk protection.

On the other hand, for lower-risk segments, the market shows early signs of softening, characterized by more stable or declining rates, with more competitive terms and capacity. This difference in dynamics requires a more measured portfolio approach based on comprehensive risk analysis. To navigate these challenges, reinsurance companies are prioritizing technical expertise, portfolio diversification, and stronger risk governance. Collaboration with regional and global partners also continues to be expanded to ensure the availability of sustainable reinsurance capacity that is adaptive to market changes. In this increasingly complex

Dalam lanskap industri yang semakin kompleks, keberadaan perusahaan reasuransi nasional berperan penting dalam menjaga stabilitas sistem perasuransian di Indonesia, serta memastikan keberlangsungan proteksi risiko di berbagai sektor perekonomian.

Kebijakan Strategis 2024

Dalam rangka perbaikan dan peningkatan kinerja bisnis dan keuangan di tahun 2024, PT Reasuransi Indonesia Utama (Persero) telah menyusun kebijakan strategis melalui 12 Strategi Inisiatif Unggulan. Dari sisi bisnis, penerapan *Underwriting Excellence* yaitu melalui optimalisasi *underwriting guideline & delegation*, *4-eye principle*, *risk engineering* dan penguatan kapabilitas analisis klaim untuk mencapai *portfolio of authority* dalam format digital risiko yang berkualitas tinggi untuk meningkatkan nilai *Underwriting Yield* dan mengoptimalkan *Loss Ratio*.

Robust Pricing Capability (*reserving practice, robust pricing framework & tools*) melalui *actuarial-based pricing guideline*, *reliable pricing tools*, *pricing tools* untuk produk *critical illness* serta penerapan *dynamic pricing*. Strategi ini dilakukan untuk peningkatan Hasil *Undewriting* bersih.

Pada sisi peningkatan pencapaian Gross Premi Asuransi Jiwa, Tahun 2024 Indonesia Re fokus pada pengembangan produk-produk asuransi jiwa unggulan dengan berkolaborasi dengan *cedants* terpilih. Peningkatan kapabilitas portofolio manajemen juga dilakukan Indonesia Re melalui aplikasi *dashboard* dan laporan (*reporting*) digital, *accumulation management* (pengelolaan akumulasi risiko) serta penerapan *dynamic financial analysis*. Indonesia Re juga melakukan penyesuaian tingkat retensi untuk berbagai jenis pertanggungan. Penerapan strategi-strategi ini bertujuan dalam meningkatkan pencapaian Net Premi pada Tahun 2024.

Pada fungsi *Client Management*, Indonesia Re berkomitmen dalam penguatan fungsi *Client Management* melalui pemantapan *client segmentation* dan *Client 360* yaitu ketersediaan *database* yang transparan dan mudah untuk diakses dalam meningkatkan efektivitas *services* kepada *ceding companies*.

Selain dari sisi bisnis, pada tahun 2024 Indonesia Re juga berfokus pada digitalisasi proses bisnis dan pelaporan melalui platform untuk transaksi fakultatif, administrasi *treaty* serta pelaporan dan konfirmasi klaim *cash call* reasuransi umum, peningkatan Sistem Aplikasi Reasuransi Jiwa (SARJ) dan Sistem Aplikasi Reasuransi Kerugian (SARK), *Power BI Dashboard*, *Host to Host* dan *Minsclub* dll.

environment, national reinsurers play a vital role in preserving the stability of Indonesia's insurance system and supporting risk protection across key sectors of the economy.

2024 Strategies Policy

To improve and enhance its business and financial performance in 2024, PT Reasuransi Indonesia Utama (Persero) has established 12 Leading Initiative Strategies. From the business perspective, the Company is pursuing Underwriting Excellence by optimizing underwriting guidelines and delegation processes, enforcing the four-eye principle, applying risk engineering, and strengthening claims analysis. These efforts aim to build a high-quality digital risk portfolio, improve Underwriting Yield, and optimize the Loss Ratio.

Robust Pricing Capability (*reserving practice, robust pricing framework & tools*) through actuarial-based pricing guidelines, the use of reliable pricing tools, tools specifically designed for Critical Illness products, and the implementation of dynamic pricing. These strategies are intended to improve net Underwriting Results.

In terms of increasing the achievement of Gross Life Insurance Premiums, Indonesia Re focuses on developing competitive life insurance products in partnership with selected cedants in 2024. The Company also plans to strengthen its portfolio management through digital dashboards, improved reporting tools, better risk accumulation management, and dynamic financial analysis. Furthermore, retention rates are adjusted for various types of coverage, all aimed at increasing Net Premiums in 2024.

Indonesia Re is dedicated to enhancing its Client Management function by strengthening client segmentation and Client 360. This involves developing a transparent and easily accessible client database to improve service delivery to ceding companies.

In addition to the business aspects, Indonesia Re will also prioritize the digitalization of business processes and reporting. This includes platforms for facultative transactions, treaty administration and reporting, as well as confirmation of general reinsurance cash call claims. Key systems being improved include SARJ and SARK, Power BI Dashboards, Host-to-Host integrations, Minsclub, and others.

Di bidang pengelolaan aset investasi, Perusahaan melakukan pengelolaan investasi yang aktif dengan risiko yang terukur dengan mengacu pada prinsip-prinsip: *prudent, compliance, risk based investment, portfolio optimization* dan *sustainable investing* dan ketentuan yang berlaku. Selain itu, pengelolaan investasi secara hati-hati dengan mengoptimalkan pengelolaan *Asset Liability Management (ALM)* yang baik. Dengan harapan, dapat memberikan imbal hasil investasi dan likuiditas yang optimal untuk mendukung peningkatan kinerja dan kesehatan keuangan Perusahaan.

Pada Tahun 2024, Perusahaan juga melaksanakan strategi dalam implementasi PSAK 117 dan PSAK 109 secara *robust & seamless business process*. Penguatan pada kinerja Perusahaan Anak juga menjadi salah satu kebijakan strategi Indonesia Re dengan penguatan ekosistem Asuransi Perdagangan dengan institusi pendukung ekspor di PT Asuransi Asei Indonesia dan *Sustainability* Dana Tabarru dan dana Perusahaan di PT Reasuransi Syariah Indonesia.

Implementasi *Talent Management & Career Path & Agile Organization Structure & continuous personal development* yang bertujuan untuk meningkatkan kinerja, daya saing, dan fleksibilitas organisasi, serta memaksimalkan potensi individu dan tim melalui pengembangan bakat, karir, dan struktur organisasi yang adaptif.

Indonesia Re juga fokus dalam penyelenggaraan *Knowledge Based Profit Center* melalui program-program yang dilakukan pada fungsi Indonesia Re Institute.

TINJAUAN OPERASI PER SEGMENT USAHA

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re"), Perusahaan membagi segmen operasi menjadi 2 (dua), yaitu Reasuransi Umum dan Reasuransi Jiwa. Kedua segmen tersebut memiliki beragam produk dan layanan yang sesuai dengan target pasar masing-masing. Pembagian kegiatan usaha ini diselaraskan dengan dengan metode pencatatan internal.

Pada tahun 2024, segmen usaha reasuransi umum masih menjadi kontributor utama pendapatan Indonesia Re secara konsolidasi, yakni mencapai 67,66%. Sisanya adalah kontribusi segmen reasuransi jiwa, yakni 32,34%.

Komposisi Pendapatan Premi Neto Tahun 2023-2024

Uraian	2024	2023	Description
Reasuransi Umum	67,66%	58,31%	General Reinsurance
Reasuransi Jiwa	32,34%	41,69%	Life Reinsurance

In terms of investment asset management, the Company implements an active investment strategy with measurable risk, grounded in prudent practices, regulatory compliance, risk-based investment, portfolio optimization, and sustainable investment principles and applicable provisions. In addition, investment management is carried out carefully by optimizing good Asset Liability Management (ALM) to ensure optimal investment returns and liquidity to support the improvement of the Company's performance and financial health.

Additionally, Indonesia Re is implementing strategies to implement SFAS 117 and SFAS 109 seamlessly into its business processes. Another key initiative is strengthening the performance of its subsidiaries, particularly by reinforcing the trade insurance ecosystem in collaboration with export support institutions through PT Asuransi Asei Indonesia and enhancing the sustainability of Tabarru Funds and Company funds at PT Reasuransi Syariah Indonesia.

Implementation of Talent Management & Career Path & Agile Organization Structure & continuous personal development aimed at improving performance, competitiveness, and organizational flexibility, as well as maximizing individual and team potential through talent development, careers, and adaptive organizational structures.

Indonesia Re also emphasizes the establishment of a Knowledge-Based Profit Center, driven through various programs within the Indonesia Re Institute.

REVIEW OF OPERATIONS BY BUSINESS SEGMENT

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re") operates through 2 (two) business segments: General Reinsurance and Life Reinsurance. Each segment offers distinct products and services tailored to their respective market needs, aligned with the Company's internal recording method.

As of 2024, the General Reinsurance segment remains the main contributor to Indonesia Re's consolidated revenue, accounting for 67.66%. The Life Reinsurance segment contributes the remaining 32.34%.

Net Premium Income Composition for 2023-2024

Uraian	2024	2023	Description
Reasuransi Umum	67,66%	58,31%	General Reinsurance
Reasuransi Jiwa	32,34%	41,69%	Life Reinsurance

Tabel tersebut menunjukkan adanya peningkatan signifikan dalam hal persentase premi netto segmen usaha Reasuransi Umum. Pada tahun 2024, persentase Reasuransi Umum terhadap total pendapatan Perusahaan tercatat sebesar 67,66%, meningkat dari 58,31% pada tahun 2023.

Pada bisnis treaty, di tahun 2024 pendapatan premi gross Perusahaan dari bisnis treaty sudah 21% di atas target RKAP. Pendapatan premi dari bisnis treaty masih didominasi dari bisnis treaty dalam negeri (domestik) sebesar 94,9% sementara bisnis treaty luar negeri (internasional) menyumbang sisanya. Pencapaian pendapatan premi gross treaty dalam negeri meningkat tipis sebesar 0,4% dibanding tahun 2023, sementara pencapaiannya 19,8% di atas target dalam RKAP.

Produksi bisnis treaty dalam negeri masih didominasi oleh lini bisnis Harta Benda (*Property*) sebesar 53%, sementara Rekayasa (*Engineering*) dan *Casualty* masing-masing menyumbang 14% dari keseluruhan pendapatan premi gross. Dari segi premi neto, lini bisnis Harta Benda (*Property*) juga mendominasi dengan 40% dari keseluruhan premi netto portofolio treaty dalam negeri.

Di bisnis treaty luar negeri, produksi premi gross didominasi oleh lini Harta Benda dengan 92% dari keseluruhan premi gross. Secara umum, Perusahaan masih berfokus pada pengembangan serta perbaikan pada bisnis treaty dalam negeri untuk mendapatkan hasil *underwriting* yang lebih baik.

Peningkatan signifikan dalam kinerja perusahaan juga tercermin pada pencapaian premi *netto* di lini bisnis fakultatif. Pada tahun 2024, lini bisnis ini mencatatkan pertumbuhan yang menggembirakan, dengan peningkatan sebesar 5,3% dibandingkan dengan total premi *netto* yang berhasil dibukukan pada tahun 2023. Pertumbuhan ini menunjukkan adanya dinamika positif dan potensi yang besar dalam segmen fakultatif, yang melibatkan penutupan risiko individual yang tidak termasuk dalam perjanjian reasuransi otomatis. Kenaikan ini memberikan kontribusi yang berarti terhadap keseluruhan kinerja premi *netto* perusahaan, memperkuat posisi finansial dan prospek pertumbuhan di masa depan.

Lebih lanjut, pendorong utama pertumbuhan pada lini bisnis fakultatif ini dapat diidentifikasi pada kinerja yang menonjol dari *class of business* Harta Benda. Pada tahun 2024, *class of business* Harta Benda mencatatkan pertumbuhan yang impresif, mencapai angka 13,3% dibandingkan dengan tahun sebelumnya. Pertumbuhan yang signifikan dalam segmen asuransi kebakaran ini mengindikasikan adanya peningkatan kebutuhan akan perlindungan aset dari risiko kebakaran, yang bisa dipengaruhi oleh berbagai faktor seperti perkembangan sektor properti, peningkatan kesadaran akan risiko, atau inisiatif pemasaran yang efektif. Kontribusi positif dari *class of business* Harta Benda ini menjadi motor penggerak utama bagi pertumbuhan keseluruhan lini bisnis fakultatif pada tahun 2024.

According to the data in the table, there is a significant increase in the net premiums percentage for the General Reinsurance segment. In 2024, General Reinsurance was recorded at 67.66%, an increase from 58.31% in 2023.

For the treaty business, in 2024, the Company's gross premium income exceeded the RKAP target by 21%. The domestic treaty business continues to dominate, making up 94.9% of the total, with the remaining share coming from foreign treaty business. Domestic gross treaty premium income grew slightly by 0.4% compared to 2023, and it was 19.8% higher than the RKAP target.

Within the domestic treaty business, the Property line of business still leads, contributing 53% to the total gross premium income, while Engineering and Casualty each accounted for 14%. In terms of net premiums, the Property line also leads with 40% of the total net premiums in the domestic treaty portfolio.

In the foreign treaty business, gross premium production is dominated by the Property line, with 92% of the total gross premiums. In general, the Company is still focused on developing and improving the domestic treaty business to obtain better underwriting results.

A significant increase in the Company's performance is also reflected in the achievement of net premiums in the facultative business line. In 2024, this business line recorded encouraging growth, with an increase of 5.3% compared to the total net premiums recorded in 2023. This growth shows positive dynamics and great potential in the facultative segment, which involves covering individual risks that are not included in the automatic reinsurance agreement. This increase has made a significant contribution to the Company's overall net premium performance, strengthening its financial position and future growth prospects.

Furthermore, the main driver of growth in this facultative business line can be identified in the outstanding performance of the class of business Property. In 2024, class of business Property recorded impressive growth, reaching 13.3% compared to the previous year. The significant growth in this fire insurance segment indicates an increasing need for asset protection from fire risks, which can be influenced by various factors such as developments in the property sector, increased awareness of risks, or effective marketing initiatives. The positive contribution from class of business Property is the main driving force for the overall growth of the facultative business line in 2024.

REASURANSI JIWA

Segmen usaha Reasuransi Jiwa Indonesia Re menyediakan jasa pertanggungan ulang atau reasuransi untuk seluruh jenis produk asuransi jiwa. Produk yang ditawarkan kepada nasabah mencakup: *life insurance, personal accident, critical illness, hospital cash plan, hospitalization* atau asuransi kesehatan, Asuransi Jiwa Kredit (AJK), *total permanent disability*, dan *waiver of premium*.

Jasa reasuransi jiwa Indonesia Re menggunakan metode pertanggungan treaty dan fakultatif. Jenis treaty merupakan program reasuransi yang menggunakan basis portofolio dan perjanjian yang mengikat secara hukum. Secara garis besar, program treaty dibagi menjadi 2 (dua) jenis: proporsional dan non-proporsional.

Sementara jenis fakultatif merupakan reasuransi bersifat *optional* (adanya kebebasan bagi asuradur dan reasuradur). Jenis metode pertanggungan ini bersifat *risk by risk*.

Tantangan-Tantangan yang dihadapi

1. Perlambatan Bisnis Asuransi Kesehatan:

Perlambatan bisnis Asuransi Kesehatan dipengaruhi oleh 3 faktor yaitu tingginya inflasi biaya kesehatan, ketentuan *underwriting* yang longgar dan *claim utilization* yang tinggi oleh rumah sakit. Oleh karenanya pada tahun 2024 banyak sekali produk Kesehatan yang diperbaiki. Inflasi medis dan keadaan market yang ingin tetap mempertahankan persistensi portofolio menambah kompleksitas dalam perbaikan produk Asuransi Kesehatan baik individu maupun kumpulan. Perbaikan ini akan tetap berjalan hingga setidaknya 2026 dengan mekanisme *improvement* Premi dan TC ataupun pembuatan produk baru sebagai alat migrasi *portfolio existing*.

2. Penurunan Daya Beli Masyarakat dan Kenaikan Tingkat Lapse: Kondisi ekonomi global dan kondisi politik di tahun 2024 mempengaruhi keputusan konsumen dalam pembelian produk asuransi maupun kelanjutan kepesertaan asuransi sehingga mengakibatkan penurunan premi.

Inisiatif Strategis 2024

Beberapa kebijakan strategis Indonesia Re di segmen reasuransi jiwa pada tahun 2024, antara lain:

1. Pengembangan produk-produk asuransi jiwa unggulan yang disesuaikan dengan *pipeline ceding* termasuk program *revamp* dan *join product development* dengan *cedants*.
2. *Robust pricing capability* dengan pembuatan *pricing tools* produk individu yang merupakan produk dengan *profitability* baik
3. Penguatan fungsi *client management* untuk meningkatkan kerja sama antara Indonesia Re dan *client*

LIFE REINSURANCE

The Indonesia Re's Life Reinsurance business segment offers reinsurance solutions for a wide range of life insurance products. These include life insurance, personal accident, critical illness, hospital cash plans, hospitalization or health insurance, credit life insurance (AJK), total permanent disability, and waiver of premium coverage.

Indonesia Re provides life reinsurance services through both treaty and facultative arrangements. Treaty reinsurance involves legally binding agreements applied to a portfolio of policies and is generally divided into two types: proportional and non-proportional.

Meanwhile, facultative reinsurance is optional (the insurer and reinsurer may decide). This coverage is determined by a risk-by-risk method.

Challenges Encountered

1. The Slowing Down of Health Insurance Business:

The slowing down of the health insurance business is influenced by three factors: rising healthcare cost inflation, lenient underwriting practices, and high claim utilization by hospitals. As a result, many health insurance products are undergoing revisions in 2024. The combination of medical inflation and market pressure to maintain portfolio persistence has added layers of complexity to the restructuring process, impacting both individual and group health products. This process of product enhancement, whether through premium and terms & conditions (TC) adjustments or the introduction of new products to transition existing portfolios, is expected to continue through at least 2026.

2. Decrease in Public Purchasing Power and Increase in Lapse Rate: Global economic conditions and political conditions in 2024 impacts consumer decisions related to both buying new insurance products and maintaining existing coverage, leading to a decrease in premium income.

Strategic Initiatives 2024

Indonesia Re's strategic policies in the life reinsurance segment in 2024 include:

1. Development of competitive life insurance products aligned with the ceding pipeline, including product revamp programs and collaborative product development with cedants.
2. Strengthening Pricing Capabilities by developing individual product pricing tools, which are products with strong profitability.
3. Enhancing the client management function to foster stronger collaboration between Indonesia Re and its clients.

4. Melakukan penyesuaian tingkat retensi untuk berbagai jenis pertanggungan reasuransi jiwa. Hal ini dilakukan sebagai upaya untuk memaksimalkan kapasitas Perusahaan dalam melakukan akseptasi bisnis reasuransi jiwa.
5. Meningkatkan kapabilitas manajemen portofolio melalui pemanfaatan teknologi, sehingga dapat dilakukan pemantauan pencapaian Perusahaan secara berkala.

Kinerja 2024

Indonesia Re membukukan premi bruto reasuransi jiwa pada tahun 2024 sebesar Rp2,05 triliun. Dibandingkan posisi tahun 2023 yang sebesar Rp1,83 triliun, terjadi kenaikan 12,17%. Sedangkan jika dibandingkan target dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) 2024, pencapaiannya adalah 108,16%. Pertumbuhan ini dipengaruhi juga kenaikan premi yang diberlakukan atas bisnis Asuransi Kesehatan.

Sedangkan total klaim *incurred* sebesar Rp753,55 miliar, lebih rendah 19% dibandingkan tahun 2023, yakni Rp930,77 miliar.

Perbaikan portofolio yang dilakukan oleh segmen usaha reasuransi jiwa, seperti terminasi bisnis secara *run-off* ataupun *cut-off*, penyesuaian tarif premi, penurunan share reasuransi, memberikan dampak positif. Klaim *incurred* mengalami penurunan yang sangat signifikan, lebih besar dibandingkan penurunan net premi.

Tabel Kinerja Premi Bruto Segmen Reasuransi Jiwa

Uraian	2024	2023	2022	Description
Premi	2.053.443	1.830.620	2.027.855	Premium
Klaim	753.550	930.766	1.193.201	Claims

Inisiatif Strategis 2025

Reasuransi Jiwa Indonesia Re melakukan peningkatan layanan akseptasi. Adapun penjelasan mengenai peningkatan tersebut dapat dijabarkan dalam beberapa hal sebagai berikut:

1. Peningkatan kualitas *Binding Proposal*, *Cover Note* dan *Umbrella Treaty* untuk mempercepat proses pembuatan dan penyelesaian Perjanjian Reasuransi dan juga menjaga kualitas persetujuan dan menjaga komitmen antara Indonesia Re dan *Ceding Companies*.
2. Pembaharuan *Pricing Tools*, Indonesia Re telah melakukan penambahan dan juga peningkatan kualitas *Pricing Tools* yang berdasarkan asumsi *experience* data internal dan juga eksternal.
3. *Prudent underwriting* dilakukan dengan memberikan *terms and conditions* dan tarif premi yang disesuaikan dari hasil analisa penawaran dan *experience* produk serta memperhatikan *guideline pricing* yang berlaku

4. Modifying retention rates across different life reinsurance products to better optimize the Company's capacity in accepting life reinsurance business.

5. Improving portfolio management capability through technological integration, enabling regular monitoring of the Company's performance.

2024 Performance

In 2024, Indonesia Re reported gross life reinsurance premiums of Rp2.05 trillion, an increase of 12.17% from Rp1.83 trillion in 2023. This figure also exceeded the target set in the 2024 Company Work Plan and Budget (RKAP), achieving 108.16% of the goal. The growth was also driven by higher premiums in the Health Insurance segment.

On the other hand, total claims incurred reached Rp753.55 billion, representing a 19% decrease from Rp930.77 billion in 2023.

Strategic improvements in the life reinsurance portfolio, such as business run-offs or cut-offs, premium rate adjustments, and a reduced reinsurance share, all contributed positively. These actions led to a significant decrease in incurred claims, exceeding the decline in net premiums.

Table of Gross Premium Performance for the Life Reinsurance Segment

(Rp Juta) / (Rp Million)

Uraian	2024	2023	2022	Description
Premi	2.053.443	1.830.620	2.027.855	Premium
Klaim	753.550	930.766	1.193.201	Claims

Strategic Initiatives 2025

Indonesia Re's Life Reinsurance is enhancing its acceptance services, with several key improvements outlined below:

1. Indonesia Re is improving the quality of Binding Proposals, Cover Notes, and Umbrella Treaties. This effort aims to accelerate the creation and finalization of Reinsurance Agreements, ensure the quality of agreements, and maintain commitments between Indonesia Re and its ceding companies.
2. Upgraded Pricing Tools. Indonesia Re has enhanced and expanded its Pricing Tools quality, incorporating both internal and external data.
3. Prudent underwriting is carried out by providing terms and conditions and premium rates that are adjusted from the results of the analysis of product offerings and experiences while also adhering to applicable pricing

hususnya untuk produk asuransi jiwa dan asuransi jiwa kredit

4. Reasuransi Jiwa juga lebih proaktif untuk mendapatkan bisnis baru baik melalui *join design product development* maupun inisiasi sepenuhnya dari Indonesia Re.
5. Reasuransi Jiwa juga akan melakukan *sharing knowledge experience study* yang dapat digunakan *ceding company* dalam pengembangan produk dan keperluan *actuarial control cycle*.
6. Indonesia Re juga tetap melanjutkan program perbaikan portofolio atas produk produk yang masih memberikan kontribusi negatif di tahun 2024 khususnya atas produk asuransi kesehatan.

REASURANSI UMUM

Segmen usaha Reasuransi Umum menyediakan jasa pertanggungan ulang atau reasuransi untuk seluruh jenis produk/lini usaha asuransi umum. Produk/lini usaha tersebut di antaranya mencakup: pengangkutan, rangka kapal, pesawat udara, harta benda, rekayasa, motor dan aneka yang di dalamnya termasuk asuransi kecelakaan diri.

Tantangan yang Dihadapi

Tahun 2024 menjadi tahun yang penuh tantangan bagi industri reasuransi di Indonesia. Berbagai faktor, baik dari dalam maupun luar negeri, mempengaruhi kinerja perusahaan reasuransi.

Persaingan Industri reasuransi di Indonesia semakin ketat dengan banyaknya pemain, baik lokal maupun internasional. Hal ini menekan harga dan margin keuntungan Perusahaan.

Karena itu, Indonesia Re melakukan *monitoring* dan *reviu* secara berkala terhadap seluruh proses bisnis untuk menghasilkan proses yang efektif dan efisien, termasuk melakukan analisis guna menghasilkan portofolio yang sehat dan berkualitas.

Renewal treaty tahun 2024 Indonesia Re fokus dalam melakukan perbaikan portofolio treaty reasuransi umum. Secara umum Perusahaan masih melanjutkan Kebijakan *underwriting* pada *renewal* treaty tahun sebelumnya, di mana ditetapkan pada beberapa *areas of concern* sebagai bagian dari perbaikan portofolio.

Di antaranya, perbaikan pada struktur program treaty untuk mencapai treaty *balance* yang diharapkan, perbaikan *pricing*, mengurangi dan membatasi *hidden accumulation*, serta penyesuaian *terms and conditions*. Terbaru pada kebijakan *underwriting* pada *renewal* di *underwriting year* 2024 adalah hal yang paling kritis adalah menerapkan mekanisme *reporting treaty* sebagai upaya Indonesia Re untuk memiliki data granular dan lengkap untuk keperluan manajemen portofolio risiko reasuransi yang lebih baik (pengendalian akumulasi risiko, pencadangan premi dan klaim serta pembelian retrosesi yang tepat guna).

standards, especially for life and credit life insurance products.

4. Life reinsurance is more proactive in getting new business, either through engaging in joint product design or full initiation from Indonesia Re.
5. Life reinsurance will also initiate knowledge-sharing experience study programs aimed at supporting ceding companies in product development and the actuarial control cycle.
6. Indonesia re is continuing its portfolio enhancement program, focusing on improving products that are still generating negative contributions in 2024, with a particular emphasis on health insurance products.

GENERAL REINSURANCE

The General Reinsurance segment offers reinsurance solutions across a wide range of general insurance products. These include transportation, marine hull, aviation, property, engineering, vehicle, and miscellaneous lines such as personal accident insurance.

Challenges Encountered

2024 is a challenging year for the reinsurance industry in Indonesia, influenced by various factors, both domestic and foreign factors impacting reinsurance companies performance.

Increased competition, both from local and global reinsurers, has heightened pressure on the Company pricing and profit margins.

Therefore, Indonesia Re conducts regular monitoring and reviews of all business processes to produce effective and efficient processes, including conducting analysis to produce a healthy and quality portfolio.

Indonesia Re's 2024 treaty renewal is aimed at further enhancing the overall reinsurance treaty portfolio. In general, the Company continues to adhere to the underwriting policies established during the previous year's renewal, with these policies being applied to key focus areas as part of ongoing portfolio optimization efforts.

Key focus areas include restructuring treaty programs to achieve a more balanced portfolio, enhancing pricing accuracy, minimizing and controlling hidden accumulation, and refining terms and conditions. A central element of the 2024 underwriting policy is the implementation of a reporting treaty mechanism. This initiative supports Indonesia Re's goal of obtaining more granular and comprehensive data to improve reinsurance risk portfolio management (enabling better control of risk accumulation, more accurate premium and claims reserving, and more effective retrocession strategies).

Terkait dengan fakultatif, Indonesia Re secara proaktif mengambil langkah-langkah strategis untuk memastikan keberlanjutan dan stabilitas bisnisnya, terutama dalam menghadapi dinamika pasar yang terus berubah. Pada lini bisnis fakultatif, di mana perusahaan melakukan evaluasi dan perbaikan mendalam terhadap ketentuan dan persyaratan yang berlaku. Langkah ini mencakup penyesuaian pada tingkat *deductible* atau risiko yang ditanggung sendiri oleh perusahaan asuransi awal, serta penetapan harga (*pricing*) yang lebih akurat dan responsif terhadap kondisi pasar reasuransi yang ada.

Lebih lanjut, upaya perbaikan di sisi fakultatif juga menyentuh aspek komisi reasuransi yang diberikan kepada perusahaan asuransi. Penyesuaian ini dilakukan dengan mempertimbangkan berbagai faktor, termasuk volume bisnis, tingkat risiko, dan praktik standar industri. Melalui serangkaian langkah strategis ini, Indonesia Re berupaya untuk menciptakan portofolio bisnis fakultatif yang lebih sehat, mengoptimalkan profitabilitas, dan memperkuat posisinya sebagai mitra reasuransi yang terpercaya dan berkelanjutan.

Inisiatif Strategis 2024

Perbaikan portofolio Treaty telah dilakukan secara signifikan sejak Treaty *Renewal* 2023 pada semua lini bisnis dengan melakukan restruktur program treaty agar lebih berimbang (*balance*), menyesuaikan kapasitas treaty yang diberikan dengan portofolio dan bisnis *cedant*, *pricing correction* untuk memastikan faktor-faktor perhitungan harga premi telah sesuai dengan faktor-faktor risiko serta menambahkan penggunaan *pricing tools* baru yang lebih *robust*, perbaikan dalam *Terms and Condition* (T/C), serta penerapan limitasi untuk menanggulangi potensi *hidden accumulation* yang berasal dari praktek *co-insurance* dan *facultative inward*.

Sejak Treaty *Renewal* 2024 upaya perbaikan portofolio Treaty juga telah ditambahkan dengan beberapa kebijakan di antaranya meng-*encourage* perusahaan asuransi/*ceding company* untuk menaikan retensi sendiri serta menerapkan *full borderaux reporting* untuk Treaty Proporsional. Hal ini dilakukan selain untuk mendukung pencadangan dan pembangunan data yang lebih baik dalam rangka menyambut penerapan IFRS 17, juga bertujuan sebagai *monitoring* atas *hidden accumulation* yang berasal dari praktek *co-insurance* dan *inward facultative*. Indonesia Re juga menerapkan pembatasan waktu pelaporan klaim oleh *cedant/broker*, hal ini untuk meningkatkan perbaikan administrasi klaim serta untuk perbaikan pencadangan dari sisi reasuradur. Secara umum Indonesia Re memfokuskan pada program serta klien yang memberikan *profitability* sementara berupaya melakukan perbaikan pada bisnis yang masih belum menunjukkan hasil *underwriting* positif.

Sementara itu, lini bisnis kredit, sejak Treaty *Renewal* 2020, IndonesiaRe sudah melakukan penurunan *share* atau moratorium (menghentikan sementara) penjaminan

In relation to the facultative segment, Indonesia Re takes proactive and strategic measures to maintain the sustainability and stability of its operations, particularly in response to shifting market dynamics. Within this business line, the Company conducts thorough assessments and enhancements of the terms and conditions in force. These efforts include revising deductible levels, or the portion of risk retained by the original insurer, and ensuring pricing is more precise and responsive to current reinsurance market trends.

Additionally, improvement efforts in the facultative segment also address reinsurance commissions provided to insurance companies. These adjustments take into account several factors, such as the volume of business, risk exposure, and prevailing industry practices. Through these strategic initiatives, Indonesia Re aims to build a more robust and balanced facultative portfolio, enhance profitability, and reinforce its role as a reliable and sustainable reinsurance partner.

Strategic Initiatives 2024

Significant improvements have been made to the treaty portfolio across all business lines since the 2023 Treaty *Renewal*. These include restructuring treaty programs for better balance, aligning treaty capacities with both the portfolio and the cedant's business, correcting pricing to ensure premium calculations reflect actual risk factors, adopting more advanced pricing tools, refining Terms and Conditions, and introducing limitations to mitigate the risk of hidden accumulations from co-insurance and facultative inward practices.

Building on these efforts, the 2024 Treaty *Renewal* introduced additional policies. These include encouraging ceding companies to increase their own retention levels and enforcing full reporting boundaries for Proportional Treaties. These steps aim not only to enhance data quality in preparation for IFRS 17 implementation but also to monitor and manage hidden accumulation risks from co-insurance and facultative inward sources. Moreover, Indonesia Re has implemented time limits for claim reporting by cedants and brokers to streamline claims administration and strengthen reserves on the reinsurer's side. Overall, Indonesia Re remains focused on supporting profitable programs and clients while continuing to improve underperforming segments of its business.

Meanwhile, the credit business line, since the 2020 Treaty *Renewal*, Indonesia Re has reduced its participation, or imposed a moratorium, on credit reinsurance guarantees,

bisnis reasuransi kredit, kecuali untuk beberapa treaty kredit jangka pendek yang memiliki portofolio berkualitas baik yang memberikan hasil positif. Pada Treaty Renewal 2024, Indonesia Re mulai menerapkan *guideline/kebijakan underwriting* reasuransi kredit yang komprehensif yang menjadi landasan bagi Indonesia Re untuk memulai kembali melakukan akseptasi bisnis reasuransi kredit secara *prudent* dan berkelanjutan.

Untuk mengoptimalkan portofolio bisnis reasuransi fakultatif umum, Indonesia Re secara berkelanjutan mengimplementasikan serangkaian inisiatif yang terukur. Salah satu fokus utama adalah penerapan prinsip *underwriting* yang lebih ketat. Hal ini mencakup analisis risiko yang lebih mendalam dan selektif dalam menerima penawaran pertanggungan, dengan tujuan untuk memastikan kualitas risiko yang masuk ke dalam portofolio perusahaan terjaga dengan baik. Selain itu, Indonesia Re juga melakukan penyesuaian struktur tarif premi secara berkala, mempertimbangkan faktor-faktor seperti histori klaim, kondisi pasar, dan profil risiko dari setiap objek pertanggungan.

Lebih lanjut, perbaikan tata kelola perjanjian pertanggungan menjadi prioritas untuk meminimalisir potensi sengketa dan memastikan kejelasan hak dan kewajiban antara Indonesia Re dan mitra perusahaan asuransi. Langkah ini termasuk penyempurnaan klausul-klausul dalam perjanjian reasuransi serta peningkatan proses administrasi dan dokumentasi. Sebagai bagian dari strategi pengelolaan risiko yang komprehensif, Indonesia Re juga aktif melakukan pengurangan eksposur risiko melalui diversifikasi portofolio. Diversifikasi ini dilakukan baik dari sisi jenis risiko yang direasuransikan maupun dari sisi geografis, sehingga ketergantungan pada satu jenis risiko atau wilayah tertentu dapat diminimalisir, menciptakan portofolio yang lebih resilien terhadap fluktuasi pasar.

Kinerja 2024

Pada tahun 2024, premi reasuransi umum yang dibukukan mencapai Rp4,30 triliun, atau mencapai 113,82% dari RKAP 2024 yang sebesar Rp3,77 triliun. Jika dibandingkan dengan tahun lalu pada 31 Desember 2023, premi menurun sebesar Rp37,8 miliar atau mengalami penurunan sebesar 0,87%. Selain itu Hasil Underwriting Bersih (HUB) pada 31 Desember 2024 sebesar Rp92,05 miliar atau mencapai 74,37% dari RKAP 2024 yang sebesar Rp123,77 miliar. Jika dibandingkan dengan tahun lalu pada 31 Desember 2023, HUB meningkat sebesar Rp92,02 miliar atau mengalami kenaikan sebesar 408,837,8%.

Tahun 2024 pencapaian perusahaan sedikit mengalami kontraksi bila dibandingkan dengan tahun 2023. Hal ini terjadi disebabkan adanya persaingan yang sangat ketat di market Indonesia. Industri reasuransi semakin kompetitif, dengan pemain global dan regional yang bersaing untuk mendapatkan pangsa pasar di Indonesia. Hal ini juga pada akhirnya mempengaruhi harga atau premi di *market* Indonesia.

except for certain short-term credit treaties with high-quality, profitable portfolios. In the 2024 Treaty Renewal, Indonesia Re introduced comprehensive underwriting guidelines for credit reinsurance, providing a structured foundation to cautiously and sustainably re-engage in this line of business.

To optimize its general facultative reinsurance portfolio, Indonesia Re has consistently implemented a series of well-defined, measurable initiatives. A key priority is enforcing stricter underwriting standards, which involve more thorough and selective risk assessments to ensure that only high-quality risks are included in the portfolio. The Company also regularly revises its premium rate structure, taking into account claim history, market dynamics, and the specific risk profile of each insured asset.

Furthermore, improving the governance of reinsurance agreements is another important focus to minimize potential disputes and ensure clarity of rights and obligations between Indonesia Re and insurance company partners. This involves enhancing contract clauses to reduce the potential for disputes and to clearly define the rights and responsibilities of both Indonesia Re and its insurance partners, along with strengthening administrative and documentation practices. As part of a broader risk management strategy, Indonesia Re is also actively diversifying its portfolio to reduce overall exposure. This diversification is carried out in both risk types and geographical areas, aiming to lower dependency on any single risk category or region and to build a more resilient portfolio capable of withstanding market volatility.

2024 Performance

In 2024, general reinsurance premiums reached Rp4.30 trillion, representing 113.82% of the 2024 RKAP target of Rp3.77 trillion. Compared to the previous year, as of December 31, 2023, this figure reflects a decrease of Rp37.8 billion, or 0.87%. Meanwhile, the Net Underwriting Result (HUB) as of December 31, 2024, was Rp92.05 billion, achieving 74.37% of the 2024 RKAP target of Rp123.77 billion. Compared to the same period in 2023, HUB rose significantly by Rp92.02 billion, an increase of 408,837.8%.

In 2024, the Company experienced a slight decline in performance compared to 2023, primarily due to intense competition within the Indonesian market. The reinsurance industry has become increasingly competitive, with both global and regional players striving to expand their market share in Indonesia. This heightened competition has also put downward pressure on pricing and premiums in the local market.

Sedangkan besaran klaim *incurred* pada tahun 2024 mencapai Rp1,68 triliun. Dibandingkan tahun 2023 yang sebesar Rp1,24 triliun, terjadi kenaikan 39%. Kenaikan klaim *incurred* pada tahun 2024 disebabkan oleh meningkatnya cadangan IBNR penyesuaian yang disebabkan *improvement* perhitungan metode IBNR, sedangkan pada *paid claim* & *OS claim* penyesuaian mengalami penurunan.

In 2024, incurred claims amounted to Rp1.68 trillion, reflecting a 39% increase compared to Rp1.24 trillion in 2023. This rise was primarily driven by an increase in the IBNR adjustment reserve, resulting from enhancements in the IBNR calculation method. Meanwhile, both paid claims and outstanding claims (OS) adjustments saw a decline.

Tabel Kinerja Segmen Reasuransi Umum

Table of General Reinsurance Segment

(Rp Juta) / (Rp Million)				
Uraian	2024	2023	2022	Description
Premi	4.295.895	4.333.746	4.016.700	Premium
Klaim <i>Incurred</i>	1.684.838	1.239.576	1.779.249	Claim Incurred

Inisiatif Strategis 2025

Untuk mencapai tujuan perusahaan meningkatkan keunggulan perusahaan yang memiliki portofolio yang sehat, kuat, dan memberikan profitabilitas yang baik, Perusahaan merancang inisiatif strategis yang akan dilakukan pada tahun 2025, yaitu:

1. Pengembangan *pricing tools facultative non-life*. Tujuannya adalah Perusahaan akan memiliki kemampuan yang lebih baik dalam menganalisis dan mengelola risiko pada portofolio yang dimiliki. Hal ini memungkinkan perusahaan untuk memilih risiko yang paling menguntungkan, menghindari risiko yang tidak perlu, dan pada akhirnya meningkatkan kinerja keuangan perusahaan.
2. Perbaikan hasil *underwriting* bersih (HUB) *treaty* dan *facultative non-life*.
3. Restrukturisasi dan peningkatan efisiensi program *retrocesi*.
4. Revitalisasi bisnis proses, data manajemen, dan digitalisasi administrasi reasuransi.
5. Penguatan kapabilitas *risk engineering*, *underwriting governance*, dan *contract wording*.
6. Peningkatan akurasi dan efisiensi asesmen klaim reasuransi.
7. Revitalisasi fungsi *client manager*.

Strategic Initiatives 2025

To support its objective of enhancing competitiveness through a healthy, robust portfolio and delivering solid profitability, the Company has outlined several strategic initiatives to be implemented in 2025, including:

1. Development of Non-Life Facultative Pricing Tools.
This initiative aims to enhance the Company's ability to analyze and manage risks within its portfolio more effectively. With improved pricing tools, the Company can better identify and select profitable risks, avoid unprofitable or unnecessary exposures, and ultimately strengthen its financial performance.
2. Improvement of net underwriting results (HUB) *treaty* and *facultative non-life*.
3. Restructuring and increasing efficiency of *retrocession* programs.
4. Revitalization of business processes, data management, and digitalization of reinsurance administration.
5. Strengthening *risk engineering* capabilities, *underwriting governance*, and *contract wording*.
6. Increasing the accuracy and efficiency of reinsurance claim assessments.
7. Revitalization of the client manager function.

Reasuransi Harta Benda

Lini bisnis reasuransi harta benda menawarkan layanan jaminan reasuransi atas kerugian dan/atau kerusakan pada harta benda dan/atau kepentingan yang dipertanggungjawabkan serta gangguan usaha yang dialami saat terjadi kerusakan atau kerugian sesuai dengan *peril* (peristiwa yang dapat menimbulkan kerugian) yang dijamin dalam polis.

Property Reinsurance

The property reinsurance business line provides coverage for losses and/or damages to insured property and/or interests, as well as business interruptions experienced when damage or loss occurs in accordance with the *peril* (events that can cause losses) guaranteed in the policy.

Inisiatif Strategis 2024

Pada bisnis *treaty* Harta benda, Perusahaan melakukan pembatasan *Terms and Condition* (T/C) pada beberapa hal. Beberapa di antaranya ialah terkait jaminan *Business Interruption* (BI), *Event Limit*, *co-insurance* serta penerapan PML (*Probable Maximum Loss*) dan LoL (*Limit of Liability*) basis.

Strategic Initiative 2024

In the Property Treaty business, the Company enforces specific Terms and Conditions (T/C) limitations on several key aspects. These include restrictions related to Business Interruption (BI) coverage, Event Limits, co-insurance arrangements, and the application of Probable Maximum Loss (PML) and Limit of Liability (LoL) frameworks.

Pada aspek bisnis fakultatif, dalam rangka menciptakan portofolio yang sehat dan kuat, Perusahaan melakukan *monitoring* dan reviu seluruh akun-akun yang dimiliki dan melakukan penyesuaian atas akun yang memiliki performa kurang baik. Penerapan *Underwriting Excellence*, termasuk *underwriting guideline* dan *delegation of authority*, *4-eyes principle* untuk memastikan bahwa proses bisnis dilakukan dengan penuh kehati-hatian, sesuai tata kelola, dan meminimalkan risiko.

Kinerja 2024

Pada tahun 2024, total premi bruto yang dibukukan oleh lini bisnis harta benda mencapai Rp2,67 triliun, lebih rendah 4% dibandingkan tahun 2023, yaitu sebesar Rp2,78 triliun. Penurunan terjadi pada Treaty, yaitu sebesar Rp127,63 miliar. Hal ini disebabkan karena penurunan *share* yang cukup signifikan, khususnya pada *cedant* dengan skema *fronting*.

Sedangkan total klaim *incurred* tercatat Rp771.01 miliar. Dibandingkan tahun sebelumnya yang sebesar Rp388,84 miliar, terjadi kenaikan 198%. Kenaikan signifikan terjadi pada Klaim OS Penyesuaian (efek retro *Fire QS* pada 2023) dan klaim IBNR Penyesuaian (*improvement* perhitungan metode IBNR oleh *actuary*). Sedangkan *Net Paid Claim* mengalami penurunan sebesar 37%, yaitu sebesar Rp463,58 miliar pada 2024, dan sebesar Rp737,24 miliar pada 2023.

Tabel Kinerja Reasuransi Harta Benda

Uraian	(Rp Juta) / (Rp Million)			Description
	2024	2023	2022	
Premi	2.671.255	2.782.913	2.716.742	Premium
Klaim Incurred	771.015	388.836	965.329	Claim Incurred

Inisiatif Strategis 2025

Pada bisnis treaty Harta benda, Perusahaan masih akan meneruskan kebijakan 2024 dengan beberapa pengetatan lebih lanjut seperti membatasi risiko pada okupasi tertentu, seperti Plastik dan Tekstil. Selain itu juga Perusahaan akan meningkatkan *monitoring* dan manajemen data yang dilakukan atas data *borderaux* yang diterima dari Perusahaan Asuransi. Perusahaan juga masih memberikan perhatian khusus pada penutupan *business interruption* (gangguan usaha) sebagaimana kelanjutan dari kebijakan pada *underwriting year* sebelumnya.

Untuk bisnis fakultatif, pada tahun 2025 Perusahaan akan mengembangkan *pricing tools* untuk membantu perusahaan mengevaluasi dan mengukur risiko yang terkait. Dengan memahami tingkat risiko yang berbeda-beda, perusahaan asuransi dapat menentukan harga premi yang sesuai, dengan risiko tinggi akan memiliki premi yang lebih tinggi dan sebaliknya. Selanjutnya adalah mengurangi partisipasi bisnis pada *primary layer* dan menurunkan biaya reasuransi

In the facultative business segment, the Company actively monitors and reviews all accounts to maintain a healthy and robust portfolio. Adjustments are made to underperforming accounts as needed. The Company also applies the principles of Underwriting Excellence, which include clear underwriting guidelines, defined delegations of authority, and the implementation of the four-eyes principle. These measures ensure that all business processes are conducted carefully, in line with good governance practices, and with a strong focus on risk mitigation.

2024 Performance

In 2024, the property business line recorded total gross premiums of Rp2.67 trillion, reflecting a 4% decrease from Rp2.78 trillion in 2023. This decline was primarily driven by a reduction in treaty premiums amounting to Rp127.63 billion, largely due to a significant drop in share from cedants operating under fronting schemes.

Total incurred claims reached Rp771.01 billion, an increase of 198% increase from Rp388.84 billion in 2023. The significant increase was mainly attributed to adjustments in outstanding claims (related to Fire QS retro effects in 2023) and revisions to IBNR claims following improvements in the actuary's calculation method. Meanwhile, net paid claims declined by 37%, from Rp737.24 billion in 2023 to Rp463.58 billion in 2024.

Table of Property Reinsurance Segment Performance

(Rp Juta) / (Rp Million)

2025 Strategic Initiatives

In the property treaty segment, the Company will maintain its 2024 policy approach with additional risk management measures. This includes imposing stricter limitations on certain high-risk sectors, such as Plastics and Textiles. The Company will also enhance the supervision and management of data, particularly focusing on *borderaux* data received from insurance partners. Additionally, it will continue its emphasis on closing business interruption, in line with the policy from the previous underwriting year.

For the facultative business, in 2025 the Company will develop pricing tools to help companies evaluate and measure the associated risks. By understanding the different levels of risk, insurance companies can determine the appropriate premium price, with high risk having a higher premium and vice versa. The next step is to reduce business participation in the primary layer and reduce reinsurance costs (reinsurance commissions). Another initiative is to collaborate with state-

(komisi reasuransi). Inisiatif lainnya adalah bekerjasama dengan perusahaan asuransi BUMN untuk memaksimalkan potensi akun BUMN dan menjaga agar kualitas akun BUMN tetap baik serta menguntungkan.

Reasuransi Aneka (*Casualty dan Personal Accident*)

Jaminan yang diberikan oleh lini bisnis reasuransi aneka meliputi: asuransi kecelakaan diri, kebongkaran, tanggung gugat, papan reklame dan *hole in one*. Penjelasan masing-masing produk sebagai berikut:

owned insurance companies to maximize the potential of state-owned accounts and maintain the quality of state-owned accounts so that they remain good and profitable.

Miscellaneous Reinsurance (*Casualty and Personal Accident*)

The guarantee provided by the miscellaneous reinsurance portfolio includes coverage for personal accident, burglary, liability, billboard advertising, and hole-in-one promotions. Each of these products is described in more detail below.

No.	Jenis Asuransi Insurance Type	Penjelasan Description
1	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 <i>personal accident, travel insurance</i> .
	Personal Accident	This coverage provides financial compensation in the event of death, permanent (partial or total) disability, or temporary (partial or total) disability resulting from a personal accident, such as personal accident insurance and travel insurance.
2	Kebongkaran	Menjamin kerugian tertanggung atas barang-barang yang disimpan di suatu bangunan yang diasuransikan, yang diakibatkan oleh pencurian dan pembongkaran yang disertai tindak pemaksaan dan kerusakan. Dalam hal ini, unsur pemaksaan dan kerusakan adalah syarat mutlak mendapatkan penggantian. Barang-barang yang dikecualikan adalah uang, cek, saham, kendaraan bermotor dan aksesorisnya, barang pecah-belah, harta orang lain yang dibawa ke lokasi yang dipertanggungjawabkan dan barang-barang yang terletak di luar rumah. Pada umumnya, asuransi kebongkaran ini adalah perluasan dari asuransi harta benda.
	Burglary	This policy protects against the loss of goods stored within an insured building caused by theft and burglary involving force and destruction. For a claim to be valid, evidence of coercion and damage must be present. Items typically excluded from coverage include cash, checks, shares, motor vehicles and their accessories, glass items, property belonging to others that happens to be in the insured premises, and any possessions located outside the insured building. Generally, burglary insurance is offered as an extension to standard property insurance policies.
3	Tanggung Gugat	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: - <i>Commercial General Liability (CGL)</i> - <i>Automobile Liability</i> - <i>Employers Liability</i> - <i>Public Liability</i> - <i>Stevedore Liability</i> - <i>Workmen's Compensation</i> - <i>Professional Indemnity</i> - <i>Freight Forwarder Liability</i> - <i>Bailee & Warehousemen Liability</i> - <i>Director's and Officer's Liability</i>
	Liability	This type of insurance offers protection to the insured against potential claims made by third parties resulting from the insured's personal or business-related activities. The various types of liability insurance products include: - Commercial General Liability (CGL) - Automobile Liability - Employer Liability - Public Liability - Stevedore Liability - Workmen's Compensation - Professional Indemnity - Freight Forwarder Liability - Bailee & Warehousemen Liability - Director's and Officer's Liabilities
	Papan Reklame	Menyediakan jaminan atas kerusakan dari <i>billboard (material damage)</i> dan tanggung jawab hukum pihak ketiga (TPL) atas objek yang dipertanggungjawabkan.
	Billboard advertising	This coverage protects against damage to billboards (material damage) and includes third-party liability coverage (TPL) related to the insured billboard.
5	Asuransi Hole In One	Memberikan perlindungan kepada panitia/sponsor pada permainan golf atas hadiah yang telah ditetapkan akibat terjadinya <i>hole in one</i> pada lubang yang telah ditetapkan. Pada umumnya yang dijamin dalam asuransi adalah <i>hole</i> dengan PAR 3.
	Hole In One	This policy provides coverage for tournament organizers/sponsors, ensuring reimbursement for prizes offered when a participant achieves a hole-in-one on a designated hole, typically a par-3, during a golf tournament.

Tantangan utama COB (*Class of Business*) *Casualty* di tahun 2024 adalah tingginya risiko pada sub-kelas *financial lines*, khususnya dalam lini penjaminan dan kredit. Hal ini mengakibatkan kerugian signifikan akibat klaim *run-off* asuransi kredit yang terus berlanjut dan lonjakan klaim *surety bond* serta LC/SKBDN. Kondisi ini diperburuk oleh dampak kondisi ekonomi yang menyebabkan peningkatan wanprestasi karena banyak bisnis yang terpaksa tutup.

Inisiatif Strategis 2024

Pada tahun 2024, Perusahaan tetap mempertahankan kebijakannya untuk mengelola portofolio dengan hati-hati, menyesuaikan *terms and conditions* yang sesuai dengan *appetite* perusahaan, serta berfokus pada akun-akun yang memiliki performa baik.

Kinerja 2024

Pada tahun 2024, realisasi premi bruto untuk lini bisnis aneka mencapai Rp504,38 miliar, naik 16% dibandingkan tahun 2023 yang sebesar Rp435,70 miliar. Kenaikan terjadi pada Treaty, yaitu sebesar Rp77,05 miliar. Didominasi oleh pertumbuhan produksi pada *sub class bonds* (naik Rp34,28 miliar), *personal accident* (naik Rp29,77 miliar) dan *liability* (naik Rp10,66 miliar).

Sedangkan total klaim *incurred* tercatat Rp236.51 miliar. Dibandingkan tahun 2023 yang sebesar Rp160,41 miliar, terjadi kenaikan 47%. Kenaikan ini disebabkan karena adanya improvement perhitungan metode IBNR.

Tabel Kinerja Reasuransi Aneka

Uraian	(Rp Juta) / (Rp Million)			Description
	2024	2023	2022	
Premi	504.376	435.695	386.124	Premium
Klaim Incurred	236.509	160.409	372.707	Claim Incurred

Inisiatif Strategis 2025

Pada bisnis treaty Aneka, Perusahaan masih akan sangat selektif terutama pada *lini bisnis financial lines*. Pada bisnis kredit, *Terms and Condition* (T/C) yang diterapkan sesuai kebijakan *underwriting* dari tim khusus serta melibatkan *4-eyes underwriting* dengan tim khusus tersebut.

Pada aspek bisnis fakultatif, dalam rangka menciptakan portofolio yang sehat dan kuat pada COB *Casualty*, Perusahaan akan melakukan *monitoring* dan *review* seluruh akun-akun yang dimiliki dan melakukan penyesuaian atas akun yang memiliki performa kurang baik. Hal ini diharapkan akan memberikan kontribusi yang positif kepada Perusahaan. Penerapan *Underwriting Excellence*, termasuk *underwriting guideline* dan *delegation of authority*, *4-eyes principle* untuk memastikan bahwa proses bisnis dilakukan dengan penuh kehati-hatian, sesuai tata kelola, dan meminimalkan risiko.

In 2024, the primary challenge within the COB *Casualty* lies in the heightened risk associated with the financial lines sub-class, particularly in guarantee and credit lines. This has led to significant losses, primarily driven by ongoing credit insurance run-off claims and a rise in claims related to surety bonds and LC/SKBDN. These issues have been further aggravated by unfavorable economic conditions, resulting in an increase in defaults as many businesses have been forced to shut down.

2024 Strategic Initiatives

The Company continues its prudent portfolio management strategy throughout 2024. This involves aligning terms and conditions with the Company's risk appetite and prioritizing well-performing accounts to maintain portfolio quality.

2024 Performance

In 2024, gross premium income across all business lines reached Rp504.38 billion, an increase of 16% from Rp435.70 billion in 2023. The growth was mainly driven by the Treaty segment, which rose by Rp77.05 billion. The strongest contributions came from sub-classes such as bonds (up Rp34.28 billion), personal accident (up Rp29.77 billion), and liability (up Rp10.66 billion).

On the other hand, total claims incurred amounted to Rp236.51 billion, an increase of 47% from Rp160.41 billion in 2023. This increase is primarily attributed to improvement in the calculation of the IBNR claims method.

Table of Miscellaneous Reinsurance Performance

(Rp Juta) / (Rp Million)

2025 Strategic Initiatives

In the miscellaneous treaty segment, the Company will continue to apply a highly selective approach, particularly in the financial lines sector. For credit insurance, the applicable Terms and Conditions (T&C) are aligned with the underwriting policies from a dedicated team and involve a four eyes review process from underwriting with the dedicated team.

To build a healthy and strong portfolio in the *Casualty* line of business, the Company will actively monitor and evaluate all existing accounts. Underperforming accounts will be reviewed and adjusted. These efforts are expected to positively impact the Company's performance. The Company is also committed to implementing *Underwriting Excellence*, which includes the enforcement of clear underwriting guidelines, authority delegation protocols, and the four-eyes principle. These practices are designed to ensure that business processes are carried out with prudence, in accordance with governance, and to minimize risks.

Reasuransi Kendaraan Bermotor

Lini bisnis reasuransi kendaraan bermotor memberikan jaminan atas 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.

Kebanyakan kendaraan bermotor yang direasuransikan adalah usia-usia di atas 3 (tiga) tahun dan nilai pertanggungan yang besar. Akun yang direasuransikan biasanya kategori risiko yang relatif tinggi, seperti: mobil mewah, mobil *sport*, truk dan bis.

Inisiatif Strategis 2024

Bisnis treaty kendaraan bermotor sebagian besar dijamin dalam bentuk Treaty Non-Proporsional. Sehingga strategi yang dilakukan pada 2024 di antaranya adalah perbaikan harga, dengan memastikan kecukupan premi terhadap tingkat risiko/eksposur dari portofolio yang dijamin.

Pada bisnis fakultatif, Asuransi kendaraan bermotor menghadapi tantangan dalam mencapai jumlah risiko yang memadai, mengingat sebagian besar bisnis masih berupa retensi *cedant*. *Underwriter* perlu menyeimbangkan risiko dengan berupaya meyakinkan perusahaan asuransi lain (*ceding company*) untuk tidak hanya menyerahkan risiko kategori tinggi untuk diasuransikan kembali.

Strategi yang diterapkan adalah menyeimbangkan kebijakan *underwriting* yang hati-hati (*prudent*) dan menarik bagi pasar (*marketable*). Kondisi ini menuntut kejelian analisis *underwriter* dalam menyeimbangkan kebijakan akseptasi bisnis. Meskipun *loss ratio* bisnis kendaraan bermotor tidak setinggi bisnis asuransi lainnya, namun harus tetap dilakukan dengan penuh kehati-hatian.

Kinerja 2024

Total premi bruto yang diperoleh lini bisnis reasuransi motor mencapai Rp130,12 miliar, lebih besar 10% dibandingkan tahun 2023 yang sebesar Rp118,23 miliar. Kenaikan terjadi pada Treaty, yaitu sebesar Rp 13,89 miliar.

Sedangkan klaim *incurred* yang ditanggung Perusahaan mencapai Rp66,13 miliar. Dibandingkan tahun sebelumnya, yaitu sebesar Rp61,44 miliar, terjadi kenaikan 8%. Kenaikan terjadi pada klaim OS penyesuaian, yang disebabkan oleh klaim OS pada sub class CPM/HE, sedangkan pada klaim settled & IBNR mengalami penurunan yang signifikan.

Tabel Kinerja Reasuransi Motor

Uraian	2024	2023	2022	Description
Premi	130.121	118.235	92.824	Premium
Klaim Incurred	66.125	61.439	41.313	Claim Incurred

Motor Reinsurance

The motor reinsurance business line provides protection against losses or damages resulting from accidents, single-vehicle accidents, fire, and theft. Coverage can be extended to include third-party liability, personal accident, as well as risks from riots, terrorism, sabotage, floods, and earthquakes.

The majority of reinsured vehicles are more than three years old and carry high insured values. These typically fall into higher risk categories, including luxury and sports cars, trucks, and buses.

2024 Strategic Initiatives

The motor vehicle treaty business is primarily guaranteed as a Non-Proportional Treaty. Accordingly, the Company's strategy for 2024 focuses on enhancing pricing practices by ensuring that premiums are appropriately aligned with the level of risk/exposure within the insured portfolio.

In the segment of facultative insurance for motor vehicles, a key challenge lies in achieving sufficient risk volume, as most of the business remains within the ceding companies' retention. Underwriters must strike a balance by encouraging ceding insurers not to transfer only high-risk categories to reinsurance.

The strategy focuses on maintaining a balance between prudent underwriting practices and being attractive to the market. This approach needs sharp analytical skills from underwriters in balancing business acceptance policies. Although motor vehicle insurance tends to have a lower loss ratio compared to other lines of insurance, it still requires careful underwriting.

2024 Performance

The motor reinsurance segment recorded a total gross premium of Rp130.12 billion, an increase of 10% from Rp118.23 billion in 2023. This growth was primarily driven by the Treaty segment, which contributed Rp13.89 billion.

On the claims side, the Company incurred Rp66.13 billion in claims, an increase of 8% from Rp61.44 billion in the previous year. This rise was mainly due to an increase in outstanding (OS) adjustment claims within the CPM/HE subclass. Meanwhile, the settled claims and IBNR (Incurred But Not Reported) claims saw a significant decline.

Table of Motor Vehicle Reinsurance Performance

(Rp Juta) / (Rp Million)

Uraian	2024	2023	2022	Description
Premi	130.121	118.235	92.824	Premium
Klaim Incurred	66.125	61.439	41.313	Claim Incurred

Inisiatif Strategis 2025

Pada bisnis treaty Kendaraan Bermotor, Perusahaan masih akan melanjutkan strategi yang dilakukan pada 2024, serta meningkatkan pengelolaan akumulasi eksposur lini bisnis kendaraan bermotor, di mana lini bisnis ini juga merupakan salah satu bisnis yang sangat rentan dengan risiko katastrofik.

Strategi motor fakultatif 2025 tetap melanjutkan kebijakan *underwriting* 2024 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 untuk menggali potensi bisnis baru, namun tetap menerapkan *term & condition* yang *prudent*.

Reasuransi Rekayasa

Lini bisnis reasuransi rekayasa memberikan jaminan asuransi 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.

No.	Jenis Asuransi Insurance Type	Penjelasan Description
1	Contractor All Risk (CAR) dan 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 (<i>project reinsurance</i>).
	Contractor All Risk (CAR) and Erection All Risk (EAR)	Provides coverage for material damage or loss resulting from unforeseen and sudden incidents not excluded by the policy experienced by policyholders, as well as third-party legal claims arising during construction projects and/or machinery installations (<i>project reinsurance</i>).
2	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 (<i>non-project reinsurance</i>).
	Machinery Breakdown (MB), Electronic Equipment Insurance (EEI), Civil Engineering Completed Risk (CECR), Comprehensive Machinery Insurance (CMI)	Provides protection against material damage or loss resulting from unforeseen and sudden incidents not excluded by the policy, which occur in buildings, machinery, electronic equipment, and civil infrastructure (<i>non-project reinsurance</i>).

Asuransi proyek konstruksi (CAR dan EAR) memiliki karakteristik yang berbeda dengan asuransi harta benda. Perbedaan utama terletak pada periode pertanggungan. Asuransi konstruksi mencakup periode pengerjaan dan pemeliharaan hingga proyek diserahkan kepada pemilik, sehingga periode pertanggungan lebih panjang dibandingkan asuransi harta benda.

Selain itu, tingkat risiko dan bahaya pada lokasi proyek konstruksi meningkat seiring dengan kemajuan proyek. Hal ini berbeda dengan asuransi harta benda yang memiliki tingkat kerentanan yang cenderung stabil.

2025 Strategic Initiatives

In the motor treaty business, the Company will remain committed to the strategy that was implemented in 2024 while improving exposure management in the motor vehicle segment, which remains highly vulnerable to catastrophic risks.

For the optional motor business, the 2025 strategy will maintain the underwriting approach that delivered favorable net underwriting results in 2024. Indonesia Re aims to increase risk volume by partnering with ceding companies that manage large motor portfolios, exploring new business opportunities while maintaining prudent underwriting terms and conditions.

Engineering Reinsurance

The engineering reinsurance business line provides coverage for losses or damages sustained by policyholders during construction projects or machinery installations, as well as for equipment and completed structures after the work is finished. This business line includes two main types of engineering insurance, as outlined in the table below.

Construction project insurance (such as CAR and EAR) differs from property insurance, primarily in terms of the coverage duration. Construction insurance covers the period of work maintenance until the project is officially handed over to the owner. As a result, its coverage period is generally longer than that of property insurance.

In addition, the level of risk and danger at the construction project site increases as the project progresses. This is different from property insurance, which has a relatively stable level of vulnerability.

Inisiatif Strategis 2024

Pada bisnis treaty, inisiatif strategis untuk lini rekayasa (*engineering*) masih melanjutkan pada kebijakan *underwriting* pada tahun sebelumnya, yakni melakukan optimalisasi struktur treaty agar tercapai *treaty balance* yang optimal, perbaikan *pricing* (termasuk optimalisasi pemberian *reinsurance* dan *profit commission*), serta perbaikan dari sisi *terms and conditions*. Untuk tahun 2024, Perusahaan mulai menerapkan *full reporting bordereaux* sama seperti lini lainnya di program proporsional.

Kinerja 2024

Premi bruto yang diperoleh lini bisnis reasuransi rekayasa pada tahun 2024 mencapai Rp612,86 miliar. Dibandingkan tahun 2023 yang sebesar Rp597,43 miliar, terjadi kenaikan 3%. Kenaikan terjadi pada Treaty, yaitu sebesar Rp29,86 miliar, sedangkan pada fakultatif mengalami penurunan sebesar Rp14,43 miliar.

Klaim *incurred* yang ditanggung Perusahaan adalah Rp370,97 miliar, lebih tinggi 12% dibandingkan tahun sebelumnya yang sebesar Rp331,90 miliar. Kenaikan terjadi pada klaim OS penyesuaian, yang disebabkan oleh klaim *OS Cash Loss* dari salah satu akun, sedangkan pada *paid claim* & IBNR mengalami penurunan yang signifikan.

Tabel Kinerja Reasuransi Rekayasa

Uraian	(Rp Juta) / (Rp Million)			Description
	2024	2023	2022	
Premi	612.867	597.434	445.270	Premium
Klaim Incurred	370.970	331.897	170.746	Claim Incurred

Inisiatif Strategis 2025

Di bisnis treaty rekayasa, Perusahaan masih melanjutkan kebijakan *underwriting* di tahun sebelumnya, ditambahkan penerapan *full reporting* untuk setiap penutupan dan klaim. Perusahaan masih mengedepankan *treaty balance* dan hasil *underwriting* yang optimal pada lini usaha ini. Perbaikan *pricing*, struktur, serta *terms and conditions* terus dilakukan.

Pada aspek bisnis fakultatif Inisiatif strategis 2025, Indonesia Re akan memprioritaskan penguatan manajemen risiko melalui peningkatan kemampuan analisis data dan penerapan praktik terbaik dalam industri reasuransi. Perusahaan akan menjalin kemitraan strategis dengan berbagai pihak pada tahun 2025 sebagai bagian dari inisiatif strategisnya. Tujuannya adalah untuk memperluas jangkauan bisnis, meningkatkan kapasitas, dan memperkuat posisi perusahaan di pasar reasuransi

Reasuransi Rangka Kapal

Lini bisnis reasuransi rangka kapal menyediakan layanan proteksi reasuransi terhadap kerusakan atau kehilangan atas rangka kapal berikut mesin-mesin penggeraknya akibat dari hal-hal yang dijamin di dalam polis. Asuransi rangka kapal merupakan produk asuransi dengan tingkat risiko tinggi.

2025 Strategic Initiatives

In the treaty business, the strategic initiatives for the engineering line continue to build on the previous year's underwriting policy. This includes optimizing treaty structures to achieve a balanced portfolio, enhancing pricing strategies (including optimizing the provision of reinsurance and profit commissions), and refining policy terms and conditions. Starting in 2024, the Company implement full reporting bordereaux for this line, aligning it with other proportional programs.

2024 Performance

In 2024, the engineering reinsurance business line recorded gross premiums of Rp612.86 billion, reflecting a 3% increase from Rp597.43 billion in 2023. This growth was primarily driven by the Treaty segment, which increased by Rp29.86 billion, while the facultative segment saw a decline of Rp14.43 billion.

The Company incurred claims totaling Rp370.97 billion, an increase of 12% from Rp331.90 billion in the previous year. This increase was mainly attributed to outstanding (OS) adjustment claims, particularly from a Cash Loss claim on one account, while paid claims and IBNR claims showed a significant reduction.

Table of Engineering Reinsurance Performance

2025 Strategic Initiatives

In the engineering treaty segment, the Company maintains its previous year's underwriting approach while introducing comprehensive reporting for each closure and claim. The focus remains on maintaining treaty balance and achieving optimal underwriting outcomes. Efforts to enhance pricing, structure, and terms and conditions are ongoing.

As part of the 2025 strategic initiative in the facultative business, Indonesia Re will concentrate on strengthening risk management through improved data analysis and the implementation of industry best practices. Additionally, the Company plans to establish strategic partnerships throughout 2025 to broaden its market presence, boost capacity, and reinforce its standing in the reinsurance industry.

Marine Hull Reinsurance

The Marine Hull reinsurance business line offers coverage for damage or loss to a marine's hull and its propulsion machinery as outlined in the policy. This type of insurance involves a high level of risk.

Tahun 2024 masih terjadi kondisi *over-capacity* pada asuransi rangka kapal yang menjadi tantangan tersendiri. Tidak adanya efek positif dari pembatasan koasuransi (seperti pada asuransi harta benda) turut memicu perang harga dan perubahan syarat & ketentuan yang merugikan.

Inisiatif strategis 2024

Di tahun 2024 pada bisnis treaty, Perusahaan melakukan pembatasan pemberian kapasitas, misalnya dengan tidak memperbaharui atau *abolishing* program treaty yang tidak terisi maksimal, membatasi praktik koasuransi, serta mengoptimalkan struktur, *pricing*, serta *terms and conditions*.

Tahun 2024 pada bisnis fakultatif, Indonesia Re menerapkan kebijakan *underwriting* yang sangat ketat dengan pertimbangan hasil beberapa tahun terakhir pada COB Rangka Kapal yang tidak baik. Dengan memperhatikan data expiring dan aspek teknis, tingkat risiko dinilai dengan penuh kehati-hatian. *Underwriting tools* e-MARest sebagai alat yang diharapkan mampu memberikan dukungan kepada *underwriter*, memberikan kontribusi dalam hal kualitas dan kecepatan analisa risiko.

Kinerja 2024

Pada tahun 2024, premi bruto lini bisnis reasuransi rangka kapal mencapai Rp198,90. Jika dibandingkan dengan tahun 2023 yang sebesar Rp225,12 miliar, terjadi penurunan 18% . Penurunan terjadi pada Treaty, yaitu sebesar Rp27,11 miliar.

Sedangkan klaim *incurred* yang menjadi beban Perusahaan mencapai Rp135,71, lebih rendah 19,31% dibandingkan tahun sebelumnya yang sebesar Rp168,19 miliar. Penurunan terjadi karena adanya rilis IBNR.

Tabel Kinerja Asuransi Rangka Kapal

(Rp Juta) / (Rp Million)				
Uraian	2024	2023	2022	Description
Premi	198.904	225.121	192.898	Premium
Klaim Incurred	135.715	168.195	135.265	Claim Incurred

Inisiatif Strategis 2025

Sama seperti pada tahun 2024, pada bisnis treaty rangka kapal Perusahaan melakukan pembatasan pemberian kapasitas, misalnya dengan tidak memperbaharui atau *abolishing* program treaty yang tidak terisi maksimal, membatasi praktik koasuransi, serta mengoptimalkan struktur, *pricing*, serta *terms and conditions*.

Untuk tahun 2025, strategi bisnis Marine Hull fakultatif Indonesia Re akan difokuskan pada penerapan pedoman *underwriting* yang lebih ketat dan hati-hati. Tujuannya adalah untuk menghasilkan portofolio asuransi rangka kapal yang lebih sehat dan memberikan keuntungan bagi perusahaan. Kebijakan ini diharapkan dapat mempengaruhi

In 2024, the market continues to face an over-capacity issue in marine hull insurance, posing ongoing challenges. Unlike property insurance, where coinsurance restrictions have had a positive impact, their absence in this sector has led to intense price competition and unfavorable adjustments to terms and conditions.

2024 Strategic Initiatives

In 2024, the Company will adopt a more selective approach in the treaty business by limiting capacity allocation. This includes decisions not to renew or to discontinue treaty programs that are underutilized, restricting co-insurance practices, and continuing efforts to optimize structure, pricing, and policy terms and conditions.

For the facultative segment, Indonesia Re will enforce a strict underwriting policy, particularly in response to the underperformance of the Marine Hull Class of Business (COB) in recent years. Underwriting decisions will be made cautiously, with a thorough evaluation of expiring data and technical risk factors. The use of the e-MARest underwriting tool is expected to support the underwriters and contribute in terms of the quality and speed of risk analysis.

2024 Performance

In 2024, the gross premium for the marine hull reinsurance business reached Rp198.90 billion, an 18% decrease from Rp225.12 billion in 2023. This decline was primarily attributed to the Treaty segment, which declined to Rp27.11 billion.

Meanwhile, the Company's incurred claims amounted to Rp135.71 billion, representing a 19.31% decrease compared to the previous year's figure of Rp168.19 billion. This reduction occurred due to the release of IBNR.

Table of Marine Hull Insurance Performance

(Rp Juta) / (Rp Million)				
Uraian	2024	2023	2022	Description
Premi	198.904	225.121	192.898	Premium
Klaim Incurred	135.715	168.195	135.265	Claim Incurred

2025 Strategic Initiatives

Consistent with the approach taken in 2024, the Company will continue to limit capacity in the marine hull treaty segment. This includes not renewing or discontinuing treaty programs that are underutilized, restricting co-insurance practices, and optimizing structure, pricing, and policy terms and conditions.

Indonesia Re's 2025 strategy for the facultative Marine Hull segment will emphasize stricter and more prudent underwriting practices. The objective is to build a healthier and more sustainable marine hull insurance portfolio, ultimately contributing positively to the Company's performance. This policy is also expected to influence the

pasar dan mendorong perbaikan bisnis asuransi rangka kapal secara keseluruhan di Indonesia

Reasuransi Pengangkutan/Kargo

Lini bisnis reasuransi pengangkutan/kargo menyediakan penjaminan ulang (reasuransi) terhadap barang melalui sarana alat angkut, baik darat, laut maupun udara sesuai dengan luas jaminan polis. Risiko-risiko yang dijamin, antara lain:

1. Kebakaran atau ledakan.
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.

Nature of business asuransi kargo hampir sama dengan asuransi kendaraan bermotor. Frekuensi pengiriman kargo sangat besar di Indonesia, sehingga *number of risk* bisnis asuransi ini sangat besar di pasar asuransi. Sementara, bisnis yang direasuransikan cenderung nilai kargo yang tinggi dan risiko yang besar. Dengan demikian, *number of risk* di reasuransi terbatas. Selain itu, asuransi kargo masih dibayang-bayangi oleh klaim *fraud* salah satunya pada kargo alat berat (*Heavy Equipment*).

Inisiatif strategis 2024

Perusahaan masih melanjutkan kebijakan *underwriting* tahun sebelumnya dengan melakukan optimalisasi struktur untuk tercapai *treaty balance*, perbaikan *pricing*, perbaikan *risk accumulation* terutama dengan pembatasan praktik koasuransi, serta perbaikan *terms and conditions*. Pada tahun 2024 Perusahaan mulai menerapkan *full reporting* untuk *treaty* proporsional.

Melanjutkan kebijakan tahun sebelumnya bisnis fakultatif di COB Marine Cargo secara konsisten melakukan *improvement* pada *rate* dan TC, termasuk di antaranya adalah melakukan *monitoring* atas risiko yang memiliki *severity* besar dan kontrol akumulasi.

Kinerja 2024

Sepanjang tahun 2024, total premi bruto lini bisnis reasuransi pengangkutan/kargo mencapai Rp160,98 miliar. Dibandingkan tahun 2023 yang sebesar Rp157,96 miliar, terjadi kenaikan 2%. Kenaikan terjadi pada *Treaty*, yaitu sebesar Rp6,23 miliar, sedangkan pada fakultatif mengalami penurunan sebesar Rp3,2 miliar.

Sedangkan klaim *incurred* pada tahun buku mencapai Rp112,25, lebih tinggi 0,36% dibandingkan tahun sebelumnya yang sebesar Rp111,85 miliar. Kenaikan terjadi pada pembayaran klaim yang berasal dari program *lineslip*.

market and encourage improvements in the overall marine hull insurance business in Indonesia.

Freight/ Cargo Reinsurance

The transportation/cargo reinsurance business line offers reinsurance of goods via means of transportation, whether land, sea, or air, according to the extent of the policy guarantee. The risks guaranteed include:

1. Fire or explosion.
2. Losses due to the means of transportation, such as burning, sinking, and capsizing.
3. Damage resulting from unloading goods at the emergency port.
4. Sacrifices incurred for general losses at sea.

The nature of the cargo insurance business closely resembles that of auto insurance, particularly due to Indonesia's high volume of cargo shipments. This high frequency introduces significant risk exposure within the cargo insurance sector. However, reinsurance is typically limited to cases involving high-value cargo and substantial risks, which naturally reduces the number of reinsured risks. Additionally, the cargo insurance segment continues to face challenges from fraudulent claims, particularly those involving heavy equipment shipments.

2024 Strategic initiatives

The Company is maintaining its previous year's underwriting strategy, with continued efforts to optimize treaty structures to maintain balance, enhance pricing, manage risk accumulation more effectively, particularly by restricting co-insurance practices, and refine terms and conditions. Beginning in 2024, full reporting has been implemented for proportional treaties.

In line with the previous year's practices, the facultative business at COB Marine Cargo continues to focus on improving rates and TC while also strengthening risk oversight, especially for high-severity exposures and accumulation control.

2024 Performance

In 2024, the transportation/cargo reinsurance business line recorded a total gross premium of Rp160.98 billion, reflecting a 2% increase from Rp157.96 billion in 2023. This growth was primarily driven by the Treaty segment, which increased by Rp6.23 billion. Meanwhile, the facultative segment saw a decline of Rp3.2 billion.

Incurred claims for the year reached Rp112.25 billion, a slight increase of 0.36% compared to the Rp111.85 billion in the previous year. This increase was mainly due to higher paid claims, particularly from the lineslip program.

Tabel Kinerja Asuransi Pengangkutan**Table of Cargo Insurance Performance**

(Rp Juta) / (Rp Million)

Uraian	2024	2023	2022	Description
Premi	160.983	157.956	159.431	Premium
Klaim Incurred	112.252	111.853	81.104	Claim Incurred

Inisiatif Strategis 2025

Perusahaan masih melanjutkan kebijakan *underwriting* tahun sebelumnya dengan melakukan optimalisasi struktur untuk tercapai *treaty balance*, perbaikan *pricing*, perbaikan akumulasi risiko terutama dengan pembatasan praktik koasuransi, serta perbaikan *terms and conditions*. Sama seperti tahun 2024, Perusahaan tetap menerapkan *full reporting* untuk *treaty* proporsional.

Untuk fakultatif *marine cargo* di tahun 2025, Perusahaan akan menyempurnakan kebijakan *underwriting* tahun 2024 yang telah memberikan hasil *underwriting* bersih yang positif. Peningkatan ini bertujuan untuk lebih memaksimalkan hasil *underwriting*. Analisis klaim akan digunakan sebagai masukan untuk menyesuaikan kebijakan *underwriting* terhadap perubahan risiko dalam bisnis kargo. Selain itu, kami juga akan mengoptimalkan kapasitas per risiko.

Reasuransi Pesawat Udara

Lini bisnis reasuransi pesawat terbang memberikan proteksi pada pesawat terbang, yang meliputi mesin dan/atau berbagai peralatan lainnya serta jaminan tanggung jawab hukum terhadap pihak ketiga. Adapun 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.*

Inisiatif strategis 2024

Perusahaan sangat selektif memberikan kapasitas untuk *treaty* rangka pesawat karena bukan merupakan fokus dan portofolio serta *market*-nya sangat kecil di Indonesia.

Class of business Pesawat Udara tidak menjadi target utama di bisnis fakultatif. Keterbatasan *number of risk* dan tingginya risiko aviasi, memberikan tantangan yang besar dalam pengelolaan bisnis ini. Kebijakan *prudent underwriting* yang dilakukan diimbangi dengan usaha menurunkan biaya, misalnya *R/I Comm*. Pembatasan secara ketat dilakukan terhadap penerbangan dari atau ke Papua atau ke daerah lain yang memiliki topografi yang sama seperti Papua.

2025 Strategic Initiatives

The Company is maintaining its previous year's underwriting strategy by optimizing treaty structures to ensure balance, enhancing pricing, improving risk accumulation management, particularly by restricting co-insurance practices, and refining terms and conditions. As in 2024, the Company will continue to implement full reporting for proportional treaty arrangements.

For facultative marine cargo in 2025, the company will improve the 2024 underwriting policy, which has provided positive net underwriting results. This improvement aims to further maximize underwriting results. Claim analysis will be used as input to adjust underwriting policies to changes in risk in the cargo business. In addition, we will also optimize capacity per risk.

Aviation Reinsurance

The Aviation reinsurance business line offers coverage for aircraft, including engines and/or related equipment, as well as third-party legal liability. The scope of coverage 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.*

Strategic initiatives 2024

The Company adopts a highly selective approach in allocating capacity for airframe treaties, as this segment is not a strategic focus and represents a small portfolio and market within Indonesia.

Class of business the Aviation COB is also not a primary target. The limited volume of risks combined with the inherently high risk profile of aviation makes this line particularly challenging to manage. A prudent underwriting approach is maintained, complemented by cost-efficiency measures such as reducing reinsurance commission (*R/I Comm*). Additionally, strict limitations are applied to flights operating to or from Papua and regions with similar geographic characteristics.

Kinerja 2024

Pada tahun 2024, premi bruto yang dikelola oleh lini bisnis reasuransi pesawat terbang mencapai Rp17,38 miliar. Jika dibandingkan dengan tahun 2023 yang sebesar Rp16,39 miliar, terjadi kenaikan 6% atau sebesar Rp997 juta.

Sedangkan untuk klaim *incurred* pada tahun buku 2024 mencapai Rp6,04 miliar, lebih rendah 59,94% dibandingkan tahun 2023 yang sebesar Rp15,07 miliar. Penurunan terbesar terjadi pada *paid claim*, yaitu berasal dari fakultatif (penurunan klaim *Loss of License*) dan Treaty Luar Negeri (terdapat treaty program yang tidak diperbaharui lagi).

Tabel Kinerja Asuransi Pesawat Terbang

Uraian	(Rp Juta) / (Rp Million)			Description
	2024	2023	2022	
Premi	17.388	16.390	23.411	Premium
Klaim Incurred	6.039	15.074	12.785	Claim Incurred

Inisiatif Strategis 2025

Sama seperti tahun 2024, Perusahaan masih sangat selektif memberikan kapasitas untuk treaty rangka pesawat karena bukan merupakan fokus dan portofolio serta pasarnya sangat kecil di Indonesia.

Strategi 2025 bisnis pesawat udara fakultatif, masih melanjutkan kebijakan *prudent underwriting* di tahun 2024. Dua strategi utama akan diterapkan untuk meningkatkan kinerja bisnis. Pertama, optimalisasi kapasitas akan dilakukan untuk mengurangi tingkat keparahan klaim. Kedua, potensi bisnis baru di pasar aviasi internasional akan dieksplorasi dengan pendekatan *share* akomodasi dan *underwriting* yang hati-hati, mempertimbangkan risiko aviasi di negara terkait.

PROFITABILITAS PER SEGMENT USAHA

Profitabilitas per segmen usaha Indonesia Re, antara lain ditunjukkan melalui pencapaian hasil *underwriting* bersih. Hasilnya untuk tahun 2024 diuraikan di bawah ini.

- Segmen reasuransi jiwa membukukan hasil *underwriting* bersih tahun 2024 sebesar Rp10,70 miliar. Dibandingkan tahun 2023 yang sebesar Rp57,90 miliar, terjadi penurunan 81,53%. Penyebab penurunan ini adalah kondisi bisnis Asuransi Kesehatan yang kurang baik yang dipengaruhi oleh 3 faktor yaitu tingginya inflasi biaya kesehatan, ketentuan *underwriting* yang longgar dan *claim utilization* yang tinggi oleh rumah sakit. Oleh karenanya pada tahun 2024 banyak sekali produk Kesehatan yang diperbaiki. Inflasi medis dan keadaan market yang ingin tetap mempertahankan persistensi portofolio menambah kompleksitas dalam perbaikan produk Asuransi Kesehatan baik individu maupun Kumpulan

2024 Performance

In 2024, the aviation reinsurance business line recorded gross premiums of Rp17.38 billion, a 6% increase, or Rp997 million, compared to Rp16.39 billion in 2023.

Incurred claims for the 2024 financial year were Rp6.04 billion, representing a significant decrease of 59.94% from Rp15.07 billion in 2023. The decline was mainly driven by a reduction in paid claims, particularly in facultative business due to fewer Loss of License claims and the non-renewal of certain foreign treaty programs.

Table of Aviation Reinsurance Performance

(Rp Juta) / (Rp Million)			Description
2024	2023	2022	
Premi	16.390	23.411	Premium
Klaim Incurred	15.074	12.785	Claim Incurred

2025 Strategic Initiatives

As of 2024, the Company remains highly selective in allocating capacity for treaty aviation, as this area is not a strategic focus and continues to represent a small portion of the portfolio and market in Indonesia.

For the facultative aircraft segment, the 2025 strategy builds on the prudent underwriting approach implemented in 2024. Two key strategies will be used to improve business performance. First, capacity optimization will be performed to reduce claim severity. Second, new business opportunities in the global aviation market will be investigated with a cautious approach to risk-sharing and underwriting participation, taking into account the aviation risk profiles of each target country.

PROFITABILITY BY BUSINESS SEGMENT

The profitability per segment of Indonesia Re business is reflected, among other indicators, in the net underwriting results. The 2024 results are as follows:

- The life reinsurance segment recorded a net underwriting result of Rp10.70 billion in 2024, a significant decline of 81.53% compared to Rp57.90 billion in 2023. This decline was primarily driven by the unfavorable Health Insurance business conditions which are influenced by 3 factors: rising medical inflation, lenient underwriting standards, and high levels of claim utilization by hospitals. Therefore, the Company undertook product improvements for many health insurance offerings in 2024. However, addressing these challenges remains complex due to the pressures of medical inflation and market expectations to maintain portfolio persistency, both in individual and group health products.

- Segmen usaha reasuransi umum membukukan hasil *underwriting* bersih tahun 2024 mencapai Rp92.05 miliar, naik 408.837,8% dibandingkan tahun 2023 yang sebesar Rp22,56 juta. Bisnis Reasuransi Umum di kelompokkan kedalam Bisnis Treaty, Fakultatif, dan BPPDAN (Badan Pusat Pengelola Data Asuransi Nasional):

1. Treaty

Realisasi Gross Premi Treaty posisi Desember 2024 sudah mencapai 121,25% dari RKAP 2024, dan 99,04% dari Realisasi Desember 2023. Treaty Dalam Negeri mengalami kenaikan 0.43% dari Desember 2023 (mencapai 119,78% dari RKAP 2024), sedangkan Treaty Luar Negeri mengalami penurunan 21,19% dari Desember 2023 (mencapai 112,04% dari RKAP 2024)

Sedangkan untuk hasil *underwriting* bersih (HUB) Desember 2024 sudah jauh lebih baik dibandingkan Desember 2023, namun belum mencapai nilai positif dan belum mencapai RKAP 2024 karena adanya *improvement* cadangan teknis pada premi dan IBNR yang mana baik untuk keberlanjutan perusahaan. Dimana HUB Treaty posisi Desember 2024 sebesar minus Rp36,13 miliar sedangkan HUB Treaty posisi Desember 2023 sebesar minus Rp178,73 miliar.

2. Fakultatif

Gross premi bisnis fakultatif di bulan Desember 2024 naik 4% dibandingkan dengan posisi Desember 2023.

Lini bisnis *Property*, *Marine Cargo*, dan *Marine Hull* mengalami pertumbuhan gross premi yang positif. Sementara untuk *COB Engineering*, *Casualty* dan *Aviation* mengalami pertumbuhan negative bila dibandingkan periode yang sama di tahun 2023.

Untuk COB Marine Hull HUB negatif salah satunya disebabkan oleh adanya peningkatan frekuensi dan severity pada salah satu program facility. Sedangkan COB *Casualty* menghasilkan HUB negatif di bulan Desember 2024 karena masuknya klaim dari *Underwriting Year* lama di bawah tahun 2022 yaitu produk LC/SKBDN. Sebenarnya proporsi klaim baru *Casualty* yang masuk di tahun 2024 sangat kecil yaitu di bawah 30% dari total klaim yang dicatatkan.

- In 2024, the general reinsurance business segment achieved a net *underwriting* result of Rp92.05 billion, a substantial increase of 408,837.8% compared to Rp22.56 million in 2023. This segment comprises three main business groups: Treaty, Facultative, and BPPDAN (National Insurance Data Management Center).

1. Treaty

As of December 2024, the realization of gross premium for the Treaty business reached 121.25% of the 2024 RKAP and 99.04% of the realization of December 2023. Domestic Treaty premiums increased by 0.43% from December 2023 (achieving 119.78% of the 2024 RKAP). Meanwhile, Foreign Treaty premiums declined by 21.19% compared to December 2023 (reaching 112.04% of the 2024 RKAP).

In terms of net *underwriting* results (HUB), performance in December 2024 significantly improved compared to December 2023 but had not yet reached a positive value and had not reached the 2024 RKAP due to improvements in technical reserves in premiums and IBNR, which were good for the Company's sustainability. As of December 2024, the HUB for Treaty was recorded at negative Rp36.13 billion, while it was Rp178.73 billion in December 2023.

2. Facultative

As of December 2024, the facultative business recorded a 4% increase in gross premium compared to December 2023.

This growth was driven by positive performance in the *Property*, *Marine Cargo*, and *Marine Hull* business lines. However, negative premium growth was observed in the *COB Engineering*, *Casualty*, and *Aviation COB* compared to the same period in 2023.

For COB Marine Hull, the negative HUB was partly due to an increase in the frequency and severity of claims within one of the facility programs. In the COB *Casualty* line, the negative HUB in December 2024 was primarily caused by claims arising from previous *underwriting* years (prior to 2022), specifically those related to the LC/SKBDN product. In fact, the proportion of new *Casualty* claims filed in 2024 was very small, accounting for less than 30% of total claims recorded.

3. Badan Pusat Pengelola Data Asuransi Nasional (BPPDAN)

BPPDAN meningkatkan layanan melalui penerbitan BPPDAN Highlight, buletin yang berisi informasi dan ulasan terkait risiko asuransi kebakaran per okupasi. Kehadiran buletin tersebut diharapkan mampu membuka wawasan industri terhadap karakter risiko setiap okupasi.

Selain itu, BPPDAN juga bekerja sama dengan tim dari Divisi Information Technology (IT) untuk melakukan perbaikan proses bisnis, dari pelaporan oleh *ceding companies* hingga pencatatan data ke *database* BPPDAN. Pencatatan yang dilakukan melalui RIU Connect 2.0, platform digital terintegrasi Indonesia Re, tersebut untuk mempercepat proses pelaporan dan perbaikan kualitas data yang dikelola oleh BPPDAN.

3. National Insurance Data Management Center (BPPDAN)

The BPPDAN enhances its services by releasing BPPDAN Highlight, a bulletin that provides insights and reviews on fire insurance risks per occupation. The publication aims to broaden the industry's understanding of the risk factors linked to each occupation.

Additionally, BPPDAN works closely with a team from the Information Technology (IT) Division to streamline business processes, from reporting by *ceding companies* to inputting data into the BPPDAN database. The data is recorded using RIU Connect 2.0, Indonesia Re's integrated digital platform, to streamline the reporting process and enhance the quality of data managed by BPPDAN.

Tabel Profitabilitas Per Segmen Usaha

Kinerja profitabilitas disampaikan melalui indikator hasil *underwriting* bersih, yang rinciannya disampaikan dalam tabel di bawah ini.

Table of Profitability Per Business Segment

Profitability performance is reflected through the net underwriting results, with a detailed breakdown provided in the table below.

(Rp Juta) / (Rp Million)				
Segmen	2024	2023	2022	Segment
Reasuransi Jiwa	10.695	57.896	3.825	Life Reinsurance
Reasuransi Umum	92.045	23	20.968	General Reinsurance

TINJAUAN KINERJA KEUANGAN

FINANCIAL PERFORMANCE OVERVIEW



Indonesia Re berhasil membukukan kinerja usaha yang positif, dengan laba tahun berjalan tahun 2024 tumbuh 29,87% dibandingkan tahun sebelumnya.

Indonesia Re delivered positive business performance, with a growth of 29.87% in profit for the year in 2024 compared to the previous year.

Pembahasan tinjauan keuangan PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re", "Perusahaan") berikut ini disajikan berdasarkan Laporan Keuangan Konsolidasian Perusahaan untuk tahun yang berakhir pada tanggal 31 Desember 2024, yang telah diaudit oleh Kantor Akuntan Publik Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (KAP PKF) dalam Laporan Auditor Independen No. 00455/2/1133/AU.1/08/1244-1/1/III/2025 tanggal 6 Maret 2025 dengan opini wajar dalam semua hal yang material.

The following financial review of PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re" or "the Company") is based on the Consolidated Financial Statements for the year ending December 31, 2024. These statements were audited by the Public Accounting Firm Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan (KAP PKF), as stated in their Independent Auditor's Report No. 00455/2/1133/AU.1/08/1244-1/1/III/2025, dated March 6, 2025, which expressed an unqualified opinion in all material respects.

POSISI KEUANGAN

FINANCIAL POSITION

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Total Aset	15.296.697	14.206.716	1.089.981	7,67%	Total Assets
Total Liabilitas	12.771.675	11.500.999	1.270.676	11,05%	Total Liabilities
Total Ekuitas	2.525.021	2.705.717	(180.696)	-6,68%	Total Equity

Pada tahun 2024, posisi keuangan Perusahaan secara umum mengalami kenaikan dibandingkan tahun 2023. Aset dan liabilitas mengalami kenaikan masing-masing 7,67% dan 11,05%. Sementara di sisi ekuitas mengalami penurunan sebesar 6,68%. Penurunan Ekuitas selain disebabkan karena penurunan Penghasilan Komprehensif sebagai dampak penurunan nilai pasar investasi yang dikategorikan sebagai investasi *available for sale* (AFS) juga disebabkan karena penyajian OWK-Komponen Ekuitas yang mengalami

In 2024, the Company's overall financial position showed improvement compared to 2023. Total assets and liabilities increased by 7.67% and 11.05%, respectively. However, equity decreased by 6.68%. This reduction in equity was attributed not only to a decline in comprehensive income, which was mainly due to the decrease in the market value of available-for-sale (AFS) investments, but also to changes in the presentation of the OWK equity components. The decrease in these components followed the extension of the OWK, as

penurunan sebagai dampak perpanjangan OWK, dimana OWK - Komponen Ekuitas disajikan sebesar nilai residu setelah dikurangi kewajiban OWK sampai jatuh tempo.

ASET

Total aset Perusahaan tahun 2024 mencapai Rp15,30 triliun, naik 7,67% dibandingkan tahun 2023 yang sebesar Rp14,21 triliun. Komposisi aset Perusahaan tahun 2024 masih didominasi oleh aset lancar yaitu sebesar Rp14,46 triliun, setara dengan 94,51% dari total aset Perusahaan.

they were reported at their residual value after deducting the related OWK liabilities through maturity.

ASSETS

In 2024, the Company's total assets reached Rp15.30 trillion, reflecting a 7.67% increase from Rp14.21 trillion in 2023. The Company's current assets continued to make up the majority of the asset composition, totaling Rp14.46 trillion, or 94.51% of the Company's overall assets.

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Kas dan Setara Kas	277.097	185.909	91.188	49,05%	Cash and Cash Equivalents
Investasi	6.931.022	6.385.733	545.289	8,54%	Investments
Piutang Reasuransi/ Premi- Neto	1.110.632	1.109.126	1.506	0,14%	Reinsurance/Premium Receivables-Net
Piutang Retrosesi/ Reasuransi- Neto	1.088.610	1.122.766	(34.156)	-3,04%	Retrocession/Reinsurance Receivables-Net
Aset Reasuransi/ Retrosesi	4.925.790	4.503.796	421.994	9,37%	Reinsurance/Retrocession Asset
Piutang Ujroh	24.990	34.890	(9.900)	-28,37%	Ujroh Receivables
Aset Keuangan Lain	101.350	109.659	(8.309)	-7,58%	Other Financial Assets
Aset Tetap-Neto	513.721	500.826	12.895	2,57%	Fixed Assets-Net
Piutang Pegawai	7.260	8.101	(841)	-10,38%	Employee Receivables
Aset Non Keuangan Lain	38.042	34.605	3.437	9,93%	Other Non-Financial Assets
Aset Pajak Tangguhan-Neto	278.182	211.306	66.876	31,65%	Deferred Tax Assets-Net
Jumlah Aset	15.296.697	14.206.716	1.089.981	7,67%	Total Assets

Kas dan Setara Kas

Posisi kas dan setara kas Perusahaan pada tahun 2024 mencapai Rp277,10 miliar, naik 49,05% dibandingkan tahun 2023 yang sebesar Rp185,91 miliar. Kenaikan tersebut disebabkan oleh meningkatnya arus kas dari kegiatan operasional Perusahaan.

Cash and Cash Equivalents

In 2024, the Company's cash and cash equivalents position increased by 49.05% to Rp277.10 billion from Rp185.91 billion in 2023. The increase was due to a growth in cash flow from the Company's operational activities.

Jumlah Investasi

Jumlah investasi Perusahaan sepanjang tahun 2024 tercatat mencapai Rp6,93 triliun, meningkat 8,54% dibandingkan tahun 2023 yang sebesar Rp6,39 triliun. Kenaikan tersebut di antaranya terdapat kenaikan jumlah surat berharga pada tahun 2024 dibandingkan tahun 2023 sebesar Rp545,44 miliar.

Total Investments

The Company's total investment for 2024 was Rp6.93 trillion, an increase of 8.54% from Rp6.39 trillion in 2023. This increase includes a growth in the number of securities in 2024 compared to 2023 of Rp545.44 billion.

Piutang Reasuransi/Premi-Neto

Perusahaan mencatat jumlah piutang reasuransi/premi sebesar Rp1,11 triliun di tahun 2024, naik 0,14% dibandingkan tahun sebelumnya yang sebesar Rp1,11 triliun. Pembentukan Cadangan Kerugian Penurunan Nilai (CKPN) Piutang atas Piutang Reasuransi/Premi sampai dengan tahun 2024 mencapai Rp251,07 miliar.

Piutang Retrosesi/Reasuransi-Neto

Jumlah piutang retrosesi/reasuransi Perusahaan tahun 2024 mencapai Rp1,09 triliun. Dibandingkan tahun 2023 yang sebesar Rp1,12 triliun, turun 3,04%. Pembentukan Cadangan Kerugian Penurunan Nilai (CKPN) Piutang atas Piutang Retrosesi/Reasuransi sampai dengan tahun 2024 mencapai Rp154,66 miliar.

Aset Reasuransi/Retrosesi

Jumlah aset reasuransi/retrosesi Perusahaan pada akhir tahun 2024 mencapai Rp4,93 triliun, lebih tinggi 9,37% dibandingkan tahun 2023 yang sebesar Rp4,50 triliun.

Piutang Ujroh

Perusahaan mencatat piutang ujroh pada tahun 2024 mencapai Rp24,99 miliar, turun 28,37% dibandingkan tahun 2023 yang sebesar Rp34,89 miliar. Piutang ujroh yang turun disebabkan penyelesaian tagihan perusahaan dalam kegiatan reasuransi berbasis syariah tahun 2024.

Aset Keuangan Lain

Hingga akhir tahun 2024, total aset keuangan lainnya tercatat mencapai Rp101,35 miliar, lebih rendah 7,58% dibandingkan tahun 2023 yang sebesar Rp109,66 miliar. Penurunan tersebut dipengaruhi oleh penyelesaian sebagian piutang subrogasi pada tahun 2024 dibandingkan tahun 2023 dengan selisih sebesar Rp6,99 miliar. Selain itu terdapat pembentukan CKPN atas Aset Keuangan Lain sebesar Rp6,17 miliar.

Aset Tetap-Neto

Jumlah aset tetap – neto Perusahaan pada akhir tahun 2024 mencapai Rp513,72 miliar. Dibandingkan tahun 2023 yang sebesar Rp500,83 miliar mengalami kenaikan 2,57%. Kenaikan tersebut disebabkan oleh belanja modal IT dan Gedung Kantor pada tahun 2024.

Piutang Pegawai

Jumlah piutang pegawai pada akhir tahun 2024 mencapai Rp7,26 miliar. Dibandingkan tahun 2023 yang sebesar Rp8,10 miliar, terjadi penurunan 10,38%.

Aset Non-Kuangan Lain

Aset non-keuangan lain Perusahaan pada akhir tahun 2024 mencapai Rp38,04 miliar, naik 9,93% dibandingkan tahun 2023 yang tercatat sebesar Rp34,61 miliar. Kenaikan tersebut disebabkan oleh kenaikan aset sistem komputerisasi.

Reinsurance/Premium Receivables-Net

In 2024, the Company's total reinsurance/premium receivables amounted to Rp1.11 trillion, an increase of 0.14% from the previous year, which was Rp1.11 billion. The Allowance for Impairment Losses (CKPN) on Re-insurance/Premium Receivables until 2024 reached Rp251.07 billion.

Retrocession/Reinsurance Receivables-Net

In 2024, the Company recorded total retrocession/reinsurance receivables of Rp1.09 trillion. There was a 3.04% decrease compared to 2023, which was Rp1.12 trillion. The Allowance for Impairment Losses (CKPN) on Retrocession/Reinsurance Receivables until 2024 reached Rp154.66 billion.

Reinsurance/Retrocession Asset

At the end of 2024, the Company's total reinsurance/retrocession assets were Rp4.93 trillion, an increase of 9.37% from Rp4.50 trillion in 2023.

Ujroh Receivables

In 2024, the Company's Ujroh receivables reached Rp24.99 billion, a decreased of 28.37% from Rp34.89 billion in 2023. This decline was primarily due to the settlement of outstanding receivables related to the Company's sharia-based reinsurance activities in 2024.

Other Financial Assets

As of the end of 2024, the Company recorded other financial assets of Rp101.35 billion, a decrease of 7.58% from Rp109.66 billion in 2023. This decrease was mainly driven by the settlement of a portion of subrogation receivables, which declined by Rp6.99 billion compared to 2023. Additionally, the Company recognized an allowance for impairment losses (CKPN) on other financial assets amounting to Rp6.17 billion.

Net Fixed Assets

The net value of the Company's fixed assets reached Rp513.72 billion at the end of 2024, reflecting a 2.57% increase from Rp500.83 billion in 2023. This growth was attributed to capital expenditures for IT infrastructure and office buildings made during 2024.

Employees Receivables

By the end of 2024, the Company's employee receivables reached Rp7.2 billion, reflecting a decrease of 10.38% from Rp8.10 billion in 2023.

Other Non-Financial Assets

The Company recorded other non-financial assets amounting to Rp38.04 billion as of year-end 2024, representing a 9.93% increase from Rp34.61 billion in 2023. This growth was primarily driven by additions in computerized system assets.

Aset Pajak Tangguhan-Neto

Posisi aset pajak tangguhan – neto Perusahaan pada akhir tahun 2024 tercatat mencapai Rp278,18 miliar. Dibandingkan tahun 2023 yang sebesar Rp211,31 miliar, meningkat 31,65%. Peningkatan tersebut terutama disebabkan pembentukan aset pajak tangguhan yang berasal dari kenaikan Cadangan IBNR di tahun 2024.

LIABILITAS

Pada tahun buku 2024, Perusahaan mencatat total liabilitas sekitar Rp12,77 triliun. Dibandingkan tahun 2023 yang sebesar Rp11,50 triliun, terjadi kenaikan 11,05%. Kenaikan tersebut disebabkan oleh meningkatnya salah satu komposisi liabilitas yaitu Liabilitas Kontrak Asuransi yang meningkat seiring dengan meningkatnya cadangan premi dan klaim meningkat sebesar Rp1,13 triliun.

Net Deferred Tax Assets

The Company's net deferred tax assets totaled Rp278.18 billion at the end of 2024, showing a 31.65% increase from Rp211.31 billion in 2023. The increase was mainly attributed to the recognition of deferred tax assets resulting from the increase in IBNR reserves in 2024.

LIABILITIES

In 2024, the Company's total liabilities reached approximately Rp12.77 trillion, up 11.05% from Rp11.50 trillion in 2023. This increase was driven by a rise in insurance contract liabilities, which grew in line with higher premium reserves and claim obligations, contributing an additional Rp1.13 trillion.

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Utang Klaim	538.274	517.979	20.295	3,92%	Claim Payable
Utang Retrosesi/ Reasuransi	1.780.884	1.821.006	(40.122)	-2,20%	Retrocession/ Reinsurance Payables
Liabilitas Kontrak Asuransi	9.565.593	8.440.496	1.125.097	13,33%	Insurance Contract Liabilities
Utang Pajak	53.612	50.601	3.011	5,95%	Taxes Payable
Utang Jasa Produksi	24.091	17.500	6.591	37,66%	Employees Performance Incentives
Utang Komisi	6.569	10.694	(4.125)	-38,57%	Commission Payable
Uang Jaminan	3.646	4.154	(508)	-12,23%	Collateral
Beban Akruai	60.021	53.283	6.738	12,65%	Accrued Expenses
Utang Lancar Lainnya	62.689	67.825	(5.136)	-7,57%	Other Current Liabilities
Pinjaman Rekening Dana Investasi	324.819	328.202	(3.383)	-1,03%	Investment Fund Loan
OWK-Komponen Liabilitas	226.702	59.595	167.107	280,40%	Mandatory Convertible Bonds (MCB)-Liabilities Component
Liabilitas Imbalan Kerja	115.432	121.072	(5.640)	-4,66%	Employment Benefits
Utang Dana Peserta	9.344	8.592	752	8,75%	Tabarru' Fund
Jumlah Liabilitas	12.771.675	11.500.999	1.270.676	11,05%	Total Liabilities

Utang Klaim

Perusahaan mencatat utang klaim tahun 2024 mencapai Rp538,27 miliar, naik 3,92% dibandingkan tahun 2023 yang sebesar Rp517,98 miliar. Hal tersebut disebabkan kenaikan klaim bruto.

Utang Retrosesi/Reasuransi

Jumlah utang retrosesi/reasuransi Perusahaan tahun 2024 mencapai Rp1,78 triliun, lebih rendah 2,20% dibandingkan tahun 2023 yang sebesar Rp1,82 triliun. Penurunan tersebut disebabkan pembayaran Utang Retrosesi/Reasuransi yang dibayarkan Perusahaan.

Claim Payables

In 2024, the Company recorded claim payables of Rp538.27 billion, marking a 3.92% increase from Rp517.98 billion in 2023. This growth was primarily driven by an increase in gross claims during the year.

Retrocession/Reinsurance Payables

Retrocession/reinsurance payables amounted to Rp1.78 trillion in 2024, reflecting a 2.20% decrease compared to Rp1.82 trillion in 2023. The decline was due to the Company's payment of outstanding retrocession and reinsurance obligations.

Liabilitas Kontrak Asuransi

Perusahaan mencatat jumlah liabilitas kontrak asuransi tahun 2024 mencapai Rp9,57 triliun, naik 13,33% dibandingkan tahun 2023 yang sebesar Rp8,44 triliun. Selain *improvement* yang dilakukan dalam menghitung Cadangan Teknik, peningkatan tersebut didorong oleh pendapatan premi dan klaim yang berbanding lurus dengan peningkatan cadangan premi dan klaim Perusahaan.

Utang Pajak

Jumlah utang pajak Perusahaan per 31 Desember 2024 tercatat mencapai Rp53,61 miliar, lebih tinggi 5,95% dibandingkan tahun 2023 yang sebesar Rp50,60 miliar. Dari nilai Utang Pajak sebesar Rp53,61 miliar, Rp43,60 miliar di antaranya merupakan nilai utang pajak akibat sengketa pajak Perusahaan. Pada 31 Desember 2022 Perusahaan telah melakukan pembebanan keseluruhan atas nilai pokok sengketa beserta denda pajak sebesar Rp290,74 miliar dan Utang sengketa pajak pada 31 Desember 2024 dan 2023 sebesar Rp43,60 miliar merupakan sisa nilai akrual atas sengketa pajak yang masih dicatatkan Perusahaan.

Utang Jasa Produksi

Jumlah utang jasa produksi Perusahaan di tahun 2024 mencapai Rp24,09 miliar, naik 37,66% dibandingkan tahun 2023 yang sebesar Rp17,50 miliar. Realisasi jasa produksi akan dibayarkan berdasarkan Keputusan Rapat Umum Pemegang Saham Pengesahan Laporan Tahunan.

Utang Komisi

Pada tahun 2024, utang komisi Perusahaan mencapai Rp6,57 milyar. Dibandingkan tahun 2023 yang sebesar Rp10,69 miliar, terjadi penurunan 38,57%. Utang Komisi tersebut merupakan akun PT Asuransi Asei Indonesia yang berasal dari bisnis asuransi kredit, asuransi ekspor, dan asuransi pinjaman.

Uang Jaminan

Uang jaminan Perusahaan di akhir tahun 2024 mencapai Rp3,65 miliar, turun 12,23% dibandingkan tahun 2023 yang sebesar Rp4,15 miliar. Uang jaminan tersebut merupakan uang jaminan PT Asuransi Asei Indonesia.

Beban Akrual

Jumlah beban akrual Perusahaan tahun 2024 mencapai Rp60,02 miliar. Dibandingkan tahun 2023 yang sebesar Rp53,28 miliar, mengalami kenaikan 12,65%. Kenaikan tersebut disebabkan oleh meningkatnya belanja modal yang pembayarannya menunggu sampai dengan berita acara penyelesaian pekerjaan ditandatangani.

Utang Lancar Lainnya

Posisi utang lancar lainnya pada akhir tahun 2024 mencapai Rp62,69 miliar, lebih rendah 7,57% dibandingkan tahun 2023 yang sebesar Rp67,82 miliar. Penurunan tersebut disebabkan oleh pembayaran utang kupon OWK untuk triwulan 4 tahun 2024 yang masih terutang sebesar Rp15,75 miliar, selain

Insurance Contract Liabilities

Total insurance contract liabilities reached Rp9.57 trillion in 2024, representing a 13.33% increase from Rp8.44 trillion in 2023. This rise was supported by enhancements in the calculation of technical reserves, along with growth in premium and claim income, which correspondingly increased the Company's reserve levels.

Taxes Payable

As of December 31, 2024, the Company's tax payables were recorded at Rp53.61 billion, an increase of 5.95% from Rp50.60 billion in 2023, of which Rp43.60 billion of the total of Rp53.61 billion relates to ongoing tax disputes. As of December 31, 2022, the Company had recognized the full principal amount and associated penalties of Rp290.74 billion. The Rp43.60 billion recorded as of year-end 2024 and 2023 represents the remaining accrued tax disputes that are still recorded by the Company.

Employees Performance Incentives

Employee performance incentives amounted to Rp24.09 billion in 2024, showing an increase of 37.66% from Rp17.50 billion in 2023. The realization of these incentives will follow the resolution of the Annual General Meeting of Shareholders for the approval of the annual report.

Commission Payables

The Company's commission payables were recorded at Rp6.57 billion in 2024, a 38.57% decrease from Rp10.69 billion in 2023. These payables relate to PT Asuransi Asei Indonesia, primarily from its credit, export, and loan insurance businesses.

Collateral

By the end of 2024, the Company's collateral totaled Rp3.65 billion, a decrease of 12.23% from Rp4.15 billion in 2023. This collateral is associated with PT Asuransi Asei Indonesia.

Accrued Expenses

In 2024, the Company's accrued expenses totaled Rp60.02 billion, representing a 12.65% increase from Rp53.28 billion in 2023. The increase was primarily attributed to capital expenditures for which payments were pending the finalization of work completion documentation.

Other Current Liabilities

As of year-end 2024, other current liabilities were recorded at Rp62.69 billion, a decrease of 7.57% from Rp67.82 billion in 2023. This decrease was due to the settlement of the outstanding fourth-quarter OWK coupon payment of Rp15.75 billion. Additionally, the Company established a provision

itu terdapat pembentukan cadangan provisi sebesar Rp8 miliar. Provisi merupakan estimasi atas klaim di masa depan yang dibentuk Perusahaan sehubungan dengan bisnis PT Reasuransi Umum Indonesia/RUI (Persero) yang beralih sebagai akibat penggabungan ke dalam Perusahaan.

Utang Dana Peserta

Perusahaan mencatat jumlah utang dana peserta di tahun 2024 mencapai Rp9,34 miliar, naik 8,75% dibandingkan tahun 2023 yang sebesar Rp8,59 miliar. Penurunan tersebut disebabkan oleh menurunnya jumlah dana tabarru tahun 2024 dibandingkan tahun 2023 dengan selisih sebesar Rp751,60 juta.

PINJAMAN REKENING DANA INVESTASI

Jumlah pinjaman rekening dana investasi Perusahaan pada akhir tahun 2024 mencapai Rp324,82 miliar. Dibandingkan tahun 2023 yang sebesar Rp328,20 miliar, terjadi penurunan 1,03%. Penurunan tersebut disebabkan oleh pembayaran Perusahaan yang sesuai dengan jadwal angsuran sesuai dengan perjanjian Nomor AMA-202/RDI-275/DSMI/2021 tanggal 31 Desember 2021 antara Pemerintah Republik Indonesia dengan Perusahaan.

Obligasi Wajib Konversi (OWK)-Komponen Liabilitas

Jumlah obligasi wajib konversi-komponen liabilitas Perusahaan di tahun 2024 mencapai Rp226,70 miliar, naik 280,40% dibandingkan tahun 2023 yang sebesar Rp59,60 miliar. RUPO OWK pada tanggal 13 Desember 2024 menyetujui perpanjangan OWK sampai dengan akhir 2027 dan Penyajian OWK dalam Laporan Keuangan Perusahaan mengalami penyesuaian mengikuti periode jatuh tempo yang disepakati. OWK Komponen Liabilitas merupakan kewajiban perusahaan terkait kupon dan nilai sisa OWK dicatat sebagai OWK Komponen Ekuitas. Penyesuaian penyajian ini menyebabkan porsi OWK-Komponen Liabilitas meningkat.

Liabilitas Imbalan Kerja

Jumlah liabilitas imbalan kerja Perusahaan pada tahun 2024 mencapai Rp115,43 miliar. Dibandingkan tahun 2023 yang tercatat sebesar Rp121,07 miliar, terjadi penurunan 4,66%.

EKUITAS

Indonesia Re mencatat penurunan ekuitas sebesar Rp180,70 miliar atau turun 6,68% di tahun 2024 menjadi sebesar Rp2,53 triliun, jika dibandingkan tahun 2023 yang Rp2,71 triliun. Hal tersebut disebabkan oleh Penurunan Komponen Ekuitas Obligasi Wajib Konversi (OWK) dan penghasilan komprehensif lainnya pada tahun 2024.

reserve of Rp8 billion, which serves as an estimate for potential future claims related to the business operations of PT Reasuransi Umum Indonesia/RUI (Persero), which were integrated into the Company following the merger.

Tabarru' Fund

The Company recorded tabarru' fund of Rp9.34 billion in 2024, an increase of 8.75% from Rp8.59 billion in 2023. The increase was mainly due to a reduction in tabarru' funds, which declined by Rp751.60 million compared to 2023.

INVESTMENT FUND LOAN

At the end of 2024, the balance of the Company's investment fund loan was Rp324.82 billion, a decrease of 1.03% from Rp328.20 billion in 2023. The decrease resulted from scheduled installment payments under Agreement No. AMA-202/RDI-275/DSMI/2021 dated December 31, 2021, between the Government of the Republic of Indonesia and the Company.

Mandatory Convertible Bonds (MCB) – Liability Component

The liability component of the Company's mandatory convertible bonds (OWK) rose significantly to Rp226.70 billion in 2024, a 280.40% increase from Rp59.60 billion in 2023. The General Meeting of Bondholders (RUPO) OWK on December 13, 2024, approved the extension of OWK until the end of 2027, and the presentation of OWK in the Company's Financial Statements has been adjusted following the agreed maturity period. The OWK Liability Component is the Company's obligation related to coupons, and the remaining value of OWK is recorded as the OWK Equity Component. This presentation adjustment causes the portion of the OWK-Liability Component to increase.

Employee Benefit Liabilities

Employee benefit liabilities amounted to Rp115.43 billion in 2024, a decrease of 4.66% from Rp121.07 billion in 2023.

EQUITY

In 2024, the Company's total equity decreased by Rp180.70 billion, or 6.68%, to Rp2.53 trillion from Rp2.71 trillion in 2023. This decline was mainly driven by a reduction in the equity component of the Mandatory Convertible Bonds (OWK) and a decrease in other comprehensive income in 2024.

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Modal Saham	878.358	878.358	0	0,00%	Share Capital
Tambahan Modal Disetor	270	270	0	-0,00%	Additional Paid-In Capital
Komponen Ekuitas Obligasi Wajib Konversi	673.298	840.405	(167.107)	-19,88%	Mandatory Convertible Bonds Equity Component
Kenaikan (Penurunan) Penyisihan Ujroh	(4.066)	(4.764)	698	-14,65%	Increase (Decrease) in Ujroh Reserves
Saldo Laba					Retained Earnings
Ditentukan Penggunaannya	1.018.330	1.018.330	0	0,00%	Appropriated
Belum Ditentukan Penggunaannya	(264.295)	(344.022)	79.727	-23,17%	Other Comprehensive Income
Penghasilan Komprehensif Lainnya	223.109	317.121	(94.012)	-29,65%	Other Comprehensive Income
Kepentingan Non- Pengendali	18	19	(1)	-5,26%	Non-Controlling Interests
Jumlah Ekuitas	2.525.021	2.705.717	(180.696)	-6,68%	Total Equity

Modal Saham

Jumlah modal saham Perusahaan di tahun 2024 mencapai Rp878,36 miliar, tidak mengalami perubahan jika dibandingkan tahun 2023.

Tambahan Modal Disetor

Jumlah tambahan modal disetor Perusahaan di tahun 2024 sebesar Rp270 juta, tidak mengalami perubahan jika dibandingkan tahun 2023.

Obligasi Wajib Konversi (OWK) - Komponen Ekuitas

Pada tahun 2024 posisi Obligasi Wajib Konversi (OWK) -Komponen Ekuitas Perusahaan mencapai Rp673,30 miliar. Dibandingkan tahun 2023 yang sebesar Rp840,41 miliar, terjadi penurunan 19,88%. RUPO OWK pada tanggal 13 Desember 2024 menyetujui perpanjangan OWK sampai dengan akhir 2027 dan Penyajian OWK dalam Laporan Keuangan Perusahaan mengalami penyesuaian mengikuti periode jatuh tempo yang disepakati. OWK Komponen Liabilitas merupakan kewajiban perusahaan terkait kupon dan nilai sisa OWK dicatat sebagai OWK Komponen Ekuitas. Penyesuaian penyajian ini menyebabkan porsi OWK-Komponen Ekuitas menurun.

Kenaikan (Penurunan) Penyisihan Ujroh

Pada tahun 2024, Perusahaan mencatat penyisihan ujroh mengalami kenaikan 14,65%, dari sebesar (Rp4,76) miliar di tahun 2023 menjadi Rp(4,07) miliar di tahun 2024.

Saldo Laba

Jumlah saldo laba Perusahaan tahun 2024 mencapai Rp754,03 miliar. Dibandingkan tahun 2023 yang sebesar Rp674,31 miliar, terjadi kenaikan 11,82%. Kenaikan tersebut disebabkan oleh keuntungan yang dicatat Perusahaan sebesar Rp72,78 miliar pada tahun 2024.

Share Capital

In 2024, the Company's share capital remained unchanged from 2023, which was Rp878.36 billion.

Additional Paid-In Capital

In 2024, additional paid-in capital remained unchanged from 2023, which was Rp270 million.

Mandatory Convertible Bonds (MCB) - Equity Component

In 2024, the equity component of the Company's Mandatory Convertible Bonds (OWK) amounted to Rp673.30 billion, reflecting a 19.88% decline from Rp840.41 billion in 2023. The General Meeting of Bondholders (RUPO) OWK on December 13, 2024, approved the extension of OWK until the end of 2027, and the presentation of the OWK in the Company's Financial Statements has been adjusted following the agreed maturity period. The OWK Liability Component is the Company's obligation related to coupons, and the remaining value of OWK is recorded as the OWK Equity Component. This presentation adjustment causes the portion of the OWK-Liability Component to decrease.

Increase (Decrease) in Ujroh Reserves

In 2024, the Company recorded a 14.65% increase in the allowance for Ujroh, from (Rp4.76) billion in 2023 to (Rp4.07) billion in 2024.

Retained Earnings

In 2024, the Company's total retained earnings amounted to Rp754.03 billion, reflecting an 11.82% increase from Rp674.31 billion in 2023. This growth was driven by a net profit of Rp72.78 billion recorded in 2024.

- Ditentukan Penggunaannya

Saldo laba Perusahaan yang ditentukan penggunaannya pada tahun 2024 mencapai Rp1,02 triliun. tidak mengalami perubahan jika dibandingkan tahun 2023.

- Belum Ditentukan Penggunaannya

Jumlah saldo labayang belum ditentukan penggunaannya tahun 2024 tercatat mencapai (Rp264,30 miliar), lebih tinggi 23,17% dibandingkan tahun 2023 yang sebesar (Rp344,02 miliar). Kenaikan tersebut disebabkan oleh keuntungan yang dicatat Perusahaan sebesar Rp72,78 miliar pada tahun 2024.

- Appropriated Retained Earnings

The appropriated portion of retained earnings remained unchanged in 2024 at Rp1.02 trillion, consistent with 2023.

- Unappropriated Retained Earnings

Unappropriated retained earnings was recorded at (Rp264.30 billion) in 2024, an increase of 23.17% from (Rp344.02 billion) in 2023. The improvement was attributed to the profit of Rp72.78 billion recorded by the Company in 2024.

Penghasilan Komprehensif Lainnya

Jumlah penghasilan komprehensif lainnya tahun 2024 mencapai Rp223,11 miliar, lebih rendah 29,65% dibandingkan tahun 2023 yang sebesar Rp317,12 miliar. Penurunan tersebut disebabkan oleh menurunnya jumlah perubahan nilai wajar pada investasi Perusahaan pada tahun 2024.

Other Comprehensive Income

Other comprehensive income reached Rp223.11 billion in 2024, representing a 29.65% decrease from Rp317.12 billion in 2023. This decline was primarily due to changes in the fair value of the Company's investment portfolio in 2024.

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Ditentukan Penggunaannya	1.018.330	1.018.330	0	0,00%	Appropriated
Belum Ditentukan Penggunaannya	(264.295)	(344.022)	79.727	-23,17%	Unappropriated
Saldo Laba	754.035	674.308	79.727	11,82%	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	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Premi Reasuransi/ Premi Bruto	6.578.646	6.453.222	125.424	1,94%	Gross Reinsurance Premium
Premi Retrosesi/ Reasuransi	(3.012.168)	(3.251.789)	239.621	-7,37%	Retrocession/Reinsurance Premium
Penurunan (Kenaikan) Premi yang Belum merupakan Pendapatan	(57.379)	188.242	(245.621)	-130,48%	Decrease (Increase) in Unearned Premium Income
Pendapatan Premi- Bersih	3.509.099	3.389.675	119.424	3,52%	Premium Income-Net
Klaim Bruto	(3.804.876)	(3.461.356)	(343.52)	9,92%	Gross Claim
Klaim Reasuransi Keluar	1.929.633	1.291.636	637.997	49,39%	Reinsurance Claims Outward
Recoveries	1.376	37.419	(36.043)	-96,32%	Recoveries
Penurunan (Kenaikan) Cadangan Klaim	(623.420)	(36.769)	(586.651)	1595,50%	Decrease (Increase) in Claims Reserve
Beban Klaim-Bersih	(2.497.287)	(2.169.071)	(328.216)	15,13%	Claims Expense-Net
Pendapatan (Beban) Komisi- Bersih	(849.863)	(1.041.617)	191.754	-18,41%	Commission Income (Expenses)-Net
Beban <i>Underwriting</i> Lainnya	(42.453)	(1.369)	(41.084)	3001,02%	Other Underwriting Expenses

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Beban <i>Underwriting</i> -Bersih	(3.389.603)	(3.212.057)	(177.546)	5,53%	Investment Income-Net
Hasil <i>Underwriting</i> -Bersih	119.496	177.618	(58.122)	-32,72%	Net Underwriting Income
Hasil Investasi-Bersih	440.194	321.015	119.179	37,13%	Investment Income-Net
Beban Usaha	(398.679)	(384.802)	(13.877)	3,61%	Operating Expenses
Laba (Rugi) Usaha	161.011	113.830	47.181	41,45%	Profit (Loss) from Operations
Pendapatan (Beban) Lain-lain-Bersih	(150.829)	(105.082)	(45.747)	43,53%	Other Income (Expenses)-Net
Laba (Rugi) sebelum Pajak	10.183	8.748	1.435	16,40%	Profit (Loss) Before Tax
Manfaat (Beban) Pajak	62.597	47.292	15.305	32,36%	Tax Benefits (Expense)
Laba (Rugi) Tahun Berjalan	72.779	56.040	16.739	29,87%	Profit (Loss) For the Year
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	9.536	16.578	(7.042)	-42,48%	Remeasurement on Post Employee Benefit
Pajak Penghasilan Terkait Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi	(2.098)	(3.647)	1.549	-42,47%	Income Tax Related to Items that Will Not Be Reclassified to Profit or Loss
	7.438	12.931	(5.493)	-42,48%	
Keuntungan yang berasal dari revaluasi aset tetap	0	4.329	(4.329)	-100,00%	Gains from revaluation on fixed assets
Pajak Penghasilan Terkait Pos yang Tidak Akan Direklasifikasikan ke Laba Rugi	-	-	-	0,00%	Income Tax Related to Items that Will Not Be Reclassified to Profit or Loss
	0	4.329	(4.329)	-100,00%	
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	(100.345)	51.762	(152.107)	-293,86%	Gain on Changes in Fair Value of Available-for-Sale Financial Assets
Pajak Penghasilan Terkait Pos yang Akan Direklasifikasi ke Laba Rugi	6.331	(2.561)	8.892	-347,21%	Income Tax Related to Items that May Be Reclassified to Profit or Loss
	(94.014)	49.201	(143.215)	-291,08%	
Jumlah Penghasilan Komprehensif	(86.575)	66.461	(153.036)	-230,26%	Total Comprehensive Income
Jumlah Laba (Rugi) Komprehensif	(13.796)	122.501	(136.297)	-111,26%	Total Comprehensive Income (Loss)
Laba (Rugi) Tahun Berjalan					Profit (Loss) For The Year
• Diatribusikan ke Pemilik Entitas Induk	72.781	56.040	16.741	29,88%	• Attributable to Owner of Parent Entity
• Diatribusikan ke Kepentingan Nonpengendali	(1)	1	(2)	-200,00%	• Attributable to Non-Controlling Interest
Penghasilan Komprehensif					Comprehensive Income
• Diatribusikan kepada Pemilik Entitas Induk	(13.796)	122.500	(15.021)	-1226,20%	• Attributable to Owner of Parent Entity
• Diatribusikan kepada Kepentingan Nonpengendali	0	1	(1)	-100,00%	• Attributable to Non-Controlling Interest

Premi Reasuransi/Premi Bruto

Pada tahun 2024, Perusahaan mencatat premi reasuransi/premi bruto mencapai Rp6,58 triliun, lebih tinggi 1,94% dibandingkan tahun 2023 yang sebesar Rp6,45 triliun. Premi tersebut berasal dari reasuransi umum mencapai sebesar Rp4,30 triliun dan reasuransi jiwa sebesar Rp2,05 triliun. Kemudian premi bruto yang diperoleh dari entitas anak sebesar Rp228,31 miliar.

Premi Retrosesi/Reasuransi

Jumlah premi retrosesi/reasuransi Perusahaan di tahun 2024 tercatat mencapai (Rp3,01 triliun) menurun 7,37% dibandingkan tahun sebelumnya yang sebesar (Rp3,25 triliun).

Pendapatan Premi-Neto

Pada tahun 2024, pendapatan premi-neto Perusahaan mencapai Rp3,51 triliun, lebih tinggi 3,52% dibandingkan tahun 2023 yang sebesar Rp3,39 triliun.

Beban Klaim-Neto

Jumlah beban klaim-neto Perusahaan pada tahun 2024 mencapai (Rp2,50 triliun), naik 15,13% dibandingkan tahun 2023 yang sebesar (Rp2,17 triliun).

Beban Underwriting-Neto

Pada tahun 2024, jumlah beban *underwriting*-neto Perusahaan mengalami kenaikan 5,53%, sehingga menjadi (Rp3,39 triliun). Sementara pada tahun 2023 tercatat sebesar (Rp3,21 triliun).

Hasil Underwriting Bersih

Perusahaan mencatat hasil *underwriting* bersih pada tahun 2024 mencapai Rp119,50 miliar. Dibandingkan tahun 2023 yang sebesar Rp177,62 miliar, terjadi penurunan 32,72%.

Hasil Investasi – Bersih

Hasil investasi Perusahaan tahun 2024 mencapai Rp440,19 miliar, lebih tinggi 37,13% dibandingkan tahun 2023 yang sebesar Rp321,02 miliar. Kenaikan tersebut disebabkan oleh jumlah selisih kurs mata uang asing yang tinggi dibandingkan tahun 2023.

Beban Usaha

Jumlah beban usaha Perusahaan tahun 2024 tercatat mencapai (Rp398,68 miliar). Dibandingkan tahun 2023 yang sebesar (Rp384,80 miliar), mengalami kenaikan 3,61%. Peningkatan tersebut disebabkan oleh meningkatnya beban pegawai, beban umum, beban operasional dan beban manajemen tahun 2024.

Laba Usaha

Laba usaha untuk tahun 2024 tercatat mencapai Rp161,01 miliar, lebih tinggi 41,45% dibandingkan tahun 2023 yang sebesar Rp113,83 miliar. Kenaikan tersebut disebabkan oleh peningkatan hasil investasi dibandingkan dengan tahun 2023 dengan selisih sebesar Rp119,18 miliar.

Gross Reinsurance Premium

In 2024, the Company recorded total gross reinsurance premiums of Rp6.58 trillion, an increase of 1.94% from Rp6.45 trillion in 2023. These premiums were composed of Rp4.30 trillion from general reinsurance and Rp2.05 trillion from life reinsurance. Additionally, gross premiums contributed by subsidiaries totaled Rp228.31 billion.

Retrocession/Reinsurance Premiums

The total retrocession/reinsurance premiums amounted to (Rp3.01 trillion) in 2024, representing a 7.37% decrease from (Rp3.25 trillion) in 2023.

Net Premium Income

In 2024, net premium income reached Rp3.51 trillion, an increase of 3.52% from Rp3.39 trillion in 2023.

Net Claims Expense

The Company incurred net claims expenses of (Rp2.50 trillion) in 2024, a 15.13% increase from (Rp2.17 trillion) in the previous year.

Net Underwriting Expenses

Net underwriting expenses increased to (Rp3.39 trillion) in 2024, up 5.53% from Rp3.21 trillion in 2023.

Net Underwriting Income

In 2024, net underwriting income was recorded at Rp119.50 billion, showing a decline of 32.72% compared to Rp177.62 billion in 2023.

Net Investment Income

In 2024, the Company generated investment income of Rp440.19 billion, a 37.13% increase from Rp321.02 billion in 2023. This growth was primarily driven by higher foreign exchange gains compared to 2023.

Operating Expenses

The Company's operating expenses in 2024 amounted to (Rp398.68) billion, reflecting a 3.61% increase from (Rp384.80) billion in 2023. The increase was mainly due to rising personnel costs, general expenses, operational expenses, and management expenses in 2024.

Operating Profit

Operating profit in 2024 reached Rp161.01 billion, marking a 41.45% increase from Rp113.83 billion in 2023. The improvement was due to the increase in investment income compared to 2023, with a difference of Rp119.18 billion.

Laba (Rugi) Sebelum Pajak

Pada tahun 2024, Perusahaan membukukan laba sebelum pajak mencapai Rp10,18 miliar. Dibandingkan tahun 2023 yang sebesar Rp8,75 miliar, terjadi kenaikan 16,40%.

Laba (Rugi) Tahun Berjalan

Pada tahun 2024, laba tahun berjalan Perusahaan mencapai Rp72,78 miliar, lebih tinggi 29,87% dibandingkan tahun 2023 yang sebesar Rp56,04 miliar.

Penghasilan Komprehensif

Jumlah penghasilan komprehensif perusahaan pada tahun 2024 sebesar (Rp86,58 miliar). Dibandingkan dengan tahun 2023 yang sebesar Rp66,46 miliar, terjadi penurunan 230,26%.

ARUS KAS

Jumlah kas dan setara kas Indonesia Re pada akhir tahun 2024 tercatat mencapai Rp277,10 miliar lebih tinggi 49,05% dibandingkan tahun 2023 yang sebesar Rp185,91 miliar. Kenaikan tersebut disebabkan oleh peningkatan arus kas dari aktivitas operasi.

Loss Before Tax

The Company recorded a profit before tax of Rp10.18 billion in 2024, representing a 16.40% increase from Rp8.75 billion in 2023.

Profit (Loss) for the Year

Net profit for 2024 totaled Rp72.78 billion, an increase of 29.87% compared to Rp56.04 billion in 2023.

Comprehensive Income

Total comprehensive income for 2024 was recorded at (Rp86.58 billion) billion, reflecting a sharp decline of 230.26% from Rp66.46 billion in 2023.

CASH FLOW

As of the end of 2024, the Company's total cash and cash equivalents were recorded at Rp277.10 billion, an increase of 49.05% from Rp185.91 billion in 2023. This growth was mainly driven by improved cash flows from operating activities.

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	Pertumbuhan/Penurunan Increase/Decrease		Description
			Rp	%	
Arus kas dari Aktivitas Operasi	391.854	108.244	283,61	262,01%	Cash Flows from Operating Activities
Arus Kas dari Aktivitas Investasi	(219.283)	71.607	(290.89)	-406,23%	Cash Flows from Investing Activities
Arus Kas dari Aktivitas Pendanaan	(81.382)	(61.133)	(20.249)	33,12%	Cash Flows from Financing Activities
Kenaikan/(Penurunan) kas dan setara kas bersih	91.189	118.718	(27.529)	-23,19%	Increase/(Decrease) of Cash and Cash Equivalents-Net
Kas dan setara kas awal tahun	185.909	67.191	118.718	176,69%	Cash and Cash Equivalents at Beginning of the Year
Kas dan setara kas akhir tahun	277.097	185.909	91.188	49,05%	Cash and Cash Equivalents at End of the Year

Arus Kas dari Aktivitas Operasi

Arus kas masuk diperoleh dari penerimaan premi asuransi/reasuransi dan penerimaan klaim retirosesi/reasuransi. Sedangkan arus kas keluar digunakan untuk pembayaran premi retirosesi/reasuransi, pembayaran klaim asuransi, beban usaha termasuk beban pajak. Pada tahun 2024, arus kas bersih yang diperoleh dari aktivitas operasi mencapai Rp391,85 miliar, lebih tinggi 262,01% dibandingkan tahun 2023 sebesar Rp108,24 miliar.

Arus Kas dari Aktivitas Investasi

Arus kas masuk diperoleh dari penerimaan hasil investasi dan pencairan investasi. Sedangkan arus kas keluar digunakan untuk penempatan investasi dan pembelian aset tetap. Pada tahun 2024, arus kas bersih yang diperoleh dari aktivitas investasi mencapai (Rp219,28 miliar), lebih rendah 406,23% dibandingkan tahun 2023 yang sebesar Rp71,61 miliar.

Cash Flows from Operating Activities

Cash inflows were derived from receipt of insurance/reinsurance premiums and receipt of retrocession/reinsurance claims. On the other hand, cash outflows were used for retrocession/reinsurance premium payments, insurance claim settlements, and operating expenses, including taxes. Net cash flow from operating activities reached Rp391.85 billion in 2024, representing a significant increase of 262.01% from Rp108.24 billion in 2023.

Cash Flows from Investing Activities

Cash inflows from investing activities were generated through investment income and the redemption of investment instruments, while cash outflows were primarily for new investment placements and the acquisition of fixed assets. In 2024, the Company recorded a net cash flow of (Rp219.28 billion) from investing activities, a substantial decrease of 406.23% compared to 2023, which was Rp71.61 billion.

Arus Kas dari Aktivitas Pendanaan

Arus kas keluar utamanya digunakan untuk pembayaran utang bunga OWK dan angsuran pinjaman RDI. Pada tahun 2024, arus kas bersih yang digunakan untuk aktivitas pendanaan mencapai (Rp81,38) miliar. Dibandingkan dengan tahun 2023 sebesar (Rp61,13) miliar, terjadi kenaikan 33,12%.

RASIO KEUANGAN UTAMA

Tahun 2024, secara umum indikator kinerja Perusahaan yang ditunjukkan melalui rasio-rasio keuangan mengalami kenaikan.

Cash Flows from Financing Activities

Cash outflows from financing activities were mainly used for the payment of OWK interest obligations and installments on the RDI loan. In 2024, net cash used in financing activities totaled (Rp81.38) billion, a 33.12% increase from (Rp61.13) billion in 2023.

KEY FINANCIAL RATIOS

In 2024, the Company's performance indicators, as measured by financial ratios, showed improvement.

Uraian	2024	2023	Description
Rasio Laba (Rugi) Sebelum Pajak terhadap Rata-rata Aset	0,07%	0,07%	Profit (Loss) Before Tax to Average Assets Ratio
Rasio Laba (Rugi) terhadap Rata-rata Ekuitas	2,78%	2,13%	Profit (Loss) to Average Equity Ratio
Rasio Solvabilitas (RBC)	132,83%	132,65%	Solvency Ratio (RBC)
Rasio Likuiditas	119,45%	122,38%	Liquidity Ratio
Rasio Investasi terhadap Kewajiban	54,27%	55,52%	Investment to Liabilities Ratio
Rasio Hasil Investasi terhadap Rata-rata Investasi	6,55%	5,14%	Return on Investment to Average Investment Ratio
Rasio Hasil Underwriting terhadap Pendapatan Premi Bruto	1,82%	2,75%	Underwriting Income to Gross Premium Income Ratio
Rasio Kecukupan Investasi	139,20%	147,52%	Rasio Kecukupan Investasi

Rasio Laba (Rugi) Sebelum Pajak terhadap Rata-Rata Aset

Rasio laba (rugi) sebelum pajak terhadap rata-rata aset tahun 2024 mencapai 0,07%, relatif sama jika dibandingkan tahun 2023 yang tercatat 0,07%.

Profit (Loss) Before Tax to Average Assets Ratio

In 2024, the ratio of profit (loss) before tax to average assets was recorded at 0.07%, showing no significant change from 2023, which also recorded the same percentage.

Rasio Laba (Rugi) terhadap Rata-Rata Ekuitas

Pada tahun 2024, Perusahaan mencatatkan rasio laba (rugi) terhadap rata-rata ekuitas sebesar 2,78% mengalami kenaikan 30,86% dibandingkan tahun 2023 yang sebesar 2,13%.

Profit (Loss) to Average Equity Ratio

The Company's profit (loss) to average equity ratio in 2024 was 2.78%, reflecting a 30.52% improvement compared to 2.13% in 2023.

Rasio Solvabilitas (Risk Based Capital/RBC)

Rasio solvabilitas Perusahaan pada 2024 mencapai 132,83% naik 0,14% dibandingkan tahun 2023 yang sebesar 132,65%.

Solvency Ratio (Risk-Based Capital/RBC)

In 2024, the solvency ratio increased slightly to 132.83%, up by 0.14% from 132.65% in 2023.

Rasio Likuiditas

Pada tahun 2024, rasio likuiditas Perusahaan mencapai 119,45%. Dibandingkan tahun 2023 yang sebesar 122,38% terjadi penurunan 2,39%.

Liquidity Ratio

The Company's liquidity ratio rose to 119.45% in 2024, marking a 2.39% decrease from 122.38% in 2023.

Rasio Investasi terhadap Kewajiban

Rasio investasi terhadap kewajiban Perusahaan pada 2024 adalah 54,27% turun 2,25% dibandingkan tahun 2023 yang sebesar 55,52%.

Investment to Liabilities Ratio

In 2024, the investment-to-liabilities ratio was 54.27%, reflecting a 2.25% decrease from 2023's figure of 55.52%.

Rasio Hasil Investasi terhadap Rata-rata Investasi

Perusahaan mencatatkan rasio hasil investasi terhadap rata-rata investasi tahun 2024 sebesar 6,55%, lebih tinggi 28,62% dibandingkan tahun 2023 yang sebesar 5,14%.

Return on Investment to Average Investment Ratio

This ratio reached 6.55% in 2024, showing a 28.62% increase compared to 5.14% in 2023.

Rasio Hasil *Underwriting* terhadap Pendapatan Premi Bruto
Rasio hasil *underwriting* terhadap pendapatan premi bruto Perusahaan tahun 2024 tercatat mencapai 1,82%. Dibandingkan tahun 2023 yang sebesar 2,75%, mengalami penurunan 33,95%.

Rasio Kecukupan Investasi

Perusahaan mencatatkan rasio kecukupan investasi pada 2024 mencapai 139,20%, lebih rendah 5,64% dibandingkan tahun 2023 yang sebesar 147,52%.

KEMAMPUAN MEMBAYAR UTANG

Kemampuan membayar utang perusahaan asuransi tercermin dari tingkat kesehatan perusahaan. Perusahaan wajib mematuhi Peraturan Otoritas Jasa Keuangan Nomor 5 Tahun 2023 tentang Perubahan Kedua atas POJK No. 71/POJK.05/2016 tentang Kesehatan Keuangan Perusahaan Asuransi dan Perusahaan Reasuransi dimana batas minimal RBC yang wajib dipenuhi adalah 120%.

Kemampuan Membayar Utang Jangka Pendek

Kemampuan Perusahaan dalam membayar utang jangka pendek tergambar pada rasio kecukupan investasi dan rasio likuiditas. Pada tahun 2024, nilainya masing-masing 139,20% dan 119,45%.

Kemampuan Membayar Utang Jangka Panjang

Hingga berakhirnya tahun buku 2024, Perusahaan tidak memiliki utang jangka panjang yang bersifat pendanaan.

TINGKAT KESEHATAN PERUSAHAAN

Penilaian tingkat kesehatan Perusahaan mengacu pada Peraturan Otoritas Jasa Keuangan Nomor 5 Tahun 2023 tentang Perubahan Kedua atas POJK No. 71/POJK.05/2016 tentang Kesehatan Keuangan Perusahaan Asuransi dan Perusahaan Reasuransi.

Sesuai peraturan tersebut, tingkat kesehatan suatu perusahaan asuransi dilihat dari pencapaian batas tingkat solvabilitas. Berdasarkan peraturan tersebut, target tingkat solvabilitas paling rendah 120% dari Modal Minimum Berbasis Risiko (MMBR). Rasio pencapaian solvabilitas pada tanggal 31 Desember 2024 dan 2023 dihitung sesuai dengan POJK Nomor 5 Tahun 2023.

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 2024, perhitungan Modal Minimum Berbasis Risiko (MMBR) Sesuai laporan perusahaan kepada Otoritas Jasa Keuangan adalah sebagai berikut:

Underwriting Income to Gross Premium Income Ratio

The underwriting income-to-gross premium income ratio dropped to 1.82% in 2024, a 33.95% decline from 2.75% in 2023.

Investment Adequacy Ratio

In 2024, the Company's investment adequacy ratio was 139.20%, showing a 5.64% decrease from 147.52% in 2023.

ABILITY TO REPAY DEBTS

An insurance company's soundness is reflected in its ability to repay debts. In line with the Financial Services Authority Regulation No. 5 of 2023, which amends POJK No. 71/POJK.05/2016 concerning the financial soundness of insurance and reinsurance companies, companies must maintain a minimum RBC ratio of 120%.

Ability to Repay Short-Term Debts

The Company's ability to repay its short-term debt is reflected in the Investment Adequacy Ratio and Liquidity Ratio. In 2024, the values were 139.20% and 119.45%, respectively.

Ability to Repay Long-Term Debts

Until the end of the 2024 fiscal year, the Company did not have long-term financing debt.

COMPANY SOUNDNESS LEVEL

The Company's financial health assessment is based on the Financial Services Authority Regulation No. 5 of 2023, which serves as the second amendment to POJK No. 71/POJK.05/2016 regarding the Financial Soundness of Insurance and Reinsurance Companies.

According to this regulation, an insurance company's health status is primarily determined by meeting the required solvency threshold. The stipulated minimum solvency level is 120% of the Minimum Risk-Based Capital (MMBR). The solvency ratios as of December 31, 2024, and 2023, were calculated in accordance with the provisions of POJK No. 5/2023.

For the purpose of determining the Minimum Solvency Level Limit (BTSM) or Minimum Risk-Based Capital (MMBR), the assessment of assets and liabilities follows the valuation methods set out by the OJK. Based on the Company's submission to the Financial Services Authority, the Minimum Risk-Based Capital (MMBR) calculation for December 31, 2023, is as follows:

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	2024	2023	2022	Description
Tingkat Solvabilitas				Solvency Ratio
Aset yang Diperkenankan	12.014.584	11.339.745	8.981.197	Admitted Assets
Liabilitas	10.412.776	9.745.405	7.516.136	Liabilities
Total Tingkat Solvabilitas	1.601.808	1.594.340	1.465.061	Total Solvency Ratio
Modal Minimum Berbasis Risiko				Minimum Risk-Based Capital
Risiko Asuransi	7.998.354	672.785	684.933	Insurance Risk
Risiko Kredit	238.294	242.962	201.653	Credit Risk
Risiko Pasar	160.829	272.678	228.071	Market Risk
Risiko Operasional	2.613	2.449	2.306	Operational Risk
Risiko Likuiditas	5.810	11.005	0	Liquidity Risk
Total Modal Minimum Berbasis Risiko	1.205.900	1.201.880	1.116.963	Minimum Risk-Based Capital
Kelebihan Batas Tingkat Solvabilitas	395.907	392.460	348.098	Excess of Minimum Solvency Margin Limit
Rasio Pencapaian Solvabilitas (%)	132,83%	132,65%	131,16%	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 fully owned by the Government of the Republic of Indonesia, with total stated capital amounting to Rp878,358,000,000. This ownership structure is outlined in Notarial Deed No. 7, dated September 17, 2018, made before Nanda Fauz Iwan, S.H., M.Kn., and consists of the following:

- 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)

Uraian	2024		2023		2022		Description
	Rp	%	Rp	%	Rp	%	
RDI	324.819	10,56%	328.202	10,61%	331.586	11,01%	Investment Fund Account
OWK	900.000	29,25%	900.000	29,09%	900.000	29,88%	Mandatory Convertible Bonds
Ekuitas (Termasuk Modal Disetor)	1.851.723	60,19%	1.865.313	60,30%	1.780.209	59,11%	Equity (Incl.Paid-In Capital)
Total	3.076.542	100,00%	3.093.515	100,00%	3.011.794	100,00%	Total

IKATAN MATERIAL UNTUK INVESTASI BARANG MODAL

Sepanjang tahun 2024, Perusahaan tidak memiliki ikatan yang material untuk investasi barang modal dengan pihak manapun. Dengan demikian, rincian informasi mengenai hal ini tidak dapat disampaikan.

MATERIAL COMMITMENT TO CAPITAL GOODS INVESTMENT

Throughout 2024, the Company did not enter into any significant commitments related to capital goods investments. Therefore, there is no information to disclose in this regard.

INVESTASI BARANG MODAL YANG DIREALISASIKAN PADA TAHUN BUKU 2024

CAPITAL GOODS INVESTMENT REALIZED IN THE 2024 FISCAL YEAR

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	23.909
Peralatan dan Perabotan Equipment and Furniture	Menunjang Kinerja dan Operasional Perusahaan Supporting the Company's performance and operations	1.817
Teknologi Informasi Information Technology	Menunjang Kinerja dan Operasional Perusahaan Supporting the Company's performance and operations	28.470

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 ACCOUNTANT'S REPORT DATE

No material information or facts occurred between the date of the accountant's report and the issuance of this annual report. Accordingly, there are no relevant disclosures to be made on this matter.

PERBANDINGAN TARGET DAN REALISASI

Target dan Realisasi

Secara umum, Perusahaan mampu mencapai sebagian besar target keuangan pada tahun 2024. Laba usaha sebesar Rp72,78 miliar atau 107,76% dari RKAP (Rencana Kerja dan Anggaran Perusahaan) 2024 sebesar Rp67,54 miliar. Efisiensi Beban Usaha yang dilakukan Perusahaan berhasil menekan target biaya sebesar Rp82,81 miliar. Sementara untuk RBC, Perusahaan mampu mencapai 132,83% lebih tinggi dari RKAP 2024 sebesar 120,51% (RBC tanpa PMN).

COMPARISON OF TARGETS AND REALIZATIONS

Target and Realization

In general, the Company successfully met the majority of its financial targets in 2024. Operating profit reached Rp72.78 billion, exceeding the 2023 Budget and Work Plan (RKAP) target of Rp67.54 billion, or 107.76%. In terms of cost management, the Company demonstrated strong operating expense efficiency, achieving savings of Rp82.81 billion against the expense target. Additionally, the RBC ratio reached 132.83%, exceeding the 2024 RKAP target of 120.51% (RBC excluding PMN).

(Rp Juta, kecuali dinyatakan lain) / (Rp Million, unless stated otherwise)

Uraian	Target RKAP 2024 2024 RKAP Target	Realisasi 2024 2024 Realization	Pencapaian RKAP RKAP Achievement		Description
	Rp	Rp	Rp	%	
Premi Bruto	6.148.615	6.578.646	430.030	106,99%	Gross Premium
Hasil <i>Underwriting</i> Bersih	324.033	119.496	(204.537)	36,88%	Net Underwriting Result
Hasil Investasi	306.981	440.194	133.214	143,39%	Investment Gains
Beban Usaha	(481.487)	(398.679)	82.808	82,80%	Operating Expenses
Laba Setelah Pajak	67.536	72.779	5.243	107,76%	Profit After Tax
Tingkat Solvabilitas/(dalam %)	120,51%	132,83%	12,32%	110,32%	Risk Based Capital (RBC) (in %)
Jumlah Aset	15.602.165	15.296.697	(305.468)	98,04%	Total Assets
Jumlah Ekuitas	3.858.134	2.525.021	(1.333.112)	65,45%	Total Equity

PROSPEK USAHA

- Kondisi ekonomi dan industri tahun 2025

Pada tahun 2025, proyeksi pertumbuhan ekonomi Indonesia bervariasi. Pemerintah menargetkan pertumbuhan sebesar 5,2%, Kerja Sama dan Pembangunan Ekonomi (OECD) menurunkan proyeksi pertumbuhan Indonesia menjadi 4,9% dari sebelumnya 5,2%, yang mengindikasikan adanya potensi perlambatan ekonomi. Bank Dunia memproyeksikan pertumbuhan ekonomi Indonesia mencapai 5,1%.

Pada tahun depan, perekonomian Indonesia dihadapkan pada tantangan seperti penurunan konsumsi rumah tangga, tekanan pada nilai tukar rupiah terhadap dolar Amerika Serikat, dan ketidakpastian ekonomi global. Namun, peluang untuk bergerak positif tetap ada, yakni melalui kebijakan moneter yang akomodatif, pengendalian inflasi yang efektif, dan upaya diplomasi ekonomi untuk mengatasi hambatan perdagangan internasional.

Untuk Industri, Otoritas Jasa Keuangan (OJK) memproyeksikan industri asuransi dan dana pensiun pada tahun 2025 tetap tumbuh seiring optimisme terhadap pertumbuhan ekonomi nasional. Namun, industri ini juga menghadapi tantangan, seperti ketidakpastian ekonomi global, risiko bencana alam akibat perubahan iklim, dan persaingan bisnis yang semakin ketat.

Peraturan OJK Nomor 23 Tahun 2023 mengharuskan perusahaan asuransi untuk meningkatkan permodalan secara bertahap pada tahun 2026 dan tahun 2028, sehingga menambah tantangan bagi industri. Secara keseluruhan, meskipun terdapat proyeksi pertumbuhan, perekonomian dan industri perasuransian Indonesia pada 2025 menghadapi berbagai tantangan yang memerlukan perhatian dan strategi adaptasi yang tepat.

Prospek Bisnis Perusahaan

Perusahaan memperkirakan pasar bisnis reasuransi umum akan bergerak ke arah *softening* pada tahun 2025, namun dengan beberapa catatan. Hal ini tercermin dengan mulai meningkatnya kapasitas reasuransi dari luar negeri ke pasar reasuransi domestik. Kapasitas tersebut datang selain dari perusahaan-perusahaan reasuransi global serta mulai masuknya kapasitas dari pasar alternatif.

Hal-hal yang masih belum memberikan kepastian terhadap pasar perasuransian, antara lain terjadinya klaim-klaim *catastrophic losses* di beberapa region, situasi sektor perdagangan internasional, kondisi di pasar modal internasional termasuk efek dari kebijakan ekonomi dan perdagangan negara dan region besar seperti Amerika Serikat, China, Jepang, Uni Eropa, dan ASEAN, serta adanya ketidakpastian dalam situasi konflik di Ukraina dan Timur Tengah.

BUSINESS PROSPECTS

- Economic and industrial conditions in 2025

In 2025, forecasts for Indonesia's economic growth are varied. While the government has set a target of 5.2% as outlined in the 2025 State Budget Law, international organizations offer more cautious outlooks. The Organization for Economic Co-operation and Development (OECD), for instance, has revised its projection downward to 4.9% from the previous 5.2%, signaling concerns about a potential economic slowdown. The World Bank estimates growth at 5.1%.

The Indonesian economy is expected to face several challenges in the coming year, including weakening household consumption, pressure on the rupiah against the US dollar, and ongoing global economic uncertainty. Nevertheless, there are still opportunities for positive momentum, driven by accommodative monetary policies, controlled inflation, and strategic economic diplomacy aimed at reducing trade barriers.

The Financial Services Authority (OJK) anticipates continued growth in the insurance and pension fund sectors in 2025, supported by positive expectations for national economic performance. However, the industry also faces challenges, including global economic uncertainty, the increasing risk of natural disasters linked to climate change, and intensifying market competition.

Additionally, OJK Regulation No. 23 of 2023 requires a phased capital increase for insurance companies through 2026 and 2028, adding further pressure to the industry. In summary, although growth is projected, both the Indonesian economy and the insurance sector in 2025 will need to navigate significant challenges, requiring strategic adaptation and proactive management.

Company Business Prospects

The Company anticipates that the general reinsurance treaty market will trend toward softening in 2025, albeit with certain considerations. This outlook is influenced by the growing availability of reinsurance capacity from the overseas entering the domestic market. This capacity comes from global reinsurance companies as well as the entry of alternative markets.

Several factors continue to create uncertainty in the reinsurance market. These include catastrophic loss claims in various regions, fluctuations in the global trade sector, volatility in international capital markets, and the impact of economic and trade policies from major countries, such as the United States, China, Japan, the European Union, and ASEAN, as well as ongoing geopolitical tensions, particularly in Ukraine and the Middle East.

Perusahaan meyakini bahwa kebijakan pemerintah akan turut berpengaruh dalam pasar perasuransian Indonesia, termasuk di sektor reasuransi. Kebijakan ekonomi yang dijalankan yang berimbas pada daya beli masyarakat merupakan salah satu faktor dalam perkembangan produk reasuransi/asuransi terutama di sektor *personal lines* seperti kendaraan bermotor, asuransi perjalanan, dan asuransi kesehatan.

Sementara kemudahan membuka usaha dan berinvestasi juga akan mendorong perembangan sektor reasuransi dalam segmen *commercial lines*, misalnya produk dukungan reasuransi terutama untuk asuransi properti, pengangkutan, dan rekayasa.

Dalam menghadapi situasi yang berpotensi berkembang di tahun 2025, secara umum Perusahaan masih akan melanjutkan kebijakan *underwriting* yang menitikberatkan pada perbaikan dan optimalisasi portofolio. Inisiatif tersebut, antara lain dilakukan melalui optimalisasi struktur treaty untuk mencapai treaty *balance*, pembatasan akumulasi risiko dengan pembatasan praktik koasuransi dan *inward business*, perbaikan dan optimalisasi pricing baik untuk program proporsional maupun non-proporsional, serta perbaikan *terms and conditions*. Perusahaan juga menerapkan *full reporting bordereaux* di program treaty proporsional untuk mendukung penguatan data.

Selain itu, Perusahaan membatasi pemberian kapasitas atau berpartisipasi dalam program yang tidak memenuhi target profitabilitas atau yang memiliki volatilitas tinggi. Di lain sisi, Perusahaan akan mengeksplorasi potensi bisnis maupun klien atau lini usaha baru. Perusahaan terus mengedepankan *prudential underwriting* disertai dengan strategi yang adaptif terhadap perkembangan pasar.

Terkait dengan lini bisnis fakultatif reasuransi umum, sama halnya dengan treaty pasarnya diprediksi terus bergerak ke arah *softening*. Hal ini dilihat dari mulai meningkatnya kapasitas reasuransi yang tersedia sejak paruh kedua 2024. Secara umum, Perusahaan mencanangkan target usaha yang konservatif dan bertumpu pada hasil *underwriting* daripada pertumbuhan premi.

Perusahaan juga masih dalam mode transformasi portofolio, terutama di bisnis-bisnis yang masih belum profit. Setelah secara fundamental membenahi pendekatan *underwriting* dengan kebijakan akseptasi sejak 2023, di tahun 2025 Perusahaan akan berfokus pada pembenahan model operasi dengan mengevaluasi SOP, pengembangan teknologi, serta peningkatan kapabilitas SDM.

Indonesia Re optimis terhadap peluang pertumbuhan yang didorong oleh stabilitas ekonomi nasional, peningkatan kesadaran terhadap pentingnya asuransi serta akselerasi digitalisasi di industri reasuransi. Namun, tantangan seperti ketidakpastian global, perubahan regulasi dan dinamika

The Company believes that government policies will also influence the Indonesian insurance market, including in the reinsurance sector. Economic policies that are implemented that have an impact on people's purchasing power are one of the factors in the development of reinsurance/insurance products, especially in the personal lines sector such as motor vehicles, travel insurance, and health insurance.

At the same time, improved ease of doing business and increased investment are expected to stimulate growth in the reinsurance sector's commercial lines segment, particularly in reinsurance products supporting property, transportation, and engineering insurance.

In anticipation of potential developments in 2025, the Company plans to maintain its underwriting strategy with a continued focus on portfolio improvement and optimization. These efforts include enhancing treaty structures to maintain treaty balance, managing risk accumulation by limiting coinsurance and inward business, refining pricing strategies for both proportional and non-proportional programs, and improving terms and conditions. Additionally, the Company enforces *bordereaux* full reporting in its proportional treaty programs to support data strengthening.

The Company also limits providing capacity or participating in programs that fail to meet profitability targets or have high volatility. On the other hand, it explores new business potential from new markets, clients, or lines of business. The Company remains prioritized prudential underwriting practices, supported by strategies that are adaptive to evolving market conditions.

In the general reinsurance facultative segment, the market is predicted to continue to move towards softening, as indicated by the growing availability of reinsurance capacity starting in the second half of 2024. In general, the Company has adopted a conservative business target, prioritizing underwriting profitability over premium growth.

The Company remains in the process of transforming its portfolio, particularly in underperforming business segments. Following the fundamentally improving underwriting approach with acceptance policy in 2023, the focus for 2025 will shift to enhancing the operating model through SOP evaluation, technological development, and strengthening Human Resource capabilities.

Indonesia Re remains optimistic about growth prospects, supported by national economic stability, rising awareness of insurance, and the accelerating digital within the reinsurance industry. However, global uncertainties, regulatory changes, and risk dynamics remain factors that need to be anticipated.

risiko, tetap menjadi faktor yang perlu diantisipasi. Untuk itu, Perusahaan akan terus memperkuat strategi pertumbuhan berkelanjutan dengan fokus pada inovasi produk, diversifikasi portofolio, serta optimalisasi proses bisnis berbasis data dan teknologi.

Untuk mencapai target yang telah ditetapkan, Indonesia Re akan menerapkan pendekatan berbasis analisis pasar yang mendalam dan pengelolaan risiko yang adaptif. Evaluasi terhadap efektivitas strategi yang dijalankan akan dilakukan secara berkala guna memastikan keselarasan dengan perkembangan industri dan kebutuhan pasar. Dengan langkah-langkah strategis yang terarah serta eksekusi yang disiplin, Indonesia Re berkomitmen untuk meningkatkan daya saing, memperkuat fundamental bisnis, serta menciptakan pertumbuhan yang berkelanjutan di tahun 2025 dan seterusnya.

Peluang Perseroan di tengah kondisi yang berkembang

Sedangkan peluang di bisnis fakultatif reasuransi Indonesia, di tengah kondisi yang berkembang saat ini, dapat dilihat dari beberapa perspektif:

1. Pertumbuhan Ekonomi dan Pembangunan Infrastruktur:

- Pertumbuhan ekonomi Indonesia secara umum akan mendorong peningkatan kebutuhan asuransi di berbagai sektor.
- Proyek-proyek pembangunan infrastruktur yang sedang berjalan dan direncanakan akan menciptakan permintaan besar untuk asuransi properti, rekayasa, dan tanggung gugat, yang sebagian besar akan membutuhkan dukungan reasuransi fakultatif untuk risiko-risiko yang kompleks dan bernilai tinggi.

2. Kompleksitas Risiko yang Meningkat:

Seiring dengan perkembangan bisnis dan teknologi, risiko yang dihadapi perusahaan asuransi menjadi semakin kompleks dan beragam, seperti risiko siber, energi baru dan terbarukan, serta risiko bencana alam yang semakin tidak terprediksi. Reasuransi fakultatif memberikan solusi yang fleksibel untuk menangani risiko-risiko spesifik ini yang mungkin tidak tercakup dalam perjanjian reasuransi treaty.

3. Keterbatasan Kapasitas Reasuransi Treaty:

Untuk risiko-risiko dengan nilai pertanggungan yang sangat besar atau karakteristik yang unik, kapasitas reasuransi treaty mungkin tidak mencukupi. Dalam hal ini, reasuransi fakultatif menjadi pilihan utama bagi perusahaan asuransi untuk mendapatkan perlindungan tambahan.

4. Regulasi dan Tingkat Retensi Sendiri:

Peraturan Otoritas Jasa Keuangan (POJK) yang mengatur tingkat retensi sendiri perusahaan asuransi juga dapat mendorong permintaan reasuransi fakultatif. Jika suatu risiko melebihi batas retensi perusahaan asuransi, maka kelebihan risiko tersebut perlu direasuransikan, dan untuk risiko-risiko yang tidak standar, fakultatif menjadi solusi.

To address these, the Company is committed to reinforcing its sustainable growth strategy, centered on product innovation, portfolio diversification, and the optimization of data- and technology-driven business processes.

To reach its established goals, Indonesia Re will adopt a strategy grounded in thorough market analysis and adaptive risk management. The effectiveness of this approach will be reviewed regularly to ensure it remains aligned with evolving industry trends and market demands. Through focused strategic initiatives and disciplined implementation, Indonesia Re is committed to enhancing its competitiveness, reinforcing its business foundation, and driving sustainable growth in 2025 and the years to follow.

Company opportunities amidst developing conditions

Meanwhile, opportunities in the Indonesian facultative reinsurance market, given the current evolving conditions, can be viewed from several angles:

1. Economic Growth and Infrastructure Expansion:

- Overall economic growth in Indonesia is expected to boost insurance demand across multiple industries.
- Both current and upcoming infrastructure projects are likely to generate substantial need for property, engineering, and liability insurance, areas that often rely on facultative reinsurance to cover complex or high-value risks.

2. Increasing Complexity of Risks:

- Along with the development of business and technology, insurance companies are encountering a broader and more complex range of risks, such as cyber threats, new and renewable energy, and increasingly unpredictable natural disasters. Facultative reinsurance offers a flexible way to manage these specific risks that often fall outside the scope of standard treaty reinsurance arrangements.

3. Limitations of Treaty Reinsurance Capacity:

When dealing with risks that involve exceptionally high coverage limits or possess unique features, treaty reinsurance may not offer adequate capacity. In such cases, facultative reinsurance serves as the main solution for insurance companies seeking additional protection.

4. Regulation and Own Retention Rate:

Regulations from the Financial Services Authority (POJK) regarding insurance companies' own retention rates can increase the need for facultative reinsurance. When a risk exceeds insurance companies' retention threshold, the excess risk needs to be reinsured, and in the case of non-standard risks, facultative reinsurance becomes the solution.

Pada aspek bisnis fakultatif, dalam rangka menciptakan portofolio yang sehat dan kuat pada COB *Casualty*, Perusahaan akan melakukan *monitoring* dan reviu seluruh akun-akun yang dimiliki dan melakukan penyesuaian atas akun yang memiliki performa kurang baik. Hal ini diharapkan akan memberikan kontribusi yang positif kepada Perusahaan.

Perusahaan akan menerapkan *underwriting excellence*, termasuk *underwriting guideline* dan *delegation of authority*, *4-eyes principle*. Inisiatif ini diwujudkan untuk memastikan bahwa proses bisnis dilakukan dengan penuh kehati-hatian, sesuai tata kelola, dan meminimalkan risiko.

Sementara untuk bisnis reasuransi jiwa, diharapkan ada peningkatan kesadaran masyarakat terhadap pentingnya asuransi jiwa. Hal ini diharapkan dapat meningkatkan nilai penetrasi pengguna asuransi di Indonesia. Bagi Perusahaan, dukungan digitalisasi, inovasi produk, dan integrasi teknologi dalam proses *underwriting*, diharapkan menjadi pendorong utama bagi lini bisnis ini.

Kendati demikian, Perusahaan tidak memungkirinya adanya tantangan dari ketidakpastian ekonomi global, inflasi, dan perubahan tingkat suku bunga yang dapat memengaruhi daya beli dan premi asuransi. Reasuransi jiwa perlu menyesuaikan portofolio risiko untuk tetap kompetitif.

Dalam 2 (dua) tahun terakhir, premi asuransi maupun reasuransi mengalami penurunan secara konstan. Hal ini tidak lepas dari keadaan ekonomi secara makro dan juga dampak dari beberapa perubahan regulasi di masa lalu. Dampak ini diyakini masih akan berlanjut di tahun 2025.

Perkembangan regulasi yang semakin ketat, antara lain kepatuhan standar akuntansi internasional (seperti IFRS 17) serta penguatan prinsip manajemen risiko, akan menjadi tantangan sekaligus peluang untuk meningkatkan tata kelola perusahaan. Kendati demikian, peningkatan jumlah penduduk usia lanjut serta fokus pada kesehatan pascapandemi akan mendorong permintaan produk asuransi jiwa dengan manfaat spesifik, seperti kesehatan dan penyakit kritis.

Dengan maraknya perbaikan produk asuransi kesehatan, kondisi bisnis reasuransi jiwa akan membaik, apalagi dengan adanya komitmen bersama seluruh Industri, Indonesia Re percaya perbaikan portofolio akan berjalan dengan baik.

Berbagai upaya yang akan dilakukan oleh Perusahaan pada tahun 2025, antara lain:

a. Diversifikasi Portofolio Produk

- Memperluas produk reasuransi jiwa yang mencakup segmen kesehatan, penyakit kritis dan lain lain

In the facultative business aspect, particularly within the COB *Casualty*, the Company is committed to building a healthy and resilient portfolio. To achieve this, the Company will closely monitor and review all existing accounts, making necessary adjustments to underperforming ones. These measures are intended to provide a positive contribution to the Company.

The Company will implement underwriting excellence, including underwriting guidelines and delegation of authority, the four-eyes principle, ensuring that business processes are conducted with prudence and align with the governance practices, and minimizing risk.

Meanwhile, in the life reinsurance sector, public awareness of the importance of life insurance is expected to grow, potentially leading to increased insurance penetration in Indonesia. For the Company, key growth drivers in this business line will include support for digitalization, product innovation, and the integration of technology in the underwriting process.

However, the Company acknowledges that challenges such as global economic uncertainty, inflation, and fluctuating interest rates may impact purchasing power and insurance premiums. To stay competitive, the life reinsurance segment must continue adapting its risk portfolio.

Over the past two years, both insurance and reinsurance premiums have shown a consistent decline, largely influenced by macroeconomic conditions and the lingering effects of previous regulatory changes—a trend expected to persist into 2025.

The introduction of stricter regulations, including the adoption of international accounting standards (such as IFRS 17) and the reinforcement of risk management principles, presents both challenges and opportunities for enhancing corporate governance. At the same time, a growing elderly population and increased awareness of health issues in the post-pandemic era are expected to drive demand for life insurance products offering specific benefits, such as health and critical illness coverage.

As health insurance products continue to evolve and improve, the outlook for the life reinsurance sector is expected to strengthen. With collective support from the industry, Indonesia Re is confident that portfolio enhancements will progress positively.

Outlining the initiatives the Company plans to undertake in 2025, including:

a. Product Portfolio Diversification

- Expanding the life reinsurance products that cover health, critical illness, and others.

b. Penguatan Teknologi Digital

- Pengembangan platform digital untuk kemitraan dengan perusahaan asuransi langsung guna mempercepat proses reasuransi.
- pembaharuan *pricing tools* berdasarkan asumsi *experience data internal* dan juga eksternal.

c. Peningkatan Kemitraan Strategis

- Menjalinkan kerja sama strategis dengan perusahaan asuransi jiwa untuk menciptakan produk yang inovatif dan mudah diakses oleh masyarakat.
- *Sharing Knowledge experience study* yang dapat digunakan *ceding company* dalam pengembangan produk dan keperluan *actuarial control cycle*.

d. Manajemen Risiko yang Lebih Ketat

- Memperkuat pengelolaan portofolio risiko melalui analisis data yang lebih canggih, diversifikasi risiko, dan rekalisasi cadangan teknis sesuai dengan kondisi pasar.
- program perbaikan portofolio atas produk-produk yang masih memberikan kontribusi negatif di tahun 2024 khususnya atas produk asuransi kesehatan.
- *Prudent underwriting* dengan memberikan *terms and conditions* dan tarif premi yang disesuaikan dari hasil analisa penawaran dan *experience* produk serta memperhatikan *guideline pricing* yang berlaku khususnya untuk produk asuransi jiwa dan asuransi jiwa kredit.

e. Peningkatan Kompetensi Sumber Daya Manusia (SDM)

- Meningkatkan kapasitas SDM melalui pelatihan di bidang aktuaria, manajemen risiko, dan teknologi digital.
- Membangun budaya kerja yang adaptif terhadap perubahan dan inovasi.

f. Kepatuhan terhadap Regulasi

- Memastikan kepatuhan terhadap kebijakan baru seperti implementasi IFRS 17 dan standar solvabilitas yang lebih ketat.
- Aktif bekerja sama dengan regulator untuk memastikan perusahaan tetap relevan dengan perubahan kebijakan.

b. Strengthening Digital Technology

- Developing a digital platform for collaboration with direct insurance companies to accelerate the reinsurance process.
- Updating pricing tools based on internal and external experience data assumptions.

c. Expanding Strategic Partnerships

- Establishing strategic partnerships with life insurance companies to create innovative products that are easily accessible to the public.
- Sharing Knowledge and experience studies that can be used by ceding companies in product development and actuarial control cycles needs.

d. Strengthening Risk Management

- Strengthening risk portfolio management through advanced data analytics, risk diversification, and recalibrating technical reserves in line with market conditions.
- Portfolio improvement program targeting products that provided negative contribution in 2024, particularly in the health insurance segment.
- Prudent underwriting by setting terms and conditions and premium rates adjusted from the results of product offerings and experience analysis, and adherence to pricing guidelines, especially for life insurance and credit life insurance products.

e. Enhancing Human Resources (HR) Competence

- Enhance HR capabilities through training programs in actuarial, risk management, and digital technologies.
- Build a workplace culture that embraces adaptability to changes and innovation.

f. Compliance with Regulations

- Ensuring compliance with new policies, such as the implementation of IFRS 17 and more stringent solvency requirements.
- Engage proactively with regulators to ensure the Company remains relevant to the policy changes.

ASPEK PEMASARAN**Aspek Pemasaran Reasuransi Umum**

Penerapan strategi pemasaran Indonesia Re bertujuan untuk mempertahankan kinerja bisnis saat ini, sekaligus menyusun inisiasi pengembangan bisnis melalui pendekatan ke berbagai sektor korporasi (konglomerasi) dan sektor publik (Pemerintahan) di semua tingkatan yang efektif dan relevan. Inisiatif ini dilakukan dalam rangka mengidentifikasi dan meramu, mempromosikan dan mengajukan ide-ide penutupan asuransi dan peluang bisnis baru.

Dalam kegiatan pemasaran, Perusahaan juga berkolaborasi dengan berbagai pemangku kepentingan selaku inisiator dalam menyusun asuransi-asuransi wajib nasional. Hal ini direalisasikan untuk mendukung pemerintah

MARKETING ASPECT**General Reinsurance Marketing Aspect**

The implementation of Indonesia Re's marketing strategy is designed not only to sustain current business performance but also to drive future growth. This is achieved by proactively engaging both corporate sectors (conglomerates) and public sector (Government) at all levels that are effective and relevant. These efforts aim to identify, design, promote, and propose ideas for insurance coverage and new business opportunity.

In marketing activities, the Company collaborates with various stakeholders to serve as initiators in developing mandatory national insurance programs. This is to support the government in the implementation of Law No. 4 of

dalam mengimplementasikan Undang-Undang Nomor 4 Tahun 2023 tentang Pengembangan dan Penguatan Sektor Keuangan (UUP2SK) yang juga merupakan perwujudan komitmen dan kontribusi kepada kemajuan industri perasuransian Indonesia.

Reasuransi Umum

Fokus dan Strategi Pemasaran 2024

Di sektor reasuransi umum, Indonesia Re juga mengembangkan inisiatif digitalisasi dengan melakukan pengembangan sistem pelaporan sesi dan berupaya dalam meningkatkan kualitas data melalui program *host-to-host* serta berbagai upaya transformasi digitalisasi lainnya guna mendukung proses bisnis yang semakin efektif dan efisien.

Strategi pemasaran yang dijalankan pada tahun 2024 masih sejalan dengan strategi sebelumnya, yakni sesuai dengan kondisi *hard market* namun dengan tetap memfokuskan berbagai upaya dalam mencapai target sebagai berikut:

1. Memperkuat Kemitraan dengan klien: Sebagai perusahaan reasuransi, fokus utama Indonesia Re adalah mempererat hubungan dengan perusahaan asuransi dan perusahaan Pialang Reasuransi yang sudah ada. Ini bisa dilakukan melalui peningkatan layanan, pemahaman yang lebih baik terhadap kebutuhan klien, dan penawaran solusi reasuransi yang lebih inovatif dan sesuai dengan perkembangan pasar.
2. Ekspansi Bisnis: Indonesia Re berfokus pada perluasan pangsa pasar dengan menjangkau perusahaan asuransi baru, baik di dalam maupun luar negeri (meskipun fokus utama tetap pasar domestik).
3. Transformasi Digital: Mengadopsi teknologi digital untuk meningkatkan efisiensi operasional, mempercepat proses bisnis, dan meningkatkan kualitas layanan kepada klien. Ini juga dapat mencakup pengembangan platform digital untuk berinteraksi dengan klien dan mengelola transaksi reasuransi.
4. Penguatan Kolaborasi: Meningkatkan kolaborasi dengan berbagai pihak terkait di industri asuransi, termasuk regulator, asosiasi, dan penyedia layanan teknologi.

Keunggulan Layanan

Keunggulan layanan bagi klien (Perusahaan Asuransi dan perusahaan Pialang Reasuransi):

1. Solusi Reasuransi yang Lebih Tepat Sasaran dan Inovatif: Pemahaman yang lebih mendalam terhadap kebutuhan klien dan perkembangan pasar memungkinkan Indonesia Re untuk menawarkan solusi reasuransi yang lebih sesuai dengan profil risiko dan tujuan bisnis mereka, termasuk produk-produk baru yang inovatif.
2. Peningkatan Kualitas dan Kecepatan Layanan: Transformasi digital dan otomatisasi proses bisnis akan mempercepat berbagai aspek layanan, mulai dari

2023 concerning the Development and Strengthening of the Financial Sector (UUP2SK), reflecting a commitment and contribution to the advancement of the Indonesian insurance industry.

General Reinsurance

2024 Marketing Focus and Strategy

In the general reinsurance industry, Indonesia Re is also developing its digital initiatives by creating a session reporting system and enhancing data quality through *host-to-host* programs, along with a range of other digital transformation efforts aimed at supporting more effective and efficient business operations.

The marketing strategy for 2024 remains aligned with the previous approach, tailored to current hard market conditions, while maintaining a strong focus on achieving the following objectives:

1. Strengthening Client Partnerships: As a reinsurance company, Indonesia Re's main focus is to strengthen relationships with existing insurance companies and reinsurance brokers. This involves enhancing service quality, gaining a more comprehensive understanding of client needs, and delivering innovative reinsurance solutions aligned with market developments.
2. Business Expansion: While maintaining a main focus on the domestic market, Indonesia Re aims to grow its market share by engaging new insurance clients, both locally and globally.
3. Digital Transformation: The adoption of digital technologies is key to boosting operational efficiency, streamlining business processes, and enhancing the quality of service to clients. This includes the development of digital platforms for seamless client interaction and effective management of reinsurance transactions.
4. Enhancing Collaboration: Enhancing collaboration with key insurance industry stakeholders, including regulators, associations, and technology providers.

Service Excellence

Service Excellent for Clients (Insurance Companies and Reinsurance Brokers):

1. More Targeted and Innovative Reinsurance Solutions: A deeper understanding of client needs and market developments enable Indonesia Re to deliver reinsurance offerings that align more closely with clients' risk profiles and strategic goals, while also introducing innovative new products.
2. Enhanced Quality and Speed of Service: Through digital transformation and process automation, Indonesia Re can streamline various aspects of services, such as

penawaran, penerbitan polis, hingga penanganan klaim. Portal klien digital juga memberikan akses yang lebih mudah dan cepat ke informasi dan layanan.

3. Hubungan Kemitraan yang Lebih Erat dan Saling Menguntungkan: Fokus pada penguatan kemitraan menciptakan hubungan yang lebih personal dan kolaboratif, di mana Indonesia Re bukan hanya sebagai penyedia layanan, tetapi juga sebagai mitra strategis yang memahami dan mendukung pertumbuhan bisnis klien.
4. Nilai Tambah Melalui Konsultasi dan Keahlian: *Account manager* yang proaktif dan forum diskusi memberikan kesempatan bagi klien untuk mendapatkan wawasan, saran, dan keahlian dari Indonesia Re terkait manajemen risiko dan tren industri.
5. Efisiensi Operasional dan Pengurangan Biaya: Proses yang lebih efisien dan pemanfaatan teknologi dapat membantu mengurangi biaya operasional bagi klien melalui proses yang lebih cepat dan transparan.
6. Akses yang Lebih Mudah dan Transparan: Portal klien digital dan integrasi sistem mempermudah klien untuk mengakses informasi, memantau kinerja polis, dan melakukan transaksi dengan Indonesia Re secara transparan.
7. Dukungan dalam Pengembangan Produk Asuransi Baru: Keterlibatan klien dalam *co-creation* produk reasuransi memastikan bahwa solusi yang ditawarkan mendukung pengembangan produk asuransi baru oleh klien.
8. Kepercayaan dan Keandalan: Sebagai perusahaan reasuransi negara dengan fokus pada penguatan kolaborasi dengan regulator dan asosiasi, Indonesia Re membangun citra sebagai mitra yang terpercaya dan andal.

Rencana Pengembangan Produk dan Penambahan Produk Baru

Perusahaan berencana untuk mengeksplorasi potensi pengembangan produk-produk *treaty* yang non tradisional, seperti reasuransi berbasis parametrik, asuransi kebencanaan, dan produk lainnya.

Target dan Pangsa Pasar

1. Perusahaan Asuransi Umum: Pasar ini kemungkinan akan menjadi fokus terbesar mengingat pangsa pasar reasuransi di Indonesia didominasi oleh sektor asuransi umum.
2. Perusahaan Pialang Reasuransi: *Broker* merupakan mitra penting dalam menghubungkan Indonesia Re dengan perusahaan asuransi, sehingga mereka menjadi target pasar untuk membangun hubungan yang kuat.
3. Pasar Domestik dengan Potensi Ekspansi Terbatas ke Regional: Meskipun fokus utama adalah pasar Indonesia, Indonesia Re mungkin memiliki target pasar regional terbatas, terutama melalui inisiatif kolaborasi antar perusahaan reasuransi di ASEAN.

quotations, policy issuance, and claims processing. Additionally, digital client portals offer more convenient and faster access to information and services.

3. Closer and Mutually Beneficial Partnership Relationship: Emphasizing strengthening partnerships creates more personal and collaborative relationships, positioning Indonesia Re not just as a service provider but as a strategic partner dedicated to understanding and supporting clients' business growth.
4. Value-Added Through Consultation and Expertise: Proactive account managers and discussion forums offer clients valuable insights, advice, and expert knowledge from Indonesia Re on risk management and evolving industry trends.
5. Operational Efficiency and Cost Savings: More efficient processes and the use of technology help lower operational costs for clients by enabling faster and more transparent processes.
6. Simplified and Transparent Access: Digital client portal and integrated system provide clients with easier access to information, real-time policy tracking, and a more transparent way to conduct transactions with Indonesia Re.
7. Support in New Insurance Product Development: Client involvement in the co-creation of reinsurance products ensures that the solutions offered help clients enhance their new insurance products.
8. Trust and Reliability: As a state reinsurance company with a focus on strengthening collaboration with regulators and associations, Indonesia Re builds an image as a trusted and reliable partner.

Product Development Plan and New Product Offerings

The company aims to explore opportunities in developing innovative non-traditional *treaty* products, including parametric reinsurance, disaster coverage, and other products.

Target and Market Share

1. General Insurance Companies: This market will likely be the biggest focus given that the reinsurance market share in Indonesia is dominated by the general insurance sector.
2. Reinsurance Brokers: Brokers are important partners in connecting Indonesia Re with insurance companies, making them a target market to build strong relationships with.
3. Domestic Market with Limited Regional Expansion Potential: While the main focus is the Indonesian market, Indonesia Re may have limited regional market targets, especially through collaborative initiatives between reinsurance companies in ASEAN.

Reasuransi Jiwa

Fokus dan Strategi Pemasaran 2024

Fokus dan strategi pemasaran Indonesia Re di 2024 untuk reasuransi jiwa, dapat dijelaskan pada 3 (tiga) poin utama yaitu:

1. Akseptasi berbasis keberlanjutan yang mengacu pada *experience study*.
2. Perbaikan portofolio asuransi kesehatan baik Individu maupun Kumpulan.
3. Peningkatan performa operasional antara Indonesia Re dan mitra perusahaan Asuransi.

Dengan adanya perubahan dinamika regulasi, keadaan pasar dan kompetisi yang terjadi di 2024 membuat Indonesia Re harus dapat secara adaptif, *agile* dan juga tetap mengedepankan keberlanjutan dalam menjalankan usahanya. Oleh karena itu, 3 (tiga) fokus dan strategi di atas adalah hal yang sangat relevan untuk dilakukan.

Dampak dari strategi tersebut diharapkan dapat memberikan kualitas akseptasi dan operasional yang dapat membantu meningkatkan kepercayaan dan juga kelancaran operasional bagi mitra Perusahaan. Hal ini akan terus dilakukan Indonesia Re setidaknya hingga tahun 2025.

Keunggulan Layanan

Reasuransi Jiwa di bawah naungan Indonesia Re pada tahun 2024 memberikan banyak pelayanan *experience study* untuk pengembangan produk maupun dalam rangka edukasi *market*. Hal ini tercermin dari pola akseptasi yang berdasarkan *experience study* dan juga acara edukasi yang dibuat oleh Indonesia Re di tahun 2024 seperti 3rd Indonesia Re Actuary Seminar dan Claim Forum.

Pengembangan Produk

Pengembangan produk di tahun 2024 dapat dijelaskan pada 3 poin sebagaimana berikut:

1. Perbaikan produk asuransi kesehatan individu dan kumpulan.
2. Pengembangan produk asuransi jiwa tradisional.
3. Pengembangan produk Asuransi kredit berbasis keberlanjutan bisnis.

Poin penting dari pengembangan yang dilakukan oleh Indonesia Re di tahun 2024 adalah memenuhi kebutuhan pasar dengan cara menempatkan kecukupan premi, keseimbangan TC dan juga ketentuan *underwriting* sebagai sarana untuk menyehatkan industri. Hal ini didukung oleh kemampuan Indonesia Re dalam hal melakukan *experience study* secara berkala dan kontinu. Hal ini kami yakin akan tetap perlu dilakukan di masa depan.

Pangsa Pasar

Segmen usaha Reasuransi Jiwa Indonesia Re menyediakan jasa pertanggungan ulang atau reasuransi untuk seluruh jenis produk asuransi jiwa. Produk yang ditawarkan kepada nasabah mencakup: *life insurance*, *personal accident*, *critical*

Life Reinsurance

2024 Marketing Focus and Strategy

Indonesia Re's marketing focus and strategy in 2024 for life reinsurance can be explained in three key points, as follows:

1. Sustainability-based acceptance that refers to *experience study*;
2. Enhancing the health insurance portfolio, covering both individual and group segments;
3. Strengthening operational performance between Indonesia Re and its insurance partners.

With changes in regulatory dynamics, shifting market conditions, and competition in 2024, Indonesia Re must remain adaptive, agile, and focused on sustainability in its business operations. Therefore, the 3 (three) priorities and strategy outlined above are highly relevant for implementation.

The impact of this strategy is expected to result in high-quality acceptance and operations, which will help build trust and ensure smoother collaboration with Indonesia Re's partners. These efforts will be sustained by Indonesia Re through at least 2025.

Service Excellence

In 2024, Indonesia Re's Life Reinsurance division actively supports product development and market education by providing various *experience study* services. This commitment is reflected in the acceptance approach based on *experience study*, as well as through educational initiatives conducted by Indonesia Re, such as the 3rd Indonesia Re Actuary Seminar and the Claim Forum held during 2024.

Product Development

Product development in 2024 can be explained in three points as follows:

1. Enhancement of individual and group health insurance products
2. Development of traditional life insurance products
3. Development of credit life insurance products with a focus on business sustainability

In 2024, Indonesia Re's product development initiatives are aimed at addressing market needs by emphasizing premium adequacy, TC balance, and sound underwriting practices, all of which contribute to strengthening the overall health of the insurance industry. These efforts are reinforced by Indonesia Re's capacity to conduct regular and continuous *experience studies*, a practice that remains essential to be pursued in the future.

Market Share

The Indonesia Re Life Reinsurance business segment offers reinsurance services for a wide range of life insurance products. These include life insurance, personal accident coverage, critical illness, hospital cash plans, health or

illness, hospital cash plan, hospitalization atau asuransi kesehatan, asuransi jiwa kredit (AJK), *total permanent disability*, dan *waiver of premium*.

Jasa reasuransi jiwa Indonesia Re menggunakan metode pertanggungan treaty dan fakultatif. Jenis treaty merupakan program reasuransi yang menggunakan basis portofolio dan perjanjian yang mengikat secara hukum. Secara garis besar, program treaty dibagi menjadi 2 (dua) jenis: proporsional dan non-proporsional.

Sementara jenis fakultatif merupakan reasuransi bersifat *optional* (adanya kebebasan bagi asuradur dan reasuradur). Jenis metode pertanggungan ini bersifat *risk by risk*.

hospitalization insurance, credit life insurance (AJK), total permanent disability, and waiver of premium benefits.

Indonesia Re life reinsurance services use treaty and facultative coverage methods. Treaty reinsurance is based on a portfolio of policies and governed by legally binding agreements. In general, treaty reinsurance is categorized into 2 (two) types: proportional and non-proportional.

Meanwhile, facultative reinsurance is optional in nature (allowing both the insurer and reinsurer the flexibility to accept or decline). This method is applied on a risk-by-risk basis.

(Rp Juta) | (Rp Million)

Perusahaan Company	Pangsa Pasar Market Share			
	Total 2024	% 2024	Total 2023	% 2023
Premi Reasuransi Jiwa Nasional ¹⁾ National Life Reinsurance Premiums	5.596.653		5.242.777	
Indonesia Re	2.053.443	36,7%	1.830.620	34,9%
Lainnya Others	3.543.210	63,3%	3.412.157	65,1%

¹⁾ Sumber : OJK Statistik Asuransi 2023 & 2024
Source : OJK Insurance Statistic

KEBIJAKAN DAN PEMBAGIAN DIVIDEN

Kebijakan Dividen

Indonesia Re memiliki kebijakan pembagian dividen Perusahaan yakni ditentukan pada saat Rapat Umum Pemegang Saham. Untuk tahun buku 2024, Perusahaan tidak membagikan dividen seperti yang terjadi pada tahun sebelumnya.

Realisasi

Mengacu Keputusan Rapat Umum Pemegang Saham tentang Pengesahan Laporan Keuangan tahun 2024 diputuskan bahwa Perusahaan tidak membagikan dividen.

KONTRIBUSI KEPADA NEGARA

Indonesia Re senantiasa mematuhi seluruh aturan yang terkait dengan operasional Perusahaan, termasuk peraturan perpajakan. Berikut adalah realisasi pembayaran pajak Perusahaan pada tahun 2024 dibandingkan tahun 2023.

DIVIDEND POLICY AND DISTRIBUTION

Dividend Policy

Indonesia Re has a dividend distribution policy established during the General Meeting of Shareholders. Similar to the previous year, for the 2024 financial year, the Company did not distribute any dividends.

Realization

In accordance with the resolution of the General Meeting of Shareholders on the approval of the 2024 Financial Statements, it was decided that the Company would not distribute dividends.

CONTRIBUTION TO THE NATION

Indonesia Re consistently complies with all applicable regulations governing its operations, including tax obligations. The table below presents the Company's tax payment realization in 2024 compared to 2023.

(Rp Juta) | (Rp Million)

Jenis Pajak	2024	2023	Type of Tax
Pajak Penghasilan Pasal 21	38.935	31.745	Income Tax Article 21
Pajak Penghasilan Pasal 22	30	19	Income Tax Article 22
Pajak Penghasilan Pasal 23	2.388	2.475	Income Tax Article 23
Pajak Pertambahan Nilai	8.636	7.359	Value Added Tax
Pajak Lain	1.466	598	Other taxes
Pajak Obligasi Wajib Konversi (OWK)	3.150	4.200	Tax on Mandatory Convertible Bond (OWK)
Total	54.605	46.396	Total

REALISASI PENGGUNAAN DANA HASIL PENAWARAN UMUM

Perusahaan tidak melakukan penawaran umum di tahun 2024, sehingga tidak ada penggunaan dana yang dapat dilaporkan.

PROGRAM KEPEMILIKAN SAHAM OLEH KARYAWAN DAN/ATAU MANAJEMEN (ESOP/MSOP)

Hingga 31 Desember 2024, Perusahaan tidak memiliki program kepemilikan saham oleh karyawan dan/atau manajemen.

INFORMASI MATERIAL MENGENAI INVESTASI, EKSPANSI, DIVESTASI, PENGGABUNGAN/ PELEBURAN USAHA, AKUISISI, RESTRUKTURISASI UTANG/MODAL

Investasi

Perusahaan melakukan investasi yang pada tahun 2024 nilainya mencapai Rp6,93 triliun. Rinciannya dijelaskan pada sub-bab "Jumlah Investasi."

Ekspansi

Perusahaan tidak melakukan ekspansi selama tahun 2024. Dengan demikian, informasi mengenai hal ini tidak dapat disajikan.

Divestasi

Hingga 31 Desember 2024, Perusahaan tidak melakukan divestasi sehingga informasi tentang hal ini tidak dapat disajikan.

Penggabungan/Peleburan Usaha

Sepanjang tahun 2024, Perusahaan tidak melakukan penggabungan/peleburan usaha. Dengan demikian, informasi mengenai hal ini tidak dapat disajikan.

Akuisisi

Sepanjang tahun 2024, Perusahaan tidak melakukan akuisisi. Dengan demikian, informasi mengenai hal ini tidak dapat disajikan.

Restrukturisasi Utang/Modal

Hingga berakhirnya tahun buku 2024, Perusahaan tidak melakukan restrukturisasi sehingga informasi tentang hal ini tidak dapat disajikan.

THE USE OF PROCEEDS FROM PUBLIC OFFERINGS

The Company did not carry out any public offering in 2024. Accordingly, there is no reportable use of proceeds for the year.

EMPLOYEE AND/OR MANAGEMENT SHARE OWNERSHIP PROGRAM (ESOP/MESOP)

As of December 31, 2024, the Company does not have an employee and/or management share ownership program in place.

MATERIAL INFORMATION ON INVESTMENT, EXPANSION, DIVESTMENT, BUSINESS INCORPORATION/MERGER, ACQUISITION, AND DEBT/CAPITAL RESTRUCTURING

Investment

In 2024, the Company made investments amounting to Rp6.93 trillion. Further details regarding these investments are provided in the sub-chapter titled "Investment Amount."

Expansion

The Company did not undertake any expansion activities during 2024. Therefore, no related information is available for disclosure.

Divestment

As of December 31, 2024, the Company did not carry out any divestment activities. Accordingly, there is no information to report in this regard.

Business Incorporation/Merger

Throughout 2024, the Company did not engage in any business incorporation/merger transactions. Hence, no disclosures are necessary.

Acquisition

No acquisition activities were conducted by the Company during 2024. As such, there is no information to report.

Debt/Capital Restructuring

Until the end of the 2024 financial year, the Company did not implement any debt or capital restructuring. Consequently, there is no related information to be presented.

INFORMASI TRANSAKSI MATERIAL YANG MENGANDUNG BENTURAN KEPENTINGAN DAN/ATAU TRANSAKSI DENGAN PIHAK AFILIASI

Pada tahun buku 2024, Indonesia Re tidak memiliki transaksi material yang mengandung benturan kepentingan dan/atau transaksi dengan pihak afiliasi.

Penjelasan tentang Kewajaran Transaksi

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.

Pemenuhan Peraturan dan Ketentuan Terkait

Perusahaan mematuhi, dalam semua hal yang material, Peraturan Perundang-undangan yang berlaku pada tahun 2024, sebagaimana dinyatakan oleh Auditor Independen pada Laporan Kepatuhan terhadap Peraturan Perundang-undangan No. PHHARP-AL/049/MRN/JH/2025 tanggal 6 Maret 2025.

Pernyataan Direksi bahwa Transaksi telah Memenuhi Prosedur Memadai dan Sesuai Praktik Bisnis yang Berlaku Umum

Pada tanggal pelaporan, keseluruhan jumlah aset dan liabilitas asuransi yang dicatat telah dilakukan pengujian kecukupan liabilitas dan Direksi meyakini bahwa jumlah tersebut adalah memadai. Manajemen berpendapat bahwa nilai pertanggungan asuransi cukup memadai untuk menutup kemungkinan kerugian atas risiko yang mungkin dialami.

Peran Dewan Komisaris dan Komite Audit untuk Memastikan Transaksi Afiliasi Dilaksanakan Sesuai Praktik Bisnis yang Berlaku Umum Rujukan Informasi Transaksi dengan Pihak Berelasi pada Laporan Keuangan

Dewan Komisaris dan Komite Audit memiliki peran strategis dalam memastikan transaksi afiliasi dilaksanakan secara transparan dan sesuai dengan prinsip tata kelola perusahaan yang baik. Pengawasan dilakukan melalui evaluasi informasi transaksi dengan pihak berelasi yang tercantum dalam laporan keuangan, guna memastikan kepatuhan terhadap regulasi yang berlaku.

Rujukan Informasi Transaksi dengan Pihak Berelasi pada Laporan Keuangan

Informasi dan pembahasan terkait dengan transaksi dengan pihak berelasi juga disampaikan pada laporan keuangan yang telah diaudit, seperti terdapat dalam lampiran Laporan Tahunan ini halaman 27-28.

MATERIAL TRANSACTIONS INFORMATION CONTAINING CONFLICTS OF INTEREST AND/OR TRANSACTIONS WITH AFFILIATED/RELATED PARTIES

During the 2024 financial year, Indonesia Re did not engage in any material transactions involving conflicts of interest and/or transactions with affiliated parties.

Explanation of Transaction Fairness

Any variance between actual results and the calculated figures will be recognized in the current year's profit and loss. The Group believes that the calculations used are fair, reasonable, and in accordance with applicable standards.

Compliance with Laws and Regulations

In 2024, the Company complied, in all material respects, with applicable laws and regulations, as affirmed by the Independent Auditor in the Compliance Report on Laws and Regulations No. PHHARP-AL/049/MRN/JH/2025, dated March 6, 2025.

Directors' Statement That Transactions Have Fulfilled Adequate Procedures and Are in Accordance with Generally Accepted Business Practices

As of the reporting date, the total insurance assets and liabilities recorded by the Company have undergone liability adequacy testing. The Board of Directors affirms that the recorded amounts are adequate. Furthermore, Management believes that the insurance coverage is sufficient to mitigate potential losses arising from insured risks.

The role of the Board of Commissioners and the Audit Committee in ensuring that affiliated transactions are conducted in line with generally accepted business practices, with reference to related party transaction disclosures in the financial statements.

The Board of Commissioners and the Audit Committee play a strategic role in ensuring that affiliated transactions are carried out transparently and in accordance with good corporate governance principles. Their oversight includes evaluating disclosures and relevant details of transactions with related parties, as presented in the financial statements. This evaluation is conducted to ensure compliance with applicable laws and regulations.

Reference to Information on Transactions with Related Parties in Financial Reports

Information and discussions regarding transactions with related parties are also disclosed in the audited financial statements, as presented in the appendix of this Annual Report on page 27-28.

PERUBAHAN KETENTUAN PERATURAN PERUNDANG-UNDANGAN

CHANGES IN LAW AND REGULATIONS

No.	Peraturan Regulations	Penjelasan Explanation	Pengaruh terhadap Perusahaan Impact on the Company
4	POJK No. 12 Tahun 2024 POJK No. 12 of 2024	Penerapan Strategi Anti <i>Fraud</i> bagi Lembaga Jasa Keuangan Implementation of Anti-Fraud Strategies in Financial Service Institutions	Ketentuan mengenai penerapan strategi anti <i>fraud</i> bagi bank umum, perasuransian, dan perusahaan pembiayaan perlu disempurnakan dalam suatu Peraturan Otoritas Jasa Keuangan mengenai penerapan strategi anti <i>fraud</i> bagi LJK agar dapat berlaku untuk seluruh sektor jasa keuangan di Indonesia Provisions regarding the implementation of anti-fraud strategies for commercial banks, insurance companies, and financing companies need to be refined in a Financial Services Authority Regulation regarding the implementation of anti-fraud strategies for LJK so that they can apply to all financial services sectors in Indonesia.
5	POJK No. 22 Tahun 2024 POJK No. 22 of 2024	Laporan Berkala Perusahaan Perasuransian Regular Reporting Requirements for Insurance Companies	Peraturan ini mengatur jenis dan detail laporan-laporan yang wajib dilaporkan oleh perusahaan Asuransi dan Reasuransi secara berkala. This regulation outlines the specific types and details of reports that must be submitted regularly by insurance and reinsurance companies.
6	POJK No. 34 Tahun 2024 POJK No. 34 of 2024	Pengembangan Kualitas SDM bagi Perusahaan perasuransian, Lembaga Penjaminan, Dana Pensiun, serta Lembaga Khusus Bidang Perasuransian, Penjaminan, dan Dana Pensiun Enhancing HR Quality for Insurance Companies, Guarantee Agencies, Pension Funds, and Specialized Institutions in Insurance, Guarantees, and Pensions	Mengatur penerapan program dan prosedur pengembangan kualitas SDM pada Perusahaan. Regulates the implementation and procedures for programs aimed at improving the quality of HR within the Company.
7	POJK No. 37 Tahun 2024 POJK No. 37 of 2024	Prosedur dan Tata Cara Pengenaan Sanksi Administratif di bidang Perasuransian dan Pemblokiran Kekayaan Perusahaan Asuransi, Asuransi Syariah, Reasuransi, dan Reasuransi Syariah Procedures for Administrative Sanctions and Asset Freezing in the Insurance Sector, Sharia Insurance, Reinsurance, and Sharia Reinsurance	Mengatur jenis sanksi, prosedur, dan tata cara pengenaan sanksi administratif di Perusahaan Defines the types of sanctions, procedures, and methods for imposing the administrative sanctions on the company.

PERUBAHAN KEBIJAKAN AKUNTANSI

Sepanjang tahun 2024, tidak ada perubahan dalam kebijakan akuntansi.

CHANGES IN ACCOUNTING POLICIES

There were no changes in accounting policies throughout 2024.

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**TINJAUAN
PENDUKUNG BISNIS**
BUSINESS SUPPORT REVIEW



PUNCAK JAYA (CARSTENSZ PYRAMID)

Layaknya pegunungan Jayawijaya yang kokoh, fondasi operasional—meliputi sistem, teknologi, dan SDM—adalah penopang ketangguhan untuk pertumbuhan berkelanjutan.

The rugged majesty of Jayawijaya's mountains mirrors how operational foundations—systems, technology, and people—form unshakable pillars for sustainable growth.

SUMBER DAYA MANUSIA HUMAN CAPITAL



Indonesia Re berkomitmen untuk terus merealisasikan pengelolaan SDM yang inklusif atau setara, baik dalam rekrutmen, pengembangan kompetensi, maupun kesempatan berkarir.

Indonesia Re is committed to continually realizing inclusive and equitable human resource management, encompassing recruitment, competency development, and career opportunities.

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "Perusahaan") mengelola Sumber Daya Manusia (SDM) dengan konsep "Human Capital". Melalui konsep ini, Perusahaan memandang bahwa SDM merupakan modal penting untuk mencapai target serta visi dan misi Perusahaan.

Dengan alasan itu, Indonesia Re mengelola dan mengembangkan SDM secara intensif dan berkelanjutan. Tujuannya adalah menciptakan SDM yang andal. Perusahaan meyakini, dengan melakukan pengelolaan dan pengembangan SDM yang baik, Indonesia Re dapat menghadapi berbagai tantangan dalam pelaksanaan kegiatan usahanya.

HUMAN CAPITAL & GENERAL AFFAIR DIVISION

Dalam struktur organisasi Perusahaan, Indonesia Re telah memiliki Human Capital & General Affair Division sebagai organisasi yang mengelola SDM. Divisi ini bertanggung jawab langsung kepada Direktur Manajemen Risiko, Kepatuhan, SDM & Corporate Secretary. Pengelolaan SDM yang dilaksanakan divisi tersebut mencakup perencanaan, perekrutan, penempatan, pengembangan hingga mempersiapkan karyawan memasuki masa purnabakti.

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "the Company") manages its Human Resources (HR) with the concept of "Human Capital." Through this concept, the Company believes that human resources are critical capital for achieving targets and fulfilling the Company's vision and mission.

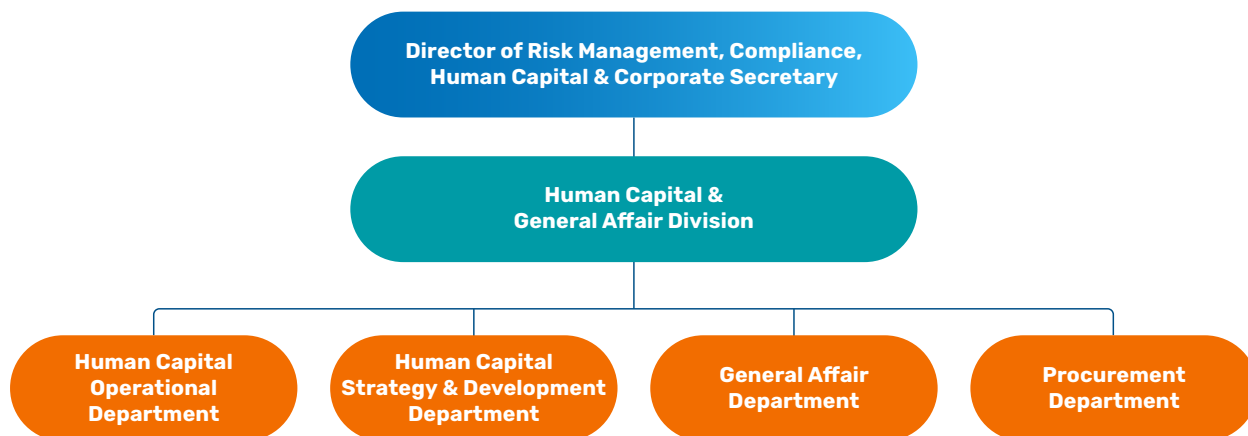
As a result, Indonesia Re manages and develops human resources in an intensive and sustainable manner. The goal is to develop reliable human resources. The Company believes that by practicing good human resource management and development, Indonesia Re will be able to overcome a variety of challenges in carrying out its business operations.

HUMAN CAPITAL & GENERAL AFFAIR DIVISION

In the Company's organization structure, Indonesia Re has a Human Capital & General Affairs Division as an organization that manages human resources. This division is directly responsible to the Director of Risk Management, Compliance, Human Capital & Corporate Secretary. HC management carried out by this division includes planning, recruitment, assignment, development, and preparing employees to enter retirement.

Organisasi Human Capital & General Affair Division

Human Capital & General Affairs Division Organization



Human Capital & General Affair Division terdiri dari 4 (empat) departemen: Human Capital Operational, Human Capital Strategy & Development, General Affair, dan Procurement.

The Human Capital & General Affairs Division consists of 4 (four) departments: Human Capital Operational, Human Capital Strategy & Development, General Affairs, and Procurement.

Departemen Human Capital Operational membawahi 2 (unit): Compensation and Benefit Unit, Industrial Relation and Engagement, dan Human Capital Strategy & Development Department membawahi 2 Unit yakni Talent Acquisition & Development Unit dan OD & Culture and Performance Unit. Keempat unit tersebut memiliki fungsi dan tanggung jawab yang berbeda namun memiliki kaitan yang erat antara satu dengan lainnya.

The Human Capital Operational Department oversees 2 units: the Compensation and Benefit Unit, Industrial Relations and Engagement, and the Human Capital Strategy & Development Department, which oversees 2 units, namely the Talent Acquisition & Development Unit and the OD & Culture and Performance Unit. These four units have different functions and responsibilities but are closely related to each other.

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 dan/atau peraturan perundangan yang berlaku;
3. Memastikan proses pengembangan karyawan sesuai dengan rencana dan kebutuhan Perusahaan;
4. Memastikan aset manajemen berjalan dengan baik untuk melindungi harta perusahaan;
5. Mengupayakan pengendalian dan memastikan realisasi biaya secara efektif dan efisiensi yang optimal; dan

Duties and responsibilities

In accordance with the attachment to SK No. 00171/60.HK.01.01/00/Indonesia Re/10/2019 dated October 14, 2019 concerning the Assessment of Employee Performance of PT Reinsurance Indonesia Utama (Persero) stated that the duties and responsibilities of the Human Capital & General Affairs Division are:

1. Ensure the availability of talent in each position;
2. Ensure that the requirements for expert staff are in accordance with OJK regulations and/or applicable laws and regulations;
3. Ensure the employee development process is in accordance with plans and needs of the Company;
4. Ensure asset management runs well to protect company assets;
5. Strive to control and ensure that the realization of costs is effective and optimized for efficiency; and

6. Memastikan seluruh proses pengadaan barang dan jasa sesuai dengan peraturan dan perundang-undangan berlaku.

6. Ensure that all processes for procuring goods and services comply with applicable laws and regulations.

PENGEMBANGAN TAHUN 2024

Pengembangan di bidang SDM, terutama dilakukan melalui kesempatan untuk mengikuti pelatihan dan peningkatan kompetensi. Pada tahun 2024, rincian realisasinya disampaikan melalui tabel di bawah ini.

DEVELOPMENT IN 2024

Development in the HR/HC field is mainly implemented through opportunities to participate in training and increase competence. In 2024, the realization is presented in the table below.

No.	Topik Pelatihan Training Topic	Jumlah Karyawan Number of Employees	Jam Pelatihan Training Hours
1	7 th Indonesian Actuaries Summit 2024 - Actuaries Now and Beyond	7	168
2	AAUI CFO FORUM 2024	1	8
3	AAUI HR Networking 2024	1	16
4	ACFE Indonesia Chapter National Anti Fraud Conference 2024	3	48
5	Alternative Risk Transfers : Insurance Linked Securities (ILS) & Cat Bonds	1	16
6	APAC Marine Intermediate Seminar	1	24
7	ASEAN Reinsurance Programme (ARP) 4th Intake of the Treaty Wordings - A Practical Perspective	1	8
8	Asian Actuarial Conference 2024	3	96
9	Asuransi Kredit & Pinjaman Kredit Credit Insurance & Credit Lending	1	16
10	Behavior Event Interview Skill for Line Manager	1	16
11	Challenges and Embrace Opportunity in Insurance	3	72
12	Chief Risk Officer Forum 2024	2	6
13	CHRO Masterclass Innovation Workplace : Work Less Produce More	1	4
14	CHRO Sharing Session with Bio Farma & Wijaya Karya	1	2
15	CLI Tutorial	5	120
16	COMET Underwriting Workshop	2	42
17	COO Forum 2024	1	2
18	CRO Meeting	3	6
19	Employee & Industrial Relations Conference 2024	1	16
20	ESG Certification Program	1	8
21	Finance, Accounting and Tax Gathering	1	16
22	Fun Camp BUMN Muda 2024	3	72
23	GC Global Analytics and Advisory Roadshow 2024	6	43
24	How Digital Twins Will Help Insurers to Implement and Optimise Operations	2	8
25	HR Summit 2024	3	24
26	IFRS 17 For Reinsurance	2	30
27	Igna Asia 2 nd International Cargo Seminar	2	16
28	IIC 2024	31	496
29	Indonesia Re Risk Engineering Forum 2024	20	160
30	Indonesia Underwriting Summit 2024	15	240
31	INHOUSE Basic Life 2024	4	96
32	Inhouse Training PSAK 71	10	60
33	Kegiatan Indonesia Underwriting Summit 2024 Indonesia Underwriting Summit 2024 Activities	1	24

No.	Topik Pelatihan Training Topic	Jumlah Karyawan Number of Employees	Jam Pelatihan Training Hours
34	Konferensi Auditor Internal (KAI) 2024 – ELEVATING INTERNAL AUDIT AS A VALUE DRIVER: “Achieving Business Resilience in the Era of Digitalization” Internal Auditor Conference (KAI) 2024 – ELEVATING INTERNAL AUDIT AS A VALUE DRIVER: “Achieving Business Resilience in the Era of Digitalization” Internal Auditor Conference (KAI) 2024	2	32
35	Legal and Compliance Forum AAJI I Tahun 2024 Legal and Compliance Forum AAJI I Tahun 2024	2	8
36	Legal and Compliance Forum AAJI Tahun 2024 Legal and Compliance Forum AAJI I in 2024	1	2
37	Marine and Energy Insurance Seminar Marine and Energy Insurance Seminar	1	24
38	Marketing Hardening in Insurance and Ramifications to Write Property Insurance Marketing Hardening in Insurance and Ramifications to Write Property Insurance	2	16
39	Memahami Klausul-Klausul Asuransi Business Interruption dan Cara Mudah Perhitungan Klaimnya Step-by-Step Understanding Business Interruption Insurance Clauses and How to Easily Calculate Claims Step-by-Step	1	8
40	Mergers & Acquisition Masterclass Mergers & Acquisition Masterclass	1	24
41	Oil and Gas – Risiko dan Coverage dalam Asuransi Migas Oil and Gas – Risk and Coverage in Oil and Gas Insurance	5	40
42	PDP Law PDP Law	185	1480
43	Pelatihan & Sertifikasi Skema Level Staff – Perencanaan SDM Staff Level Scheme Training & Certification – HR Planning	1	16
44	Pelatihan AAUI Asuransi Kesehatan – Understanding Health Insurance AAUI Health Insurance Training – Understanding Health Insurance	2	12
45	Pelatihan Audit Internal untuk Persiapan Re-Sertifikasi ISO 20000-1 dan ISO 27001 Internal Audit Training for ISO 20000-1 and ISO 27001 Re-Certification Preparation	7	168
46	Pelatihan dan Sertifikasi CIAE 2024 CIAE 2024 Training and Certification	1	80
47	Pelatihan dan Sertifikasi Qualified Internal Audit Qualified Internal Audit Training and Certification	1	60
48	Pelatihan dan Uji Sertifikasi Certified Compliance Professional Certified Compliance Professional Training and Certification Test	16	448
49	Pelatihan Leadership Wikasatrian 2024 Wikasatrian 2024 Leadership Training	23	368
50	Pelatihan Ms Excel Intermediate and Advanced + POWER BI Ms Excel Intermediate and Advanced + POWER BI Training	29	232
51	Pelatihan Penilai Risk Maturity Index (RMI) Batch II Risk Maturity Index (RMI) Appraiser Training Batch II	3	48
52	Pelatihan Tata Cara Hapus Buku dan Pindah Tangan Aset Tetap BUMN dan Anak Perusahaan BUMN Training on Procedures for Book Erasure and Transfer of Fixed Assets of SOEs and SOE Subsidiaries	1	7
53	Pemaparan dan Diskusi Penyedia IT Solution PSAK 117 PSAK 117 IT Solution Provider Exposure and Discussion	2	10
54	Pembekalan PAI PAI Debriefing	12	720
55	Pengelolaan Arsip Dinamis Dynamic Archive Management	1	16
56	Persiapan dan Uji Sertifikasi CIAE 2024 CIAE 2024 Preparation and Certification Test	2	48
57	Practice Guide : ESG & Inovasi Sosial Practice Guide: ESG & Social Innovation	1	24
58	Risk Based Capital – An Overview of The Regimes in ASEAN Impacting Reinsurance Risk Based Capital – An Overview of The Regimes in ASEAN Impacting Reinsurance	2	32
59	Risk Based Planning & Risk Modeling Risk Based Planning & Risk Modeling	2	32

No.	Topik Pelatihan Training Topic	Jumlah Karyawan Number of Employees	Jam Pelatihan Training Hours
60	Risk Modelling, Technology dan Database Risk Modeling, Technology and Database	7	56
61	Seminar Compulsory Third Party Liability Compulsory Third Party Liability Seminar	4	32
62	Seminar Nasional “Kenaikan Inflasi Medis : Apa Kabar Perusahaan, Rumah Sakit dan Asuransi?” National Seminar “Medical Inflation Increase: What’s the News for Companies, Hospitals and Insurance?”	1	5
63	Seminar Nasional HR Perasuransian : Competency, Certification and Characters - Hire & Train or Hijack National Seminar on Insurance HR: Competency, Certification and Characters - Hire & Train or Hijack	1	8
64	Seminar Nasional Internal Audit 2024 National Seminar on Internal Audit 2024	1	16
65	Sertifikasi Kompetensi Analisis Teknikal Utama (CTA) Certification of Competency in Primary Technical Analysis (CTA)	1	36
66	Sertifikasi Uji Kompetensi HUMAS Public Relations Competency Test Certification	1	16
67	Sertifikasi WMI, Jenjang Kualifikasi 5 Pengelolaan Investasi WMI Certification, Qualification Level 5 Investment Management	3	84
68	SIRC 2024 SIRC 2024	2	64
69	Sosialisasi BUMN Entrepreneurial Marketing Awards 2024 Socialization of BUMN Entrepreneurial Marketing Awards 2024	2	4
70	The 8 th Asia Pasific HR Forum The 8th Asia Pacific HR Forum	2	32
71	Training Aviation Insurance Aviation Insurance Training	1	8
72	Uji Sertifikasi CCP CCP Certification Test	1	8
73	Utilizing Reinsurance for Risk & Capital Management Utilizing Reinsurance for Risk & Capital Management	1	8
74	Webinar Peran Teknologi Digital dalam Meningkatkan Praktik Akuntansi Webinar on the Role of Digital Technology in Improving Accounting Practices	1	8
75	Workshop Aktuaria - Metode Fair Value Approach dalam Perhitungan Opening Balance atau Saldo Awal 117 Actuarial Workshop - Fair Value Approach Method in Opening Balance Calculation 117	3	24
76	Workshop Booth Camp Aktuaris Asuransi Umum Tahun 2024 General Insurance Actuary Booth Camp Workshop in 2024	1	32
77	Workshop ESG : Menghadapi Tantangan ESG dalam Asuransi : Pendekatan Inovatif untuk Pengelolaan Risiko dan Peluang Bisnis ESG Workshop: Facing ESG Challenges in Insurance: Innovative Approaches to Risk Management and Business Opportunities	1	0
78	Workshop Implementasi PSAK 117 PSAK 117 Implementation Workshop	2	32
79	Workshop Kebijakan dan Tata Kelola Transaksi Pengelolaan Kerugian (Cut Loss) BUMN Workshop on Policy and Governance of SOE Cut Loss Transactions	3	24
80	Workshop Komunikasi BUMN 2024 SOE 2024 Communication Workshop	2	48
81	Workshop Mengelola Cyber Security Workshop on Managing Cyber Security	1	24
82	Workshop Peningkatan Produktivitas dan Pendapatan Petani melalui Kemitraan Berbasis Manajemen Risiko Terintegrasi Workshop on Increasing Farmer Productivity and Income through Partnerships Based on Integrated Risk Management	3	24
Total		491	6527

PERENCANAAN KARYAWAN DAN REKRUTMEN

Indonesia Re melaksanakan proses rekrutmen dan seleksi karyawan mengacu pada rencana kebutuhan karyawan (*manpower plan*) yang telah diselaraskan dengan rencana dan strategi Perusahaan. Karena itu, 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 dilakukan secara terstruktur dan transparan.

Kesetaraan dalam Rekrutmen

Indonesia Re berpegang pada prinsip keterbukaan dalam melakukan rekrutmen, yakni mengedepankan prinsip kesetaraan dan pemberian kesempatan. Setiap orang yang memenuhi kualifikasi sesuai kebutuhan Perusahaan dapat mengikuti proses rekrutmen. Perusahaan tidak membedakan calon pegawai berdasarkan suku, agama, ras, golongan maupun jenis kelamin.

Dalam melakukan rekrutmen karyawan, Indonesia Re menggunakan portal dengan alamat www.jobstreet.co.id sebagai portal resmi yang ditunjuk untuk mengunggah lowongan pekerjaan guna memenuhi kebutuhan karyawan Perusahaan.

Sebagai salah satu bentuk jalur rekrutmen, Indonesia Re juga turut serta mendukung program Kementerian BUMN melalui program Rekrutmen Bersama BUMN (RBB) 2024 yang diselenggarakan oleh Forum Human Capital Indonesia (FHCI) 2024. Di Tahun 2024 Indonesia Re menerima 2 (dua) karyawan dari program Rekrutmen Bersama BUMN.

Realisasi Rekrutmen Tahun Buku

Pada tahun 2024, Indonesia Re merekrut karyawan sebanyak 33 orang. Indonesia Re membuka program *Management Trainee* di tahun 2023 yang spesifik untuk memenuhi kebutuhan Aktuaria. Indonesia Re berhasil meluluskan 7 talenta terbaik dari program studi Aktuaria/Statistik/Matematika di tahun 2024.

Management Trainee ini merupakan program berkelanjutan yang dilaksanakan oleh Perusahaan. Karyawan-karyawan yang direkrut melalui program tersebut untuk pemenuhan *replacement* maupun kebutuhan baru, dengan sebaran sebagai berikut:

Divisi Division	Penempatan <i>Management Trainee</i> X (Orang) Management Trainee X Placement (People)
Life & Pricing Actuary Division Divisi Aktuaris Jiwa & Penetapan Harga	4
Aktuaris Perusahaan	2
Legal, Compliance and Risk Management Hukum, Kepatuhan dan Manajemen Risi	1
Total	7

EMPLOYEE PLANNING AND RECRUITMENT

Indonesia Re carries out the employee recruitment and selection process by referring to the employee needs plan (*manpower plan*). The plan has been aligned with the Company's plans and strategies. Therefore, the Company has standard operating procedures (SOP) for implementing recruitment programs. The SOP is divided into 2 (two) types, namely the SOP for permanent employee recruitment No. 00013/OT.02/60/IndonesiaRe/04/2018 and the SOP for recruitment of contract employees No. 00014/OT.02/60/IndonesiaRe/04/2018, which has been in effect since 2018 and are implemented in a structured and transparent manner.

Equality in Recruitment

Indonesia Re adheres to the principle of openness in recruitment, emphasizing the principles of equality and opportunity. Everyone who meets the qualifications required by the Company can participate in the recruitment process. The company does not discriminate against prospective employees based on ethnicity, religion, race, class, or gender.

In recruiting employees, Indonesia Re uses www.jobstreet.co.id as the official portal designated for uploading job vacancies to meet the needs of the Company's employees.

Indonesia Re also participates in supporting the Ministry of SOEs program that is the Rekrutmen Bersama BUMN (RBB) 2024 program, which is organized by the Indonesian Human Capital Forum (FHCI) 2024. In 2024 Indonesia Re hired 2 (two) employees who were graduates of the Joint SOE Recruitment program.

Realization of the Financial Year Recruitment

In 2024, Indonesia Re recruited 33 employees. Indonesia Re launched a *Management Trainee* program in 2023 that is specifically tailored to meet the needs of Actuarial expertise. Indonesia Re successfully recruited 7 top talents from Actuarial/Statistics/Mathematics study programs in 2024.

Management Trainee is an ongoing program implemented by the Company. The employees recruited through the program are to fulfill replacement and new needs, with the following distribution:

Manajemen Karier

Indonesia Re melakukan evaluasi secara berkelanjutan terhadap peningkatan dan pengembangan karier karyawan agar dapat mendukung pencapaian target bisnis Perusahaan. Evaluasi tersebut bertujuan untuk meningkatkan produktivitas dan efektivitas organisasi. Sebagai acuan, Perusahaan telah menyusun 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.

Selain itu, Perusahaan juga telah memiliki kerangka kerja dan perencanaan terkait *Talent Development & Career Path*. Hal ini selaras dengan kondisi Indonesia Re yang berada pada fase transisi menuju tingkatan organisasi yang mengandalkan pertumbuhan berkesinambungan dengan memanfaatkan SDM yang kompeten dan adaptif.

Di tahun 2024, fokus pengembangan talenta Indonesia Re dilakukan pada 3 (tiga) faktor yakni: kompetensi, manajemen talenta, dan rencana suksesi.

Di awal tahun 2024 Indonesia Re melakukan pembaharuan model kompetensi perilaku yang diturunkan dari kompetensi BOD Kementerian BUMN. Hal ini dilakukan dengan tujuan agar sumber daya manusia Indonesia Re memiliki kompetensi yang sejalan dengan kompetensi Kementerian BUMN. Sedangkan pada semester kedua Human Capital merumuskan kamus kompetensi teknik. Hal ini bertujuan agar SDM Indonesia Re memiliki standar kompetensi teknik yang dapat bersaing di kancah Global. Sehingga pada 2024 Indonesia Re sudah melengkapi kamus kompetensi yakni kamus kompetensi *Behavioral* dan Kamus Kompetensi Teknik dimana Kamus Kompetensi ini dapat digunakan dalam proses rekrutmen, pengembangan maupun penempatan karyawan.

Selain merumuskan kamus kompetensi *Behavioral* dan Teknik, di tahun 2024 Human Capital Department menerapkan *Performance Management*. Salah satu strategi yang dilakukan adalah dengan merumuskan dan menerapkan manajemen talenta. HC Indonesia Re membentuk tim komite manajemen talenta yang bertugas untuk merumuskan kriteria serta pengembangan talenta yang ada di Indonesia Re. Hal ini tercantum dalam SK Komite Talenta dan SK Manajemen Talenta. Manajemen Talenta bertujuan untuk memetakan potensi masing-masing SDM Perusahaan. Melalui pemetaan tersebut, setiap karyawan diharapkan mendapatkan program pengembangan yang sesuai dengan kebutuhan masing-masing yang juga diselaraskan dengan kebutuhan organisasi.

Career Management

Indonesia Re conducts continuous evaluations of employee career advancement and development in order to support the achievement of the Company's business objective. The evaluation aims to increase the organization's productivity and effectiveness. As a reference, the Company has prepared Job Competency Standards, the Indonesia Re Competency Directory, and periodically updated job descriptions, job requirements, as well as evaluations of employee promotion policies and organizational structure policies as outlined in the Board of Directors' Decree.

In addition, the Company also has a framework and planning related to Talent Development & Career Path, as Indonesia Re is transitioning to an organization that relies on sustainable growth through the use of competent and adaptable human capital.

In the year 2024, Indonesia Re's talent development focus centered around three factors: competency, talent management, and succession planning.

Early in 2024, Indonesia Re refreshed its behavioral competency model derived from the competencies of the Ministry of State-Owned Enterprises (SOE). It was an initiative that aimed to ensure that Indonesia Re's human resources had competencies that aligned with those of the Ministry of SOE. In the back half of the year, the Human Capital department formulated a technical competency dictionary. The objective was to ensure Indonesia Re's human resources had technical competency standards with which they could compete on a global scale. In 2024, Indonesia Re finalized the competency dictionaries, the Behavioral Competency Dictionary and the Technical Competency Dictionary, which offered how to run employee recruitment, development, and placement processes.

In addition to formulating the Behavioral and Technical Competency Dictionaries, in 2024, the Human Capital Strategy & Development Department was to formulate and implement talent management. Indonesia Re's Human Capital established a talent management committee tasked with formulating criteria and developing the existing talent within Indonesia Re. This has been outlined in the Talent Committee Decree and the Talent Management Decree. Talent Management aimed to map the potential of each employee in the Company. Through this mapping, each employee should receive development programs that are only aligned with the needs of the organization, but are also tailored to their needs.

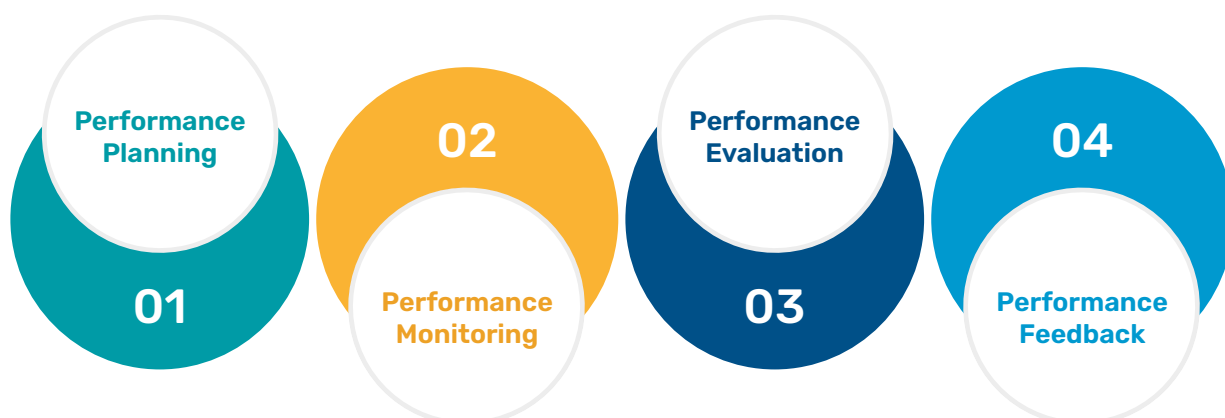
Melalui diagnostik yang dilakukan, Perusahaan akan memiliki tinjauan, analisa serta rekomendasi apabila terdapat hal-hal yang perlu ditingkatkan dan disempurnakan dalam praktik manajemen SDM di Perusahaan. Dengan demikian, ke depan dapat dilakukan peningkatan dan penguatan atas fungsi dan peran manajemen SDM untuk mewujudkan SDM berkualitas, memiliki daya saing tinggi. Tujuan akhirnya adalah memajukan Perusahaan.

PENILAIAN KINERJA KARYAWAN

Pada Tahun 2024, Indonesia Re menerapkan *cascading*/ membuat turunan KPI yang merupakan hasil dan proses penurunan *Key Performance Indicator (KPI) Corporate* ke Level Divisi, Departemen hingga Individu.

Surat Keputusan Direksi menetapkan penilaian prestasi kerja yang mencakup penilaian KPI dan penilaian non-KPI pada karyawan. Untuk penilaian tahun 2023 dilaksanakan dalam 4 (empat) tahap, yaitu:

1. Perencanaan Kinerja
2. Pemantauan Kinerja
3. Evaluasi Kinerja
4. Umpan Balik Kinerja



REMUNERASI DAN KESEJAHTERAAN KARYAWAN

Indonesia Re selalu berkomitmen untuk memperhatikan kesejahteraan karyawan. Untuk itu, Perusahaan memastikan telah memenuhi ketentuan normatif dari peraturan perundang-undangan yang terkait dengan ketenagakerjaan dan remunerasi.

Perusahaan menerapkan sistem remunerasi yang kompetitif, terstruktur dan adil yang didasarkan pada sejumlah faktor. Di antaranya: bobot jabatan, skala upah dan kinerja karyawan. Perusahaan juga memastikan standar gaji yang telah ditetapkan sesuai dengan Upah Minimum Provinsi dan Kabupaten/Kota yang berlaku.

Through the diagnostics conducted, the Company will have reviews, analyses, and recommendations on areas that need improvement and enhancement in the Company's HR management practices. This should allow for improvements and strengthening of the HR management function and role in the future to produce capable and highly competitive human capital. The ultimate goal is to bring the Company forward.

EMPLOYEE PERFORMANCE ASSESMENT

In 2024, Indonesia Re implemented Cascading of Key Performance Indicator (KPI), a method that involves the downward dissemination of Corporate KPIs to Division, Department, and Individual levels, encompassing both the outcomes and the process of KPI derivation.

The Board of Directors' Decree governs work performance assessments, which include both KPI and non-KPI assessments for employees. The 2023 assessment was carried out in 4 (four) stages, which are:

1. Performance Planning.
2. Performance Monitoring
3. Performance Evaluation.
4. Performance Feedback

EMPLOYEE REMUNERATION AND WELFARE

Indonesia Re is always committed to prioritizing employee welfare. Therefore, the Company ensures that all applicable laws and regulations governing employment and remuneration have been fulfilled.

The Company implements a competitive, structured, and fair remuneration system that is based on a variety of factors. These include position weight, salary scale, and employee performance. The Company also ensures that the salary standards established are in compliance with the applicable Provincial and Regency/City Minimum Wages.

Sehubungan dengan adanya surat edaran kementerian BUMN Nomor SE-1/MBU/01/2024 tentang *Employee Well-Being Policy* (EWP) di Lingkungan Badan Usaha Milik Negara, Fungsi Human Capital Indonesia Re berupaya mengimplementasikan EWP agar setiap karyawan memiliki kesehatan fisik, psikologis, finansial dan sosial secara berimbang demi mencapai produktivitas yang berkelanjutan.

Regarding the Ministry of State-Owned Enterprises Circular Letter Number SE-1/MBU/01/2024 on the Employee Well-Being Policy (EWP) within the State-Owned Enterprises Environment, the Human Capital Function of Indonesia Re strives to implement the EWP to ensure that every employee maintains balanced physical, psychological, financial, and social health to achieve sustainable productivity.

Beberapa praktik EWP yang telah dijalankan diuraikan dalam tabel di bawah ini:

Several EWP practices that have been implemented are outlined in the table below:

No.	Program Program	Kegiatan Activity	Tujuan Objective
1	<i>New Working Method</i>	<i>Flexible working hour</i> yaitu 08.00-17.00 dan 09.00-18.00 Adanya WFH 1x dalam seminggu bagi Staf dan Unit Head Flexible working hours of 08.00-17.00 and 09.00-18.00 WFH 1x a week for Staff and Unit Heads	Menjaga efek psikologis karyawan Maintain psychological effects on employees
2	Asuransi Karyawan Employee Insurance	Perlindungan Asuransi Sosial yang bersifat wajib dan juga Asuransi pihak ketiga untuk memberikan fasilitas rawat jalan dan rawat inap bagi karyawan dan keluarga inti Mandatory social insurance protection and third-party insurance to provide outpatient and inpatient care facilities for employees and immediate family members.	Menjaga kesehatan fisik bagi karyawan dan keluarga inti Maintaining physical health for employees and immediate family members
3	<i>Respectful Workplace Policy</i>	Sosialisasi Penerapan <i>Respectful Workplace Policy</i> (RWP) melalui <i>e-mail</i> maupun kegiatan Seminar RWP Socialization of the implementation of the Respectful Workplace Policy (RWP) through e-mail and RWP Seminar	Menciptakan lingkungan kerja yang kondusif, produktif dengan berlandaskan karyawan yang saling menghormati dan menghargai Creating a conducive, productive work environment based on mutual respect and appreciation
4	Program <i>Engagement</i> Engagement Program	Mengadakan kegiatan penunjang kerekatan antar karyawan maupun karyawan dengan Perusahaan Conducting activities to enhance bonding among employees as well as between employees and the Company	Sebagai wadah untuk relaksasi karyawan, wadah aspirasi karyawan yang langsung ditanggapi oleh manajemen, memperkenalkan PT Reasuransi Indonesia Utama melalui kanal podcast, IG, Youtube As venue for employee relaxation, platform for employee aspirations and grievances, to be directly addressed by the Management, introducing PT Reasuransi Indonesia Utama through podcast, Instagram, and Youtube channels.
	Program <i>Engagement</i> Engagement Program	Bekerja sama dengan Baporsi, Jelita30 dan BUMN Muda Collaborating with Baporsi, Jelita30, and BUMN Muda	Adanya program baporsi setiap bulan seperti <i>trekking</i> , dan kegiatan olah raga lainnya. Jelita30 lebih cenderung membuat webinar tentang RWP, Kesehatan wanita bekerjasama dengan Biofarma, Mengatur <i>Financial</i> Keluarga dan bekerja sama dengan Baporsi. The Baporsi program takes place every month, featuring activities such as trekking and other sports activities. Jelita30 tends to host webinars on the Respectful Workplace Policy (RWP), women's health in collaboration with Biofarma, Family Financial Management, and cooperation with Baporsi.
	Program <i>Engagement</i> Engagement Program	Perayaan HUT Perusahaan Company Anniversary Celebration	Meningkatkan Kerekatan Karyawan melalui program <i>employee gathering</i> Enhancing Employee Cohesion through the Employee Gathering Program.

No.	Program Program	Kegiatan Activity	Tujuan Objective
5	Program Penghargaan Karyawan Employee Awarding Program	Penghargaan Masa Kerja bagi karyawan yang telah bekerja selama 10 tahun, 15 tahun, 20 tahun, 25 tahun dan 30 tahun Length of Service Awards for employees who have worked for 10 years, 15 years, 20 years, 25 years, and 30 years.	Apresiasi bagi karyawan yang telah loyal bekerja di PT RIU Apresiasi bagi karyawan yang telah loyal bekerja di PT RIU Appreciation for employees who have been loyal to work at PT RIU
6	Fasilitas Kantor bagi Karyawan Facilities for Employees	Sudah adanya beberapa fasilitas kantor yang disediakan bagi karyawan seperti: • Mesjid (tempat ibadah) • <i>Fitness Area</i> • Klinik • Perpustakaan • Ruang Menyusui • Ruang Relaksasi • Ruang Rapat • <i>Pantry</i> • Ruang Band • Balai Peristirahatan Argasanya There are already several office facilities provided for employees such as: • Mosque (place of worship) • Fitness Area • Clinic • Library • Nursing Room • Relaxation Room • Meeting Room • Pantry • Smoking Area	Fasilitas di atas disediakan untuk memenuhi kebutuhan karyawan The facilities above are provided to meet the needs of employees

Perjanjian Kerja Bersama (PKB) antara karyawan dengan Indonesia Re juga telah 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.

The Collective Labor Agreement (PKB) owned by Indonesia Re governs remuneration policy, specifically by establishing salaries based on company policy. Salary increases are based on an assessment of the employee's level of work performance and potential, as well as the Company's financial capabilities.

Selain pemenuhan remunerasi yang bersifat mendasar/normatif, seperti:

1. Upah Bulanan
2. Tunjangan Hari Raya (THR)
3. Bantuan Pendidikan
4. Tunjangan Cuti

In addition to the fulfillment of basic/normative remuneration, such as:

1. Wages
2. Holiday Allowance
3. Education Assistance
4. Leave Allowance

Karyawan juga mendapatkan sejumlah fasilitas penunjang pekerjaan, jaminan kesehatan dalam bentuk asuransi serta jaminan hari tua. Tidak terbatas pada itu, Perusahaan memberikan fasilitas rekreasi, olahraga dan lainnya sesuai dengan pertimbangan keadaan dan kemampuan Perusahaan. Selain itu, untuk mendukung tingkat kesejahteraan, para karyawan juga memiliki wadah koperasi karyawan.

Employees also receive a variety of job support facilities, health insurance, and retirement benefits. Furthermore, the Company provides recreational, sports, and other facilities according to the Company's circumstances and capabilities. In addition, to promote employee welfare, an employee cooperative was established.

Hubungan Industrial

Indonesia Re juga berkomitmen untuk selalu mengedepankan hubungan industrial yang kondusif dan harmonis antara karyawan dan manajemen demi terciptanya produktivitas dan keberlangsungan perusahaan.

Industrial Relations

Indonesia Re is committed to fostering a conducive and harmonious industrial relationship between employees and management to ensure productivity and the long-term sustainability of the company.

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.

Jaminan Sosial dan Program Pensiun

Perusahaan memberikan jaminan sosial dan program pensiun yang diwajibkan oleh regulasi pemerintah dan memberikan benefit lain di atas regulasi tersebut. Adapun program ini dimaksudkan untuk menjamin keamanan dan keberlangsungan kesejahteraan karyawan yang sudah mendedikasikan waktu, tenaga, dan kemampuannya hingga memasuki akhir masa kerja. Program jaminan tersebut, di antaranya:

1. BPJS Ketenagakerjaan
Perusahaan mengikutsertakan karyawan ke seluruh program BPJS Ketenagakerjaan, di antaranya Jaminan Kematian (JKM), Jaminan Kecelakaan Kerja (JKK), Jaminan Kehilangan Pekerjaan (JKP), Jaminan Hari Tua (JHT) dan Jaminan Pensiun (JP).
2. BPJS Kesehatan
Mengikutsertakan seluruh karyawan dan keluarganya dalam program pemerintah yaitu BPJS Kesehatan.
3. Asuransi Kesehatan
Perusahaan juga mengikutsertakan seluruh karyawan dan keluarganya dalam pelayanan asuransi kesehatan di luar BPJS kesehatan.
4. Program Pensiun DPLK
Perusahaan menyelenggarakan program pensiun yang dikelola oleh Dana Pensiun Lembaga Keuangan (DPLK) untuk seluruh karyawan tetap.
5. Jaminan Hari Tua Lainnya
Diberikan kepada karyawan tetap dengan melalui program asuransi, di mana jenis asuransi dan besarnya premi diatur tersendiri dengan SK Direksi.
6. 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 (khusus Jaminan Hari Tua dan Jaminan Pensiun), 4, dan 5.

PROGRAM PENDIDIKAN DAN PELATIHAN

Dalam rangka menerapkan *Good Corporate Governance* (GCG) di lingkungan *Human Capital Department*, Perusahaan 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:

Indonesia Re also gives employees the freedom to exercise their right to join a labor union. This reflects the Company's adherence to Law No. 13 of 2003 on Employment and Law No. 21 of 2000 on Trade Unions, which guarantees all employees the freedom to join professionally managed employee organizations as a means of liaison between employees and the Company. The Indonesia Re Workers Union was established in 2017 with Letter No. 704/SP/JP/III/2017, dated March 13, 2017.

Social Security and Pension Programs

The Company provides social security and retirement programs as mandated by government regulations, along with additional, beyond-regulation benefits. These programs are intended to ensure the security and sustainability of the welfare of employees who have dedicated their time, effort, and skills until the end of their working period. The guarantee programs include the following:

1. BPJS Ketenagakerjaan (Employment) The company includes employees in all programs. BPJS Ketenagakerjaan, including Jaminan Kematian (JKM), Jaminan Kecelakaan Kerja (JKK), Jaminan Kehilangan Pekerjaan (JKP), Jaminan Hari Tua (JHT) and Jaminan Pensiun (JP).
2. BPJS Kesehatan (Health) Include all employees and their families in the government program, BPJS Kesehatan.
3. Health Insurance The company also includes all employees and their families in health insurance services outside BPJS health.
4. DPLK Pension Program The Company has a pension plan managed by the Financial Institution Pension Fund (DPLK) for all permanent employees.
5. Other Old Age Security Provided to permanent employees through an insurance program, where the type of insurance and the amount of premium are regulated separately by the Board of Director's Decree.
6. Upon retirement, employees will receive severance pay in accordance with the provisions stipulated in the PKB and Law No. 13 of 2003 plus the benefits mentioned in numbers 1, 4, and 5.

EDUCATIONAL AND TRAINING PROGRAMS

In order to implement Good Corporate Governance (GCG) within the Human Capital Department, the Company conducts training in accordance with the regulations outlined in the Board of Directors' Decree number 00844/60.HK.01.01/00/Indonesia Re/10/2017, dated October 23, 2017, regarding Education and PT Reinsurance Indonesia Utama (Persero) Employee Training. This decree, among other things, regulates the following:

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. Komitmen tersebut diwujudkan melalui pemberian 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. Namun demikian, pelaksanaan program pendidikan dan pengembangan kompetensi pegawai juga disesuaikan dengan kebutuhan Perusahaan.

Sepanjang tahun 2024, Perusahaan melaksanakan pelatihan kepada karyawan sebanyak 82 jenis pelatihan yang diikuti oleh 232 karyawan. Total biaya pelatihan yang direalisasikan sebesar Rp 3,46 Miliar.

Uraian	2024	2023	2022	Description
Uraian Total Pelatihan	82	81	94	Total Training
Jumlah Karyawan yang mengikuti	232	204	197	Number of Employees participating
Realisasi Biaya Pelatihan	Rp3,46 Miliar Billion	Rp2,08 Miliar Billion	Rp2,58 Miliar Billion	Realization of Training Cost

Selain pelatihan, Indonesia Re juga menjalankan program sertifikasi profesi bagi karyawan sesuai dengan fungsi dan jabatan yang dipangku. Hasilnya, jumlah karyawan dengan gelar sertifikasi pada tahun 2024 adalah sebagai berikut:

Gelar Profesi Professional Degree	Jumlah Gelar Profesi Tahun 2024 Number of Professional Degree in 2024
AAIJ Ahli Asuransi Indonesia Jiwa	4
AAAIJ Ajun Ahli Asuransi Indonesia Jiwa	50
AAIK Ahli Asuransi Indonesia Kerugian	3
AAAIK Ajun Ahli Asuransi Indonesia Kerugian	22
ACII Associate of The Chartered Insurance Institute	5
FSAI Fellow of Society of Actuary of Indonesia	3
ASAI Associate of The Society of Actuaries of Indonesian	3
FLMI Fellow Life of Management Institute	1
AIIS Associate of Islamic Insurance Society	3
FIIS Fellow of Islamic Insurance Society	1

1. Types of Education and Training
2. Criteria for Education Participants
3. Approval for Training Program
4. Registration Procedure
5. Budget for Education & Training
6. Participant Obligations

Indonesia Re always pays special attention to the development of high-quality human capital. This is accomplished by allowing every employee who meets the requirements to participate in a variety of education and training programs organized both internally and externally.

The training program is carried out in accordance with the annual training plan developed based on the Training Needs Analysis (TNA). Indonesia Re sees HR/HC competency development as a long-term investment that will have a significant impact on the Company's future performance.

The Company provides equal opportunities for all employees to participate in HR/HC training and development programs. However, the implementation of educational programs and employee competency development is tailored to the Company's requirements.

Throughout 2024, the Company carried out 82 types of employee training, with 232 employees attending. Total training costs were realized at Rp3.46 billion.

In addition to training, Indonesia Re provides a professional certification program for employees based on their functions and positions. As a result, the number of employees holding certification degrees in 2024 is as follows:

Gelar Profesi Professional Degree		Jumlah Gelar Profesi Tahun 2024 Number of Professional Degree in 2024
CPLHI	Certified Professional in Life and Health Insurance	2
IPGDI	International Post Graduate Diploma in General Insurance	0
ANZIIF	Australian and New Zealand Institute of Insurance and Finance	20
Ak.	Akuntan	5
QIA	Qualified Internal Auditor	3
CPFS	Certified Professional Financial Services	0
ARA	Associate Reinsurance Administration	1
AFSI	Associate Financial Service Institute	0
WMI	Wakil Manager Investasi	10
CRMO	Certified Risk Management Officer	73
CRMP	Certified Risk Management Professional	5
CRGP	Certified Risk Governance Professional	13
QCRO	Qualified Chief Risk Officer	1
HCM	Human Capital Manager	1
CHRO	Certified Human Resource Officer	1
PIA	Professional Internal Audit	2
CA	Chartered Accountant	6
IB	Investment Banking	1
COBIT	Control Objectives for Information and Related Technologies	1
GRCP	Governance Risk Compliance Professional	2
PMO	Project Management Officer	1
AMRP	Ahli Manajemen Risiko Perasuransian	2

PENGHARGAAN MASA BAKTI

Dalam rangka memberikan penghargaan kepada karyawan tetap yang telah memberikan masa bakti 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/12/201 tertanggal 18 Desember 2017. Penghargaan masa kerja diberikan kepada karyawan tetap, yaitu berupa sejumlah imbal balas jasa yang diatur dalam Surat Keputusan Direksi.

Pada tahun 2024, Indonesia Re telah merealisasikan pemberian penghargaan masa bakti dengan rincian sebagai berikut:

Masa Bakti Tenure	Jumlah Karyawan Number of Employees
10 tahun years	9
15 tahun years	3
20 tahun years	5
25 tahun years	9
30 tahun years	3
Total	29

LONG SERVICE AWARDS

In order to give appreciation to permanent employees who have provided services and devotion to the Company, the Board of Directors deems it necessary to give long service awards to employees as stated in SK No.00894/60.HK.01.01/00/Indonesia Re/12/201 dated 18 December 2017. Long service awards are given to permanent employees, namely in the form of a number of remunerations as regulated in the Board of Directors' Decree.

In 2024, Indonesia Re has realized the provision of long service awards with the following details:

INTERNALISASI BUDAYA AKHLAK

AKHLAK merupakan nilai-nilai dasar yang menjadi pedoman perilaku seluruh insan Indonesia Re dalam menjalankan tugas dan tanggung jawabnya secara profesional. AKHLAK adalah akronim dari Amanah, Kompeten, Harmonis, Loyal, Adaptif, dan Kolaboratif—yang mencerminkan integritas, keahlian, kerja sama, serta komitmen terhadap perubahan dan kemajuan. Dengan menjadikan AKHLAK sebagai landasan budaya kerja, Indonesia Re berupaya menciptakan lingkungan kerja yang etis, produktif, dan berorientasi pada kinerja unggul, sekaligus memperkuat citra perusahaan sebagai institusi yang terpercaya dan bertanggung jawab, baik secara internal maupun dalam hubungannya dengan mitra serta pemangku kepentingan lainnya.

Indonesia Re memiliki 7 perilaku utama yang mencerminkan identitas perusahaan dan karyawannya, yang telah terintegrasi dalam nilai-nilai AKHLAK dan merepresentasikan nilai tersebut secara menyeluruh. Nilai tersebut adalah:

1. Antisipatif
2. Menepati Janji
3. Terus Belajar
4. Bekerja Efektif dan Tuntas
5. Suka Bekerja Sama dan Bersinergi
6. Berorientasi Target dan Menjadi Pemenang
7. Berpenampilan Representatif, Tersenyum, dan Komunikatif

Internalisasi AKHLAK dilakukan melalui berbagai program, antara lain seminar terkait pengenalan AKHLAK kepada seluruh karyawan. Selain itu, Perusahaan menyelenggarakan program *engagement* dengan tema AKHLAK, serta yang terakhir adalah menjadikan nilai AKHLAK sebagai salah satu komponen penilaian kinerja karyawan.

Indonesia Re juga melakukan *monitoring* dan evaluasi (*money*) terhadap pelaksanaan nilai-nilai AKHLAK di lingkungan Perusahaan. Kegiatan tersebut direalisasikan secara konsisten agar Perusahaan dapat terus mengembangkan kualitas penerapannya.

Pada tahun 2024, Indonesia Re juga ikut serta dalam merayakan AKHLAK *Culture Fest*, dan juga menunjuk beberapa karyawan untuk menjadi duta AKHLAK.

RENCANA STRATEGI PENGEMBANGAN SDM KE DEPAN

Untuk rencana tahun 2025 Human Capital Department Indonesia Re akan melanjutkan program *Talent Development* yang telah dijalankan, dengan melanjutkan Pengembangan Kamus Kompetensi Teknik, Menerapkan Manajemen Talenta secara menyeluruh, Career Plan serta pembentukan *succession planning*.

INTERNALIZATION OF AKHLAK CULTURE

AKHLAK serves as the core set of values guiding the behavior of all Indonesia Re personnel in carrying out their duties and responsibilities professionally. AKHLAK is an acronym for *Amanah* (Trustworthy), *Kompeten* (Competent), *Harmonis* (Harmonious), *Loyal* (Loyal), *Adaptif* (Adaptive), and *Kolaboratif* (Collaborative) – reflecting integrity, expertise, teamwork, and a commitment to change and progress. By embedding AKHLAK as the foundation of its work culture, Indonesia Re aims to create an ethical, productive, and high-performance-oriented work environment, while also strengthening the Company's image as a trustworthy and responsible institution, both internally and in its relationships with partners and other stakeholders.

Indonesia Re has identified seven key behaviors that reflect the company's and its employees' identity. These behaviors are fully integrated into the AKHLAK values and serve as comprehensive representations of those principles. Those values are:

1. Anticipatory
2. Keep promises
3. Keep Learning
4. Work Effectively and Completely
5. Likes to work together and synergize
6. Target oriented and become a winner
7. Have a representative appearance, smile, and communicative

Internalization of AKHLAK is carried out through various programs, including seminars related to introducing AKHLAK to all employees. Apart from that, the Company organizes an engagement program with the AKHLAK theme and, most recently, makes AKHLAK values a component of employee performance assessment.

Indonesia Re also conducts monitoring and evaluation (*money*) of the implementation of AKHLAK values within the Company. These activities are realized consistently so that the Company could continue to develop the quality of its implementation.

In 2024, Indonesia Re also participated in celebrating AKHLAK *Culture Fest* and also appointed several employees to be AKHLAK ambassadors.

FUTURE HUMAN CAPITAL DEVELOPMENT PLAN

For the 2025 plan, Indonesia Re's Human Capital Department will continue its ongoing Talent Development programs with a focus on further developing the Technical Competency Dictionary, comprehensive Talent Management implementation, Career Planning, and the establishment of succession planning.

Untuk Kamus Kompetensi Teknik, Human Capital Department Indonesia Re masih perlu untuk menyempurnakan kamus kompetensi tersebut dengan merumuskan metode penilaian atau asesmen karyawan untuk memenuhi standar kamus kompetensi tersebut. Ditargetkan di tahun 2025, Tim Komite Evaluasi Jabatan mampu melakukan asesmen kompetensi teknik kepada karyawan secara bertahap. Hal ini bertujuan agar dapat memetakan *Gap* Kompetensi Teknik serta merencanakan pengembangan dari *gap* tersebut.

Pada tahun 2025, Indonesia Re menargetkan penerapan manajemen talenta. Hal ini diawali dengan melakukan pemetaan talenta berdasarkan kriteria yang sudah tertuang di dalam SK Direksi. Pemetaan Talenta dilakukan pada level BOD-2, BOD-3 dan BOD-4. Setelah dilakukan pemetaan, kemudian talenta yang terpilih akan diikutkan pada program pengembangan yang sesuai dengan kebutuhan talenta. Dengan berjalannya Program Manajemen Talenta ini diharapkan mampu menciptakan budaya kinerja tinggi.

Di akhir 2024 Human Capital Department Indonesia Re melakukan analisa *Career Path* dan *Succession Planning*. Hal ini akan dilanjutkan pada tahun 2025 sebagai tahap penyempurnaan dan penerapan proses Transformasi pada tahun sebelumnya. *Career Path* dan *Succession Planning* dilakukan dengan tujuan untuk melihat perjalanan karir sebuah jabatan dan perencanaan pemenuhan jabatan. Strategi ini dilakukan agar dalam proses pemenuhan jabatan tertentu seperti mutasi maupun promosi, Human Capital Department Indonesia Re akan dibantu oleh kedua perangkat strategi ini.

Selain hal di atas pada tahun 2025 Human Capital Department Indonesia Re sudah merencanakan akan membuka kembali program beasiswa magister untuk karyawan Indonesia Re. Hal ini bertujuan untuk mengembangkan SDM agar mampu bersaing di industri Global. Sebagai salah satu strategi pemenuhan *Man Power*, Indonesia Re juga berkomitmen untuk menyukseskan dan berpartisipasi dalam Program Rekrutmen Bersama BUMN (RBB) di 2025.

Dalam upaya mencapai aspirasi *Happy People with High Competence and Integrity*, Indonesia Re berupaya untuk fokus terhadap *Employee Wellbeing* serta mengedepankan upaya penerapan hal tersebut dalam pembentukan Pilar kesehatan mental karyawan, hingga ke upaya pemberian dukungan tenaga profesional pada bidang tersebut. Indonesia Re juga berupaya untuk menyediakan fasilitas penunjang keseimbangan karyawan dalam bentuk ruang olah raga, studio band hingga rencana pemberlakuan konsep ruang kerja *open space* yang dilakukan secara bertahap.

Regarding the Technical Competency Dictionary, Indonesia Re's Human Capital Department still needs to refine this competency dictionary by formulating assessment methods for employees to meet the standards set forth in the competency dictionary. It is targeted that by 2025, the Job Evaluation Committee will be able to conduct technical competency assessments for employees gradually. This aims to map the Technical Competency Gaps and plan development strategies to address these gaps.

In 2025, Indonesia Re aims to implement talent management. The program will begin with talent mapping based on the criteria outlined in the Board of Directors' Decree. Talent mapping will be conducted at the BOD-2, BOD-3, and BOD-4 levels. After mapping, selected talents will be enrolled in development programs that are tailored to their needs. The implementation of this Talent Management Program should create a high-performance culture.

At the end of 2024, Indonesia Re's Human Capital Department conducted an analysis of Career Path and Succession Planning. This will continue into 2025 as a stage of refinement and implementation of the transformation process from the previous year. Career Path and Succession Planning are conducted to assess the career journey of a position and plan for filling that position. This strategy is designed to assist Indonesia Re's Human Capital Department in the processes of filling specific positions, such as transfers and promotions, using these two strategic tools.

In addition to the above, Indonesia Re's Human Capital Department has also planned to reopen the master's scholarship program in 2025 for its employees. The program aims to develop human resources so they can compete in the global industry. As part of its manpower fulfillment strategy, Indonesia Re is also committed to succeeding and participating in the Joint SOE Recruitment Program (RBB) in 2025.

In pursuit of the aspiration of Happy People with High Competence and Integrity, Indonesia Re will focus on Employee Well-being and prioritize efforts to implement this through the establishment of employee mental health pillars, including providing professional support in this field. Indonesia Re will also continue to strive to provide facilities that support employee balance in the form of sports rooms, band studios, and plans to implement an open space work concept gradually.

Human Capital Department Indonesia Re juga akan bekerja sama dengan Divisi Teknologi Informasi untuk mengembangkan Digital Talenta, dimana Karyawan akan dikembangkan secara khusus mengenai sistem teknologi informasi untuk menunjang tuntutan era digital. Hal ini juga sejalan dengan program Kementerian BUMN yakni FORDIGI BUMN.

Sesuai dengan *Human Capital IT Roadmap* Indonesia Re, proses pengembangan HC Portal Indonesia Re dimulai dari modul personel *administration & payroll*, dan di tahun 2024 ini terfokus pada pengembangan area learning yang bekerjasama dengan FHCI dan LinkedIn Learning untuk meningkatkan efektivitas pelatihan, lalu dilanjutkan ke modul *performance management*, dan *talent management* pada tahun 2025, guna memastikan seluruh proses pengelolaan SDM terintegrasi dan saling mendukung. Seluruh inisiatif ini merupakan bagian dari pelaksanaan *Human Capital IT Roadmap* Indonesia Re, yang menjadi panduan strategis dalam mendorong transformasi digital di bidang SDM. Melalui *roadmap* ini, Indonesia Re berkomitmen membangun sistem pengelolaan SDM yang modern, efisien, dan adaptif terhadap perubahan industri reasuransi yang dinamis.

Indonesia Re's Human Capital will also collaborate with the Information Technology Division to develop Digital Talent, where employees will be specifically trained in information technology system to meet the demands of the digital era. This aligns with the Ministry of SOEs' program, FORDIGI BUMN.

In line with Indonesia Re's Human Capital IT Roadmap, the development of the Indonesia Re HC Portal began with the personnel administration & payroll module. In 2024, the focus has shifted to enhancing the learning module in collaboration with FHCI and LinkedIn Learning to improve training effectiveness. This will be followed by the development of performance management and talent management modules in 2025, ensuring a fully integrated and mutually supportive HR management system. These initiatives form part of the implementation of Indonesia Re's Human Capital IT Roadmap, which serves as a strategic guide for driving digital transformation in the human resources function. Through this roadmap, Indonesia Re is committed to building a modern, efficient, and adaptive HR management system that aligns with the dynamic nature of the reinsurance industry.

TEKNOLOGI INFORMASI INFORMATION TECHNOLOGY



Di bidang teknologi informasi, Indonesia Re telah memiliki kebijakan dasar “Pengelolaan Sistem Informasi Perusahaan dan Pedoman Tata Kelola TI”, yang menjamin kesuksesan sistem informasi dan pengamanan informasi setiap unit pada lingkungan Perusahaan.

In the field of information technology, Indonesia Re has established the fundamental policy “Management of Corporate Information Systems and IT Governance Guidelines”, which ensures the success of information systems and the security of information within each unit across the Company.

PT Reasuransi Indonesia Utama (Persero) (“Indonesia Re,” “Perusahaan”) menyadari bahwa dinamika bisnis di era digital menuntut perusahaan harus lebih lincah dalam menjalankan bisnisnya. Melalui dukungan Teknologi Informasi (TI), perusahaan diharapkan dapat memberikan nilai kompetitif dari berbagai aspek bisnis.

Dalam menjaga bisnis yang berkelanjutan, fundamental digital dan TI yang perlu diperkuat yaitu arsitektur yang mendukung *scalability*, *flexibility*, dan *security*. Dengan mengusung tema “*Building Future-Ready Foundation Through Digital First DNA Strategy*,” Perusahaan berfokus pada penguatan fundamental arsitektur dalam kerangka ekosistem digital yang mendukung *core business* dan *supporting business*.

Fokus lainnya adalah penguatan *digital intelligence foundation*. Inisiatif ini diharapkan dapat mendukung *business insight* dan *decision support* sebagai fundamental inovasi digital yang berkelanjutan untuk keberlanjutan usaha Perusahaan.

VISI DAN MISI TEKNOLOGI INFORMASI

Dalam pelaksanaan TI, Indonesia Re memiliki visi “*to deliver strategic services for business*.” Melalui visi itu, Perusahaan berkomitmen menjadikan TI sebagai katalisator utama yang memperkuat daya saing dan menciptakan nilai bisnis yang berkelanjutan.

PT Reasuransi Indonesia Utama (Persero) (“Indonesia Re,” the “Company”) realizes that the dynamics of business in the digital era require companies to be more agile in their operations. Information Technology (IT) should enable the Company to give competitive values across various aspects of the business.

Among the IT and digital fundamentals that need to be strengthened in running a sustainable business are IT architectures that support scalability, flexibility, and security. Embracing the “*Building Future-Ready Foundation Through Digital First DNA Strategy*” theme, The Company focuses on enhancing the architectural fundamentals within the framework of a digital ecosystem that supports both core and supporting businesses.

Another focus is on the strengthening of the digital intelligence foundation. This initiative is expected to support business insights and decision support as a fundamental aspect of sustainable digital innovation for the Company’s business continuity.

VISION AND MISSION OF INFORMATION TECHNOLOGY

In IT implementation, Indonesia Re has a vision “*to deliver strategic services for business*.” Through this vision, the Company is committed to making IT a key catalyst that strengthens competitiveness and creates sustainable business values.

Untuk mewujudkan visi tersebut, misi TI difokuskan pada 3 (tiga) pilar utama:

1. Pengembangan sistem informasi yang terintegrasi untuk *core services* dan *supporting services*, dilengkapi layanan analitik yang mendukung pengambilan keputusan strategis.
2. Penyediaan infrastruktur TI yang aman dan andal untuk mendukung pengembangan bisnis secara efektif dan efisien.
3. Penerapan tata kelola TI dan data yang baik guna memastikan kepatuhan regulasi serta akselerasi bisnis. Dengan fondasi tersebut, perusahaan terus mendorong inovasi digital yang sejalan dengan dinamika kebutuhan bisnis dan perkembangan teknologi terkini.

KEBIJAKAN TEKNOLOGI INFORMASI

Penyelenggaraan TI dan pengelolaan pengamanan informasi di lingkungan Indonesia Re dilaksanakan berdasarkan kebijakan dasar Pengelolaan Sistem Informasi Perusahaan dan Pedoman Tata Kelola dan Pengelolaan TI. Ketentuan ini menjamin kesuksesan 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.

Merujuk pada Peraturan Menteri Badan Usaha Milik Negara (BUMN) nomor PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, Indonesia Re telah melakukan upaya optimalisasi efektivitas penyelenggaraan TI melalui beberapa program inisiatif. Program tersebut juga didukung melalui Kebijakan Tata Kelola dan Pengelolaan TI yang ditetapkan sebagai pemenuhan Peraturan Menteri BUMN Nomor PER-03/MBU/2018 tentang Panduan Penyusunan Pengelolaan Teknologi Informasi Badan Usaha Milik Negara, yang bertujuan:

1. Tersedianya panduan untuk terwujudnya pola standarisasi kerangka perencanaan, pelaksanaan, pengembangan, penerapan, operasi, *monitoring*, evaluasi maupun perbaikan teknologi informasi secara terstruktur.

To realize this vision, the IT mission is focused on 3 (three) main pillars:

1. Development of integrated information systems for core and supporting services, complemented by analytical services that support strategic decision making.
2. Provision of secure and reliable IT infrastructure to support business development effectively and efficiently.
3. Implementation of good IT and data governance to ensure regulatory compliance and business acceleration. With this foundation, the company continues to drive digital innovation in line with the dynamics of business needs and the latest technological developments.

INFORMATION TECHNOLOGY POLICY

Indonesia Re's IT implementation and information security management are guided by the basic policies for Corporate Information System Management and IT Governance and Management Guidelines, which ensure the success of the information system and the security of information for each unit within the Company.

IT Governance and Management Policy is referred to:

1. ISO 20000-1 with due consideration on some of the best practices in IT service management.
2. ISO 27000 with due consideration on some of the best practice references in information security management.
3. COBIT 2019 with due consideration on some of the best practices in IT governance and management.

Referring to the Minister of State-Owned Enterprises' (BUMN) Regulation PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, Indonesia Re has made efforts to optimize the effectiveness of IT implementation through several initiative programs. The program is also supported by the IT Governance and Management Policy, which was established in accordance with the Minister of SOEs Regulation Number PER-03 / MBU / 2018 concerning Guidelines for the Preparation of Information Technology Management of State-Owned Enterprises, which aims:

1. Ensure SOEs have structured guidelines for the realization of IT planning, implementation, development, application, operation, monitoring, evaluation, and improvement framework standards.

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.

Sebagai implementasi dari landasan tersebut, kebijakan TI Indonesia Re mencakup:

1. Kebijakan Tata Kelola dan Pengelolaan TI Nomor 00032/HK.04.02/00/Indonesia Re/07/2023 tanggal 3 Juli 2023:
 - Memberikan kerangka pengaturan kepada seluruh unit yang terkait dengan penyelenggaraan Teknologi Informasi Perusahaan untuk dapat melaksanakan secara konsisten dan berkesinambungan terhadap Kebijakan Tata Kelola dan Pengelolaan Teknologi Informasi Perusahaan serta Kebijakan Pengamanan Informasi dan Manajemen Layanan Teknologi Informasi
 - Memberikan kerangka acuan kepada setiap unit yang terkait dengan penyelenggaraan Teknologi Informasi Perusahaan dan Pengamanan Informasi dalam penyusunan dan penetapan prosedur agar terjadi sinergi antara pengembangan, operasional, monitoring, evaluasi dan pengamanan informasi di lingkungan organisasi unit terkait.
2. Kebijakan Regulasi IT Nomor 00073/HK.01.01/Indonesia Re/05/2019 tanggal 6 Mei 2019:
 - Memastikan semua fungsi, keamanan dan penggunaan komputer sesuai dengan kebijakan perusahaan.
 - Melindungi kelangsungan operasional komputer, jaringan dan data.
 - Mencegah terjadinya kerusakan, pencurian baik data, *software* maupun *hardware* yang dapat dilakukan oleh pihak-pihak yang tidak bertanggung jawab.
 - Pemenuhan regulasi Peraturan Menteri Badan Usaha Milik Negara (BUMN) Nomor: PER-02/MBU/2013 dan PER-03/MBU/2018 tentang Panduan Penyusunan Pengelolaan Teknologi Informasi Badan Usaha Milik Negara.

Dari kebijakan tersebut, Perusahaan menurunkannya menjadi beberapa pedoman, yaitu:

1. Pedoman Pengembangan Teknologi Informasi.
2. Pedoman Pengelolaan Layanan Teknologi Informasi.
3. Pedoman Pengelolaan Data dan Keamanan Teknologi Informasi.

2. Ensure SOEs have guidance for implementing the Information Security Management System and IT Service Management System.
3. Ensure SOEs have the tools to increase the effectiveness and efficiency of business processes, productivity, and the availability of complete, comprehensive, accurate, and timely information to support the decision-making process in order to meet customer needs, improve the Company's performance and growth, and win business competition.

As an implementation of this foundation, Indonesia Re's IT policy covers:

1. IT Governance and Management Policy Number 00032/HK.04.02/00/Indonesia Re/07/2023 dated July 3, 2023:
 - Provides a regulatory framework for all units involved in the implementation of the Company's Information Technology to consistently and sustainably execute the IT Governance and Management Policy and the Information Security and Information Technology Service Management Policy.
 - Offers a reference framework for each unit involved in the implementation of the Company's Information Technology and Information Security in the preparation and establishment of procedures to ensure synergy between development, operations, monitoring, evaluation, and information security within the relevant organizational units.
2. IT Regulation Policy Number 00073/HK.01.01/Indonesia Re/05/2019 dated May 6, 2019:
 - Ensures that all functions, security, and use of computers comply with company policies.
 - Protects the continuity of computer, network, and data operations.
 - Prevents damage or theft of data, software, or hardware that may be misused by unauthorized parties.
 - Meets compliance with the Regulation of the Minister of State-Owned Enterprises (SOE) Number: PER-02/MBU/2013 and PER-03/MBU/2018 concerning Guidelines for the Preparation of Information Technology Management of State-Owned Enterprises.

From these policies, the Company has derived several guidelines, namely:

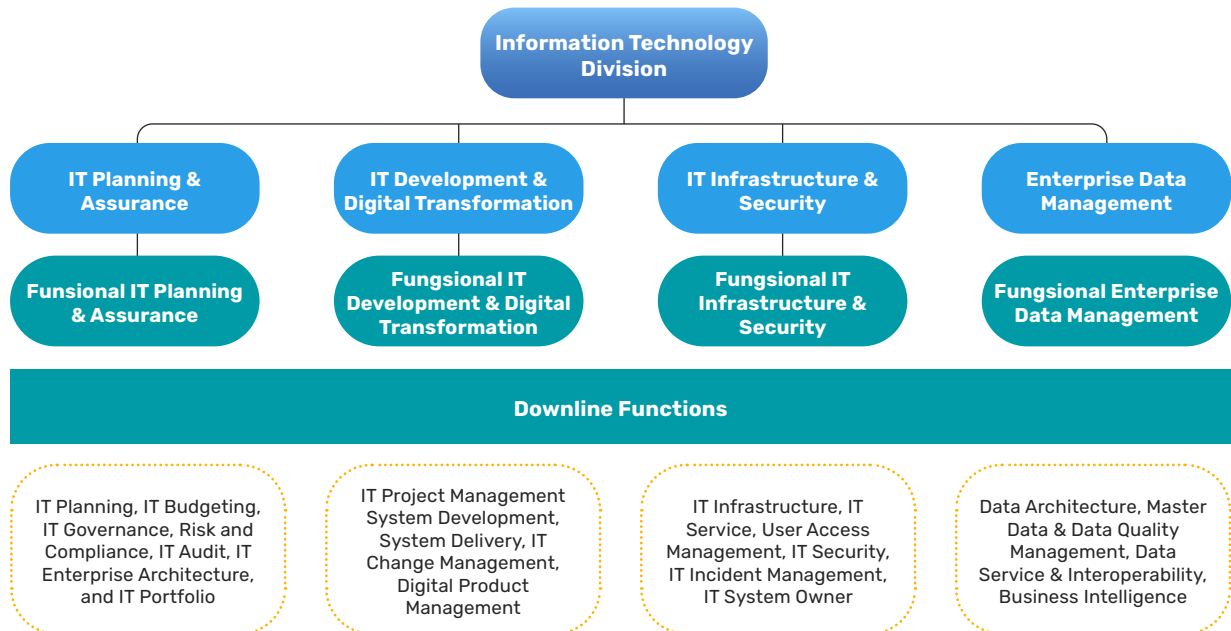
1. Guideline for Information Technology Development.
2. Guideline for IT Service Management.
3. Guideline for Data Management and Information Security.

ORGANISASI DIVISI TEKNOLOGI INFORMASI

Pengelolaan TI di lingkungan Perusahaan dilakukan oleh Divisi TI. Berdasarkan Keputusan Direksi No. 00021/HK.04.02/00/Indonesia Re/02/2024 pada tanggal 15 Februari 2024, Divisi TI merupakan unit kerja yang mandiri.

INFORMATION TECHNOLOGY DIVISION

At the Company, IT management is run by the IT Division. Based on Directors' Decree No. 00021/HK.04.02/00/Indonesia Re/02/2024 on February 15, 2024, the IT Division is an independent work unit.



Divisi TI dipimpin oleh Kepala Divisi yang ditunjuk dan bertanggung jawab langsung kepada Direksi. Pada tahun 2024, Kepala Divisi TI dijabat oleh Allan Prakosa yang diangkat berdasarkan SK Direksi 00084/65.HK.01.01/00/Indonesia Re/06/2024 tertanggal 24 Juni 2024.

The IT Division is led by an appointed Division Head who reports directly to the Board of Directors. In 2024, the Head of the IT Division was assumed by Allan Prakosa, who was appointed based on Directors' Decree No. 00084/65.HK.01.01/00/Indonesia Re/06/2024 dated June 24, 2024.

Profil Kepala Divisi TI dapat dilihat pada Profil Pejabat Eksekutif dalam bab "Profil Perusahaan."

The profile of the Head of the IT Division can be found in the Profile of Executive Officers under the "Company Profile" chapter.

Tugas dan Tanggung Jawab Divisi TI

1. Information Technology Division Head

Mengelola strategi Teknologi Informasi (TI) dan digital serta tata kelola TI Indonesia Re Group melalui aktivitas perencanaan, pelaksanaan pengembangan dan operasi, pengawasan, monitoring dan evaluasi sesuai dengan strategi, ketentuan, dan kebijakan Perusahaan serta peraturan perundang-undangan yang berlaku.

Rincian tugas:

- 1) Menjaga efektivitas dan efisiensi organisasi dengan menetapkan dan menyampaikan Rencana Strategis Penerapan Teknologi Informasi dan Digitalisasi di seluruh grup Indonesia Re.
- 2) Memiliki fungsi yang bersifat lintas unit seperti hubungan dengan *Business Value Chain Unit* di Indonesia Re serta *stakeholder* lainnya untuk memastikan kebutuhan sistem berbasis digital dapat terpenuhi dan memastikan bahwa program digitalisasi dari *value chain* Indonesia Re sesuai dengan strategi korporasi.

Duties and Responsibilities of IT Division

1. Information Technology Division Head

Manage Indonesia Re Group's information technology (IT) and digital strategy, as well as its IT governance, by planning, developing, running operations, overseeing, monitoring, and evaluating against the Company's strategy, regulations, and applicable laws.

Task in Details:

- 1) Maintain the effectiveness and efficiency of the organization by establishing and communicating the Strategic Plan for the Implementation of Information Technology and Digitalization across the Indonesia Re group.
- 2) Have in place inter-unit functions, such as relationships with Business Value Chain Units in Indonesia Re and other stakeholders to ensure that the needs for digital-based systems are met and that the digitalization programs from the value chain of Indonesia Re align with corporate strategy.

- 3) Mereview proposal pengembangan sistem dan prioritas pengembangan produk digital secara terpusat, berkoordinasi dengan *stakeholder* terkait.
- 4) Merancang dan mengembangkan program digitalisasi terintegrasi untuk mendukung pencapaian tujuan perusahaan.
- 5) Merancang dan mengembangkan operasional TI (layanan TI, infrastruktur TI, jaringan, *security*) untuk mendukung kualitas layanan perusahaan (*operational excellence*).
- 6) Melakukan optimalisasi dalam pengelolaan data digital perusahaan untuk mendukung nilai bisnis dan strategi pencapaian tujuan perusahaan.
- 7) Memastikan penggunaan anggaran secara efektif, efisien, dan akuntabel.

2. IT Planning & Assurance Department

- 1) Berperan sebagai IT *business partner* dalam melakukan *business requirement gathering*.
- 2) Menyusun kajian teknologi untuk kebutuhan investasi dan *procurement* terkait digital dan TI.
- 3) Penyusunan, *monitoring*, dan evaluasi *Master Plan* TI (aplikasi, *network*, infrastruktur, data), Rencana Kerja dan Anggaran TI.
- 4) Pengelolaan portofolio TI.
- 5) Pengelolaan IT *governance* dan IT audit.
- 6) Penyusunan prosedur dan skenario pengujian serta penjaminan kualitasnya yang meliputi uji fungsional/ fitur, uji integrasi, uji *performance*, dan uji *security*.
- 7) Melakukan *post implementation review* dan *review* sistem berkala (digital dan TI).

IT *Planning & Assurance* memiliki 2 fungsi sebagai berikut:

(a) IT Planning & Budgeting

- Menyesuaikan Strategi IT Infrastruktur maupun pengembangan sistem dengan Strategi Bisnis.
- Menyusun anggaran tahunan untuk investasi teknologi informasi dan memastikan bahwa biaya tetap sesuai dengan anggaran yang telah disetujui dan melakukan penyesuaian jika ada perubahan kebutuhan.

(b) IT Governance & Audit

- Membantu memastikan bahwa semua inisiatif dan investasi TI mendukung strategi dan tujuan organisasi.
- Mengelola risiko yang berkaitan dengan penggunaan teknologi.
- Memastikan kepatuhan (*compliance*).

3. IT Development & Corporate Digital Transformation Department

- 1) Mengelola proyek TI sebagai IT Project Manager.
- 2) Melakukan ideasi, *prototyping*, dan *delivery* proyek dan produk digital dan TI.

- 3) Review proposals for system development and prioritize centralized digital product development , coordinating with relevant stakeholders.
- 4) Design and develop integrated digitalization programs to support the achievement of the Company's objectives.
- 5) Design and develop IT operations (IT services, IT infrastructure, networks, security) to support the quality of the Company's services (operational excellence).
- 6) Optimize the management of the Company's digital data to support business value and strategic objectives.
- 7) Ensure the effective, efficient, and accountable use of the budget.

2. IT Planning & Assurance Department

- 1) Serve as an IT business partner in conducting business requirement gathering.
- 2) Prepare technology studies for investment and procurement needs related to digital and IT.
- 3) Prepare, monitor, and evaluate the IT Master Plan (applications, network, infrastructure, data), IT Work Plan, and Budget.
- 4) Manage the IT portfolio.
- 5) Manage IT governance and IT audit.
- 6) Develop procedures and testing scenarios as well as quality assurance that includes functional/feature testing, integration testing, performance testing, and security testing.
- 7) Conduct post-implementation reviews and periodic system reviews (digital and IT).

IT *Planning & Assurance* has 2 functions as follows:

(a) IT Planning & Budgeting

- Align IT infrastructure and system development strategies with those of business.
- Prepare the annual budget for information technology investments and ensure that costs remain within the approved budget, making adjustments as necessary.

(b) IT Governance & Audit

- Help ensure that all IT initiatives and investments support the organization's strategy and objectives.
- Manage risks associated with technology use.
- Ensures compliance.

3. IT Development & Corporate Digital Transformation Department

- 1) Manage IT projects as an IT Project Manager.
- 2) Conduct ideation, prototyping, and delivery of digital and IT projects and products.

- 3) Menyusun desain (termasuk *technology stack*) dan melakukan implementasi pengembangan sistem.
- 4) Melaksanakan pengujian sesuai prosedur yang disiapkan, meliputi uji fungsional/fitur, uji integrasi, uji performance dan uji *security*.
- 5) Melakukan konfigurasi dan memastikan proses *deployment* pada saat D2P (*development to production*).
- 6) Melakukan *transfer knowledge software* dan perangkatnya kepada tim infrastruktur dan pengguna
- 7) Mengelola *change request* terhadap *software* yang sudah *go live*.
- 8) Mengusulkan *change management plan* digitalisasi proses bisnis.

IT Development & CDT memiliki 3 (tiga) fungsi, yaitu:

(a) IT PMO

- Mengawasi dan memastikan bahwa proyek TI dilaksanakan sesuai dengan anggaran, waktu, dan ruang lingkup yang telah ditetapkan.
- Memantau kemajuan proyek secara *real-time*, mengidentifikasi risiko, dan mengambil tindakan korektif jika diperlukan.
- Mengkoordinasikan beberapa proyek sekaligus, memastikan prioritas yang tepat dan keselarasan dengan tujuan bisnis organisasi.

(b) Digital Product

- Melakukan ideasi, *prototyping*, dan *delivery* proyek dan produk digital & TI.
- Bertanggung jawab atas pengembangan aplikasi atau perangkat lunak yang memfasilitasi proses bisnis, meningkatkan efisiensi, dan menciptakan nilai tambah bagi perusahaan.
- Mencari dan mengimplementasikan inovasi-inovasi teknologi terbaru yang dapat digunakan dalam produk digital perusahaan.

(c) IT Engineering

- Melakukan konfigurasi dan memastikan proses *deployment* pada saat D2P (*development to production*).
- Melakukan *transfer knowledge software* dan perangkatnya kepada tim infrastruktur dan *user*.
- Mengelola *change request* terhadap *software* yang sudah *go live*.

4. IT Infrastructure & Security Department

- 1) Mengelola sistem yang sudah beroperasi sebagai *system owner*.
- 2) Mengelola *User Access Matrix* (UAM) penggunaan sistem dan infrastruktur.
- 3) Menyediakan infrastruktur (*environment*) untuk kebutuhan pengembangan dan uji sistem yang digunakan oleh tim pengembangan TI.
- 4) Mengelola *Service Level Agreement* (SLA) pada layanan TI.

- 3) Prepare designs (including *technology stack*) and implements system development.
- 4) Do trials according to prepared procedures, including functional/ feature testing, integration testing, performance testing, and security testing.
- 5) Configure and ensure the deployment process during D2P (*development to production*).
- 6) Do knowledge transfer of software and its tools to the infrastructure team and users.
- 7) Manage change requests for software that has gone live.
- 8) Proposes change management plans for business process digitalization.

IT Development & CDT has 3 functions, namely:

(a) IT PMO

- Oversee and ensure that IT projects are executed according to the established budget, timeline, and scope.
- Monitor project progress in real-time, identifies risks, and takes corrective actions as needed.
- Coordinate multiple projects simultaneously, ensuring proper prioritization and alignment with the organization's business objectives.

(b) Digital Product

- Conduct ideation, *prototyping*, and *delivery* of digital and IT projects and products.
- Responsible for developing applications or software that facilitate business processes, enhance efficiency, and create added value for the Company.
- Seek and implement the latest technological innovations applicable in the Company's digital products.

(c) IT Engineering

- Configure and ensure the deployment process during D2P (*development to production*).
- Do knowledge transfer of software and its tools to the infrastructure team and users.
- Manage change requests for software that has gone live.

4. IT Infrastructure & Security Department

- 1) Manage operational systems as the system owner.
- 2) Manage the *User Access Matrix* (UAM) for system and infrastructure usage.
- 3) Provide infrastructure (*environment*) for the development and testing needs of systems used by the IT development team.
- 4) Manage *Service Level Agreements* (SLA) for IT services.

- 5) Melakukan pemeliharaan infrastruktur TI yang meliputi *server*, *hardware*, dan jaringan.
- 6) Mengelola insiden terhadap keamanan siber dan mitigasinya termasuk *Disaster Recovery Plan* (melakukan *backup* dan *restore*).
- 7) keamanan serta memberikan rekomendasi terhadap keamanan siber di perusahaan (termasuk *penetration test* pada aplikasi).

IT Infrastructure & Security memiliki 3 (tiga) fungsi sebagai berikut:

(a) IT Infrastructure

- Mengelola sistem yang sudah beroperasi sebagai *System Owner*.
- Mengelola *User Access Matrix* (UAM) penggunaan sistem dan infrastruktur.
- Menyediakan infrastruktur (*environment*) untuk kebutuhan pengembangan dan uji sistem untuk digunakan oleh tim pengembangan TI.

(b) IT Security

- Mengelola insiden terhadap keamanan siber dan mitigasinya termasuk *disaster recovery plan* (melakukan prosedur *backup* dan *restore*).
- Melakukan asesmen dan pengujian keamanan serta memberikan rekomendasi terhadap keamanan siber di perusahaan (termasuk *penetration test* pada aplikasi).

(c) IT Service & Operation

- Mengelola *Service Level Agreement* (SLA) pada layanan TI.
- Melakukan pemeliharaan infrastruktur TI yang meliputi *server*, *hardware*, dan jaringan.

5. Enterprise Data Management Department

- 1) Melakukan pengelolaan dan optimalisasi *data platform* sebagai *single source of truth*.
- 2) Melakukan pengelolaan arsitektur data perusahaan meliputi *conceptual data*, *logical data*, *physical data* dan data *architecture*.
- 3) Melakukan pengelolaan metadata dan master data pada seluruh data perusahaan.
- 4) Melakukan pengelolaan keamanan data meliputi *data at rest*, *in transit* dan *in use*.
- 5) Melakukan pengelolaan kualitas data.
- 6) Menyediakan layanan pertukaran data perusahaan melalui *channel* digital.
- 7) Menyediakan layanan analisis dan visualisasi data.

Enterprise Data Management memiliki 2 (dua) fungsi, yaitu:

(a) Data Analytics & Services

- Melakukan pengelolaan dan optimalisasi *data platform* sebagai *single source of truth*
- Menyediakan layanan pertukaran data perusahaan melalui *channel* digital

- 5) Conduct maintenance of IT infrastructure, including servers, hardware, and networks.
- 6) Manage incidents related to cybersecurity and their mitigation, including the Disaster Recovery Plan (conducting backups and restores).
- 7) Conduct assessments and security testing and provides recommendations for cybersecurity within the Company (including penetration testing on applications).

IT Infrastructure & Security has 3 functions as follows:

(a) IT Infrastructure

- Manage operational systems as the System Owner.
- Manage the User Access Matrix (UAM) for system and infrastructure usage.
- Provide infrastructure (*environment*) for the development and testing needs of systems used by the IT development team.

(b) IT Security

- Manage incidents related to cybersecurity and their mitigation, including the disaster recovery plan (conducting backup and restore procedures).
- Conduct assessments and security testing and provides recommendations for cybersecurity within the Company (including penetration testing on applications).

(c) IT Service & Operation

- Manage Service Level Agreements (SLA) for IT services.
- Maintain IT infrastructure, including servers, hardware, and networks.

5. Enterprise Data Management Department

- 1) Manage and optimize the data platform as a single source of truth.
- 2) Manage the company's data architecture, including conceptual data, logical data, physical data, and data architecture.
- 3) Manage metadata and master data across all company data.
- 4) Manage data security, including data at rest, in transit, and in use.
- 5) Manage data quality.
- 6) Provide data exchange services for the company through digital channels.
- 7) Provide data analysis and visualization services.

Enterprise Data Management has 2 functions, namely:

(a) Data Analytics & Services

- Manage and optimize the data platform as a single source of truth.
- Provide data exchange services for the company through digital channels.

- Menyediakan layanan analisis dan visualisasi data.

(b) *Data Engineering*

- Melakukan pengelolaan arsitektur data perusahaan meliputi *conceptual data*, *logical data*, dan *physical data architecture*
- Melakukan pengelolaan metadata, dan master data pada seluruh data perusahaan
- Melakukan pengelolaan keamanan data meliputi *data at rest*, *in transit*, dan *in use*
- Melakukan pengelolaan kualitas data

IT dalam memenuhi kebutuhan implementasi inisiatif di atas melakukan pendekatan *joint development* dan *squad-based organization*.

FOKUS PENGEMBANGAN TAHUN 2024

Indonesia Re telah menetapkan fokus pengelolaan TI pada tahun 2024, yaitu:

1. Pengembangan Teknologi dan Otomatisasi Proses Bisnis
 - Penyelesaian program percepatan *host to host* RIU Connect.
 - Penyelesaian *improvement core system* Indonesia Re.
 - Penyelesaian digitalisasi proses bisnis. Jumlah inovasi digital dan TI untuk menunjang produktivitas perusahaan.
2. Pemenuhan IT Governance
 - Pemenuhan *Risk Governance*, *Risk*, dan *Compliance* (GRC) Divisi IT.
 - Penyelesaian analisis portofolio TI dalam rangka *review* sistem berkala dan penyusunan Rencana Kerja dan Anggaran TI tahun 2025.
 - Penyelesaian MPTI tahun 2025-2029.
3. Optimalisasi manajemen data Perusahaan yang meliputi penyelesaian arsitektur Satu Data Indonesia Re.
4. *Operational Excellence* TI untuk Mendukung Proses Bisnis Perusahaan
 - Tingkat kepuasan layanan Divisi TI.
 - Pemenuhan SLA bidang TI.

STRATEGI DAN PENCAPAIAN TEKNOLOGI INFORMASI

Divisi TI memiliki visi untuk mewujudkan “*Digital First DNA Strategy*” dengan mengoptimalkan *roadmap* strategis digitalisasi untuk Industri reasuransi, pada tahun 2024 telah menetapkan 3 (tiga) strategi, yaitu:

1. *Innovation strategy: Utilizing streamlined innovation.*
 - Evaluasi dan analisis proses bisnis yang terstruktur dan efisien.
 - Pengembangan ide dengan menggunakan metode *design thinking*, proses *lean*, dan pengembangan produk digital secara *agile*.
 - Menyelaraskan kepentingan pemangku kepentingan dan mengimplementasikannya melalui beberapa tahapan.

- Provide data analysis and visualization services.

(b) *Data Engineering*

- Manage the company's data architecture, including conceptual data, logical data, and physical data architecture.
- Manage metadata and master data across all company data.
- Manage data security, including data at rest, in transit, and in use.
- Manage data quality.

In fulfilling the implementation needs of the above initiatives, IT adopts a joint development and squad-based organization approach.

DEVELOPMENT FOCUS FOR YEAR 2024

Indonesia Re has established the focus of IT management for 2024, which covered:

1. Development of Technology and Business Process Automation
 - Completion of the host-to-host acceleration program for RIU Connect.
 - Completion of improvements to Indonesia Re's core system.
 - Completion of business process digitalization. The number of digital and IT innovations to support the company's productivity.
2. Fulfillment of IT Governance
 - Fulfillment of risk governance, risk, and compliance (GRC) for the IT Division.
 - Completion of the IT portfolio analysis as part of the periodic system review and the preparation of the IT Work Plan and Budget for 2025.
 - Completion of the MPTI for 2025-2029.
3. Optimization of the Company's Data Management, including the completion of the One Data architecture for Indonesia Re.
4. Operational Excellence in IT to Support the Company's Business Processes
 - Level of service satisfaction for the IT Division.
 - Fulfillment of SLAs in the IT field.

INFORMATION TECHNOLOGY STRATEGIES AND ACHIEVEMENTS

The IT Division has a vision to realize the “*Digital First DNA Strategy*” by optimizing the strategic roadmap for digitalization in the reinsurance industry. For 2024, three strategies have been established, namely:

1. Innovation Strategy: Utilizing Streamlined Innovation.
 - Evaluation and analysis of structured and efficient business processes.
 - Development of ideas using design thinking methods, lean processes, and agile digital product development.
 - Aligning stakeholder interests and implementing them through several stages.

2. *Technical strategy: Connecting the dots and support business agility*
 - Mengadopsi strategi *cloud first* dengan memprioritaskan penggunaan layanan komputasi awan
 - Mengutamakan strategi *API first* dengan menjadikan API sebagai fondasi utama pengembangan sistem.
 - Mengutamakan strategi *mobile first* dengan fokus pada pengembangan layanan yang dioptimalkan untuk perangkat *mobile*.
 - Memodernisasi sistem lama (*legacy system*) untuk meningkatkan kinerja dan fleksibilitas bisnis.
 - Mengembangkan talenta digital dan meningkatkan keterlibatan komunitas.
3. *Change Management Strategy: System enhancer, enabler, and automation*
 - Menciptakan produk dan sistem digital yang lebih baik (baru).
 - Menciptakan proses bisnis digital yang lebih efisien dan terstruktur (rantai pasok).
 - Meningkatkan pengalaman pelanggan yang lebih baik.
 - Menyiapkan rencana manajemen perubahan di seluruh organisasi.

2. Technical strategy: Connecting the dots and supporting business agility
 - Adopting a cloud-first strategy by prioritizing the use of cloud computing services.
 - Prioritizing an API-first strategy by making APIs the main foundation for system development.
 - Prioritizing a mobile-first strategy with a focus on developing services optimized for mobile devices.
 - Modernizing legacy systems to enhance business performance and flexibility.
 - Developing digital talent and increasing community engagement.
3. Change Management Strategy: System enhancer, enabler, and automation
 - Creating better (new) digital products and systems.
 - Establishing more efficient and structured digital business processes (supply chain).
 - Enhancing customer experience.
 - Preparing a change management plan across the organization.

Sasaran, Strategi, Program Kerja, dan Realisasi Department Divisi TI

Program kerja dan strategi berdasarkan *internal business process* (IBP) tahun 2024 diuraikan melalui tabel di bawah ini.

Targets, Strategies, Work Programs, and Realization of the IT Division Department

Outlined in the table below are the realized work programs and executed strategies this year based on the 2024 IBP (Internal Business Process):

Inisiatif Strategis Strategic Initiatives	BAU/SI	Rencana Aksi Action Plan	Ukuran Keberhasilan Success Measure	Waktu Pelaksanaan Execution time	PIC Utama Main PIC	PIC Pendukung Support PIC
Pengembangan Teknologi dan Otomatisasi Proses Bisnis Technology Development and Business Process Automation	SI	Penyelesaian program percepatan <i>host to host</i> RIU Connect Completion of RIU Connect <i>host to host</i> acceleration program	Penyelesaian percepatan program, <i>upgrade</i> arsitektur dan <i>streamline</i> bisnis proses ke dalam <i>host to host</i> RIU Connect untuk <i>host to host</i> reasuransi umum modul: 1. Treaty 2. Klaim 3. Fakultatif 4. BPPDAN Completion of program acceleration, architecture upgrade and business process streamline into <i>host to host</i> RIU Connect for <i>host to host</i> general reinsurance modules below: 1. Treaty 2. Claims 3. Facultative 4. BPPDAN	Sepanjang tahun 2024 Throughout 2024	1. Client Market & Treaty Division 2. Non-Life Reinsurance Underwriter Division 3. Business Management Division 4. IT Division - IT Dev & CDT Dept 5. BPPDAN Department	Corporate Transformation Management Office (CTMO)

Inisiatif Strategis Strategic Initiatives	BAU/SI	Rencana Aksi Action Plan	Ukuran Keberhasilan Success Measure	Waktu Pelaksanaan Execution time	PIC Utama Main PIC	PIC Pendukung Support PIC
	SI	Penyelesaian improvement core system Indonesia Re Completion of Indonesia Re core system improvement	Penyelesaian improvement core system Indonesia Re meliputi: 1. Implementasi IFRS 17 2. Kajian Improvement Core System Completion of Indonesia Re's core system improvements, covering: 1. IFRS 17 implementation 2. Review of Core System	Sepanjang tahun 2024 Throughout 2024	IT Division	1. Business Management Division 2. Non-Life Reinsurance Underwriter Division 3. Life & Pricing Actuary Division 4. Finance Division 5. Accounting Division 6. Aktuaris Perusahaan 7. CTMO 1. Business Management Division 2. Non-Life Reinsurance Underwriter Division 3. Life & Pricing Actuary Division 4. Finance Division 5. Accounting Division 6. Company Actuary 7. CTMO
	SI	Penyelesaian digitalisasi proses bisnis Completion of business process digitization	Penyelesaian digitalisasi proses bisnis, meliputi: 1. Project inisiatif digitalisasi Direktorat Teknik Operasi (7 Project) 2. Project inisiatif digitalisasi Direktorat Keuangan dan Aktuaria (2 project) 3. Project inisiatif digitalisasi Direktorat Manajemen Risiko, Kepatuhan, SDM, dan Corporate Secretary (3 project) Completion of business process digitization, including: 1. Directorate of Operations Engineering digitization initiative projects (7 projects) 2. Directorate of Finance and Actuarial digitization initiative project (2 projects) 3. Project digitalization initiatives of the Directorate of Risk Management, Compliance, Human Resources, and Corporate Secretary (3 projects)	Sepanjang tahun 2024 Throughout 2024	Direktorat terkait Relevant directorates	1. IT Division 2. CTMO
	BAU	1.	IT Division IT Division	Sepanjang tahun 2025 Throughout 2025	IT Division	

Inisiatif Strategis Strategic Initiatives	BAU/SI	Rencana Aksi Action Plan	Ukuran Keberhasilan Success Measure	Waktu Pelaksanaan Execution time	PIC Utama Main PIC	PIC Pendukung Support PIC
Pemenuhan IT Governance Fulfilment of IT Governance	BAU	Pemenuhan Governance, Risk, and Compliance (GRC) Divisi IT Fulfillment of Governance, Risk, and Compliance (GRC) IT Division	Pemenuhan GRC meliputi: 1. Pembaruan Tata Kelola TI 2. Penyusunan Tata Kelola Data 3. Penyusunan Tata Kelola Perlindungan Data Pribadi (khusus terkait TI) 4. Pemenuhan gap IT Maturity 5. Update standar IT Enterprise Architecture Indonesia Re 6. Monitoring RKAP TI 7. Monitoring GRC Divisi TI secara umum lainnya GRC compliance, covering: 1. IT Governance Updates 2. Compilation of Data Governance 3. Preparation of Personal Data Protection Governance (IT-related only) 4. Fulfillment of IT Maturity gap 5. Updates of Indonesia IT Enterprise Architecture standard Re 6. IT RKAP monitoring 7. Other general IT Division GRC monitoring	Sepanjang tahun 2024 Throughout 2024	IT Division – IT Planning & Assurance Dept	1. IT Dev & CDT Dept 2. IT Infrastructure & Security Dept 3. Enterprise Data Management Dept
			Penyelesaian analisis portofolio TI dan review sistem berkala meliputi: 1. Penyelesaian pengumpulan portofolio TI 2. Pain point dan rekomendasi 3. Gap analysis terhadap Enterprise Architecture 4. Pemenuhan Rencana Kerja dan Anggaran (RKA) TI pada Indonesia Re dan subsidiaries tahun 2025 Completion of IT portfolio analysis and periodic system reviews, including: 1. Completion of IT portfolio collection 2. Pain points and recommendations 3. Gap analysis against Enterprise Architecture 4. Fulfillment of IT Work Plan and Budget (RKA) at Indonesia Re and subsidiaries in 2025	Sepanjang tahun 2024 Throughout 2024	IT Division – IT Planning & Assurance Dept	1. IT Dev & CDT Dept 2. IT Infrastructure & Security 3. Enterprise Data Management Dept 4. Strategic Development Division – Subsidiary Management Dept 5. CTMO

Inisiatif Strategis Strategic Initiatives	BAU/SI	Rencana Aksi Action Plan	Ukuran Keberhasilan Success Measure	Waktu Pelaksanaan Execution time	PIC Utama Main PIC	PIC Pendukung Support PIC
	BAU	Penyelesaian MPTI tahun 2025-2029 Completion of MPTI 2025-2029	Penyelesaian draft MPTI Indonesia Re tahun 2025-2029 Completion of Indonesia Re's MPTI draft for 2025-2029	Q3 - Q4 2024 Q3 - Q4 2024	IT Division - IT Planning & Assurance Dept	IT Dev & CDT Dept IT Infrastructure & Security
Optimalisasi Manajemen Data Perusahaan Optimization of Company Data Management	SI	Penyelesaian arsitektur Satu Data Indonesia Re Completion of One Data Indonesia Re architecture	Pemenuhan <i>blueprint</i> arsitektur Satu Data Indonesia Re dan implementasi data <i>platform</i> sebagai <i>single source of truth</i> Fulfillment of Indonesia Re Satu Data architecture blueprint and implementation of data platform as single source of truth	Sepanjang 2024 Throughout 2024	1. Enterprise Data Management Dept 2. IT Dev & CDT Dev	1. IT Infrastructure & Security Dept 2. IT Planning & Assurance Dept
<i>Operational Excellence</i> TI untuk Mendukung Proses Bisnis Perusahaan IT Operational Excellence to Support the Company's Business Processes	BAU	Tingkat kepuasan layanan Divisi Teknologi Informasi Service satisfaction level of Information Technology Division	Pemenuhan tingkat kepuasan layanan TI kepada <i>stakeholder</i> melalui perhitungan CSAT (Customer Satisfaction Score) Fulfillment of IT service satisfaction levels to stakeholders through the calculation of CSAT (Customer Satisfaction Score)	Sepanjang 2024 Throughout 2024	IT Division	
	BAU	Pemenuhan SLA di bidang Teknologi Informasi Fulfillment of SLA in Information Technology	Pemenuhan SLA di Divisi TI Fulfillment of SLA in IT Division	Sepanjang 2024 Throughout 2024	IT Division	
Keterangan Note : SI : Strategic Initiative BAU : Business as Usual						

Mengacu pada strategi tersebut, sepanjang tahun 2024 pencapaian di bidang TI adalah sebagai berikut:

Referring to this strategy, here are achievements made in the IT sector :

No.	Nama Produk/Sistem/Program Name of Product/System/Program	Deskripsi Description	Manfaat Benefits
1	<i>Blueprint</i> Satu Data level 0 One Data Blueprint level 0	Dokumen panduan strategis yang mendefinisikan arsitektur awal pengelolaan 4 data terpadu untuk seluruh ekosistem reasuransi A strategic guidance document that defines the initial architecture for integrated data management across the entire reinsurance ecosystem.	Membantu perusahaan dalam mengintegrasikan berbagai sumber data secara efisien, meningkatkan pengambilan keputusan berbasis data Assisting the company in efficiently integrating various data sources to enhance data-driven decision-making.
2	Kajian <i>review sistem core</i> Core system review study	Evaluasi menyeluruh terhadap sistem inti perusahaan untuk menilai performa, skalabilitas, dan kesesuaiannya dengan kebutuhan bisnis A comprehensive evaluation of the Company's core system to assess performance, scalability, and alignment with business needs.	Mengidentifikasi kebutuhan peningkatan sistem agar lebih responsif terhadap perubahan regulasi dan tuntutan bisnis Identifying system enhancement to make it more responsive to regulatory changes and business demands.

No.	Nama Produk/Sistem/Program Name of Product/System/Program	Deskripsi Description	Manfaat Benefits
3	Draft <i>Master Plan</i> TI 2025-2029 Draft IT Master Plan 2025-2029	Rencana strategis TI untuk lima tahun ke depan yang mencakup inisiatif pengembangan teknologi, <i>roadmap</i> , dan investasi IT. A five-year IT strategic plan that covers technology development initiatives, a roadmap, and IT investments.	Memberikan arah yang jelas bagi transformasi digital dan TI Perusahaan Providing clear direction for the company's digital transformation and IT strategy.
4	RIU Connect 2.0 RIU Connect 2.0	<i>Minimal Viable Product</i> (MVP) sistem integrasi <i>host-to-host</i> untuk bisnis Reasuransi Umum: <i>treaty</i> , fakultatif, klaim dan BPPDAN Minimum Viable Product (MVP) of the host-to-host integration system for General Reinsurance business: treaty, facultative, claims, and BPPDAN.	<i>Platform</i> modernisasi proses bisnis reasuransi, meningkatkan efisiensi operasional, dan mengurangi kesalahan manual A platform for modernizing reinsurance business processes, improving operational efficiency, and reducing manual errors.
5	<i>Improvement Sistem Core</i> untuk mendukung implementasi IFRS 17 Core System Improvement to support IFRS 17 implementation	Peningkatan sistem <i>core</i> untuk memastikan kepatuhan terhadap standar akuntansi internasional IFRS 17 Enhancement of the core system to ensure compliance with international accounting standards IFRS 17.	Memastikan sistem <i>core</i> dapat menghasilkan <i>output</i> yang sesuai dengan kebutuhan IFRS 17 Ensuring that the core system can produce outputs that meet IFRS 17 requirements.
6	Implementasi <i>Collaboration Tools</i> untuk Kebutuhan Tata Kelola Implementation of Collaboration Tools for Governance Needs	Implementasi perangkat kolaborasi seperti komunikasi terpadu dan manajemen dokumen Implementation of collaboration tools such as unified communication and document management.	Meningkatkan produktivitas tim dan mendukung tata kelola perusahaan yang lebih efektif Enhancing team productivity and supporting more effective corporate governance.
7	Resertifikasi ISO 20000 dan ISO 27000 ISO 20000 and ISO 27000 Recertification	Proses sertifikasi standar internasional untuk manajemen layanan TI (ISO 20000) dan keamanan informasi (ISO 27000) The international standard recertification process for IT service management (ISO 20000) and information security (ISO 27000).	Memastikan layanan TI dan keamanan informasi tetap sesuai dengan standar terbaik. Ensuring that IT services and information security remain in adherence to best standards.
8	IT <i>Governance Maturity Assessment</i> IT Governance Maturity Assessment	Evaluasi tingkat kematangan tata kelola TI berdasarkan kerangka kerja standar Evaluation of the maturity level of IT governance based on standard frameworks.	Mengidentifikasi celah tata kelola TI dan merumuskan langkah peningkatan Identifying gaps in IT governance and formulating improvement measures.

No.	Nama Produk/Sistem/Program Name of Product/System/Program	Deskripsi Description	Manfaat Benefits
9	Support Project Inisiatif Direktorat Teknik Operasi Support Project Initiative of Directorate of Operations	Kegiatan proyek yang mendukung pengembangan teknologi operasional di perusahaan, seperti: 1. <i>Project DVP 1.0 (Data Validation Project)</i> 2. <i>Wordingpedia Project</i> 3. <i>No-Life Portfolio Management Project (Dashboard, aligned dengan Project Satu Data)</i> 4. <i>Underwriting Center & Risk Engineering (UCRE) Dashboard</i> 5. <i>Life SARJ Upgrading Project (aligned dengan project RIU Connect 2.2 untuk Reas Jiwa dan Project Satu Data)</i> 6. <i>Life Dashboard Project (aligned dengan Project Satu Data)</i> 7. <i>Non-Life Cash Loss Claim Project (aligned dengan project RIU Connect 2.0)</i> 8. <i>Non-Life Facultative - Treaty SA Project (aligned dengan project RIU Connect 2.0)</i> 9. <i>Non-Life Treaty Administration Project (aligned dengan project RIU Connect 2.0)</i> 10. <i>Client 360 (CRM) Project</i> Project activities that support the development of operational technology within the company, such as: 1. Project DVP 1.0 (Data Validation Project) 2. Wordingpedia Project 3. Non-Life Portfolio Management Project (Dashboard, aligned with the One Data Project) 4. Underwriting Center & Risk Engineering (UCRE) Dashboard 5. Life SARJ Upgrading Project (aligned with the RIU Connect 2.2 project for Life Insurance and the One Data Project) 6. Life Dashboard Project (aligned with the One Data Project) 7. Non-Life Cash Loss Claim Project (aligned with the RIU Connect 2.0 project) 8. Non-Life Facultative - Treaty SA Project (aligned with the RIU Connect 2.0 project) 9. Non-Life Treaty Administration Project (aligned with the RIU Connect 2.0 project) 10. Client 360 (CRM) Project	Meningkatkan efisiensi, efektivitas operasional, dan proses bisnis yang <i>robust</i> Improving operational efficiency, effectiveness, and robust business processes.
10	Support Project Inisiatif Direktorat Manajemen Risiko, Kepatuhan, SDM, dan <i>Corporate Secretary Engineering</i> Support Project Initiatives of the Directorate of Risk Management, Compliance, Human Resources, and Corporate Secretary Engineering	Inisiatif pengembangan sistem pendukung tata kelola, manajemen risiko, dan pengelolaan SDM, seperti: 1. Integrasi sistem GRC, SIMRI, dan RBA 2. Maintenance aplikasi <i>HR Management System</i> dan implementasi dalam bentuk <i>mobile application</i> 3. Implementasi sistem <i>workflow</i> untuk kepentingan surat menyurat internal (Corporate Secretary) Initiatives for developing governance support systems, risk management, and human resource management, such as: 1. Integration of GRC, SIMRI, and RBA systems 2. Maintenance of the HR Management System application and implementation in the form of a mobile application 3. Implementation of a workflow system for internal correspondence (Corporate Secretary)	Meningkatkan efisiensi manajemen risiko, <i>human capital</i> dan tata kelola perusahaan Enhancing efficiency in risk management, human capital, and corporate governance.

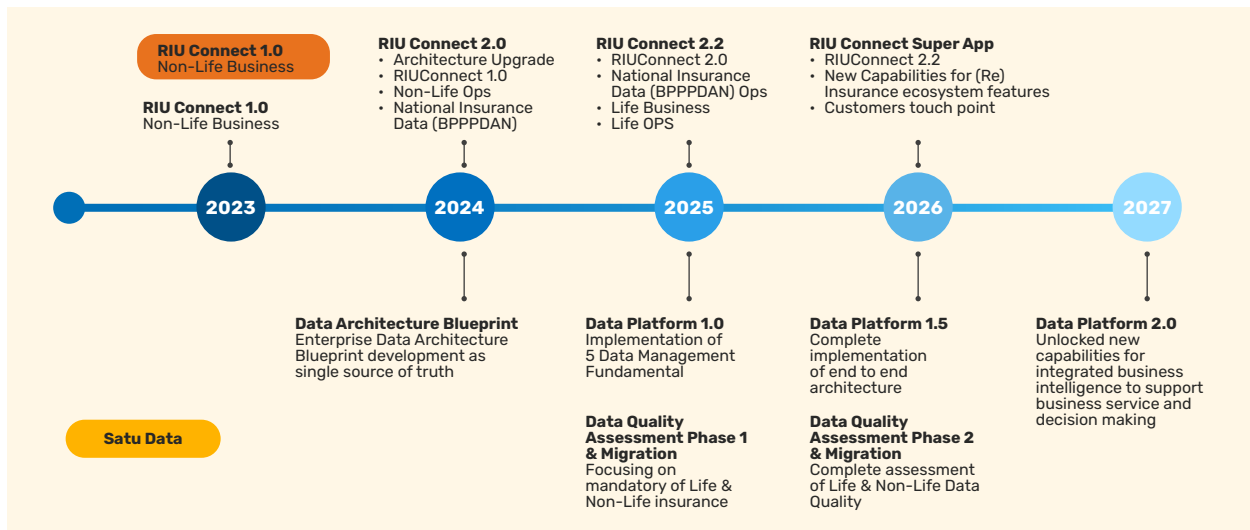
No.	Nama Produk/Sistem/Program Name of Product/System/Program	Deskripsi Description	Manfaat Benefits
11	Support Project Inisiatif Direktorat Keuangan dan Aktuaria Support Project Initiatives Directorate of Finance and Actuarial	Proyek untuk mendukung proses keuangan dan aktuaria yang lebih terintegrasi, seperti: 1. <i>Workflow</i> realisasi <i>budget</i> 2. <i>Dashboard suspense</i> (Minsclub) Projects to support more integrated financial and actuarial processes, such as: 1. Budget realization workflow 2. Suspense dashboard (Minsclub)	Meningkatkan akurasi laporan keuangan Improving the accuracy of financial reporting.
12	Framework Project Management Project Management Framework	Kerangka kerja standar untuk mengelola proyek TI secara efektif. Standard framework for effectively managing IT projects.	Memastikan proyek berjalan sesuai waktu, anggaran, dan kualitas yang diharapkan Ensuring projects are executed on time, within budget, and to the expected quality.
13	Soft-Live Dashboard Pengembangan Proyek TI IT Project Development Soft-Live Dashboard	Dashboard yang menyediakan visualisasi status pengembangan proyek TI Dashboard that provides visualization of the status of IT project development.	Memudahkan monitoring dan pengambilan keputusan berbasis data Facilitating monitoring and data-driven decision-making.
14	Implementasi Server dan Storage untuk Kebutuhan IFRS 17 Implementation of Server and Storage for IFRS 17 Needs	Pengadaan dan konfigurasi <i>server</i> serta <i>storage</i> untuk mendukung pelaporan IFRS 17 Procurement and configuration of servers and storage to support IFRS 17 reporting.	Menyediakan infrastruktur TI yang andal dan scalable Providing reliable and scalable IT infrastructure.
15	Implementasi CISRT (<i>Computer Security Incident Response Team</i>) Implementation of CISRT (Computer Security Incident Response Team)	Pembentukan tim respons insiden keamanan TI Formation of an IT security incident response team.	Meningkatkan kemampuan respons terhadap ancaman keamanan TI Enhancing response capabilities to IT security threats.
16	Uji DRP (<i>Disaster Recovery Plan</i>) DRP (Disaster Recovery Plan) Test	Pengujian rencana pemulihan bencana untuk memastikan kontinuitas layanan TI Testing of disaster recovery plans to ensure IT service continuity.	Mengurangi risiko <i>downtime</i> dan kehilangan data saat terjadi bencana Reducing the risk of downtime and data loss during disasters.
17	Migrasi Email ke Exchange Email Migration to Exchange	Pemindahan sistem <i>email</i> ke platform Microsoft Exchange Migration of the email system to the Microsoft Exchange platform.	Meningkatkan keamanan, kapasitas, dan performa layanan email perusahaan Improving the security, capacity, and performance of the company's email services.
18	Pengembangan Superset versi Beta untuk Kebutuhan <i>Dashboard</i> Development of Beta version of Superset for Dashboard Needs	Implementasi Superset sebagai alat visualisasi data interaktif Implementation of Superset as an interactive data visualization tool.	Mendukung analisis data yang cepat dan mudah dipahami melalui <i>dashboard</i> interaktif Supporting quick and comprehensible data analysis through interactive dashboards

INOVASI TI DALAM KEPEMIMPINAN TEKNOLOGI

Perjalanan inovasi Indonesia Re di bidang teknologi informasi diuraikan dalam gambar di bawah ini:

IT INNOVATION IN TECHNOLOGY LEADERSHIP

Outlined in the image below are Indonesia Re's innovation journey in Information Technology



(1) Enterprise Solution

(a) System Development in Core Business Area

Pengembangan ini akan menyesuaikan dengan perkembangan regulasi dan perkembangan produk, tanpa harus mengubah secara mendasar *core system existing*. Adapun inisiatif proyek yang akan dilakukan adalah sebagai berikut:

1. RIU Connect 2.2
 - a. RIU Connect 2.0
 - b. *National Insurance Data (BPPPDAN) Ops*
 - c. *Life Business*
 - d. *Life OPS*
2. Data Platform 1.0
 - a. Implementasi *Data Platform*
 - b. *Data Quality Assessment Phase 1*
 - c. *Migrasi Data Phase 1*
 - d. Implementasi *Data Platform*

(b) System Development in Supporting Business Area

Inisiatif proyek yang akan dilakukan meliputi:

1. *ERP Accounting & Finance*
2. *Human Capital Management System (HCMS)*
3. *Enhancement IFRS*

(c) Data Solution as Digital Intelligence

1. *Business Intelligence & Modeling Platform (part of Satu Data)*
2. *Master Data Management (part of Satu Data)*
3. *Enterprise Analytics Platform (part of Satu Data)*

(2) IT Operation & Security

(a) Pengelolaan Operasional TI

1. Pengelolaan lisensi *subscription* terpusat
2. Penguatan talenta di bidang layanan TI
3. Pengelolaan perangkat kerja TI dan pendukung

(1) Enterprise Solution

(a) System Development in Core Business Area

This development will align with regulatory changes and product developments without fundamentally modifying the existing core system. The project initiatives to be undertaken are as follows:

1. RIU Connect 2.2
 - a. RIU Connect 2.0
 - b. *National Insurance Data (BPPPDAN) Ops*
 - c. *Life Business*
 - d. *Life OPS*
2. Data Platform 1.0
 - a. Implementation of *Data Platform*
 - b. *Data Quality Assessment Phase 1*
 - c. *Data Migration Phase 1*
 - d. Implementation of *Data Platform System Development in Supporting Business Area*

(b) The project initiatives to be undertaken include:

1. *ERP Accounting & Finance*
2. *Human Capital Management System (HCMS)*
3. *Enhancement IFRS*

(c) Data Solution as Digital Intelligence

1. *Business Intelligence & Modeling Platform (part of Satu Data)*
2. *Master Data Management (part of Satu Data)*
3. *Enterprise Analytics Platform (part of Satu Data)*

(2) IT Operation & Security

(a) Management of IT Operations

1. Centralized management of subscription licenses
2. Strengthening talent in IT service
3. Management of IT work devices and support

(b) Pengelolaan Infrastruktur TI

1. Peningkatan kapasitas DC dan peremajaan server DC
2. Penguatan infrastruktur dan jaringan perusahaan
3. *Testing* DRP reguler

(c) Pengelolaan Keamanan TI

1. *Security Operation Center* (SOC)
2. peremajaan perangkat *security*
3. penguatan kapabilitas talenta di bidang keamanan TI

(3) IT Governance, Risk, Compliance

(a) Sertifikasi tata kelola TI

Adapun inisiatif proyek yang akan dilakukan meliputi:

1. *Improvement* tata kelola TI perusahaan
2. *Improvement* tata kelola data perusahaan
3. *Improvement* framework penyelenggaran TI
4. implementasi tata kelola untuk mendukung SOC
5. *Surveillance* ISO 20000, ISO 27000 dan *continuous improvement*

(b) Management of IT Infrastructure

1. Capacity enhancement of Data Center (DC) and server rejuvenation
2. Strengthening of company infrastructure and networks
3. Regular testing of Disaster Recovery Plan (DRP)

(c) Management of IT Security

1. Security Operation Center (SOC)
2. Rejuvenation of security devices
3. Strengthening talent capabilities in IT security

(3) IT Governance, Risk, Compliance

(a) Certification of IT Governance

The project initiatives to be undertaken include:

1. Improvement of corporate IT governance
2. Improvement of corporate data governance
3. Implementation of IT governance framework
4. Implementation of governance to support SOC
5. Surveillance of ISO 20000, ISO 27000, and continuous improvement

PROGRAM PENGEMBANGAN SDM TI

Pada tahun 2024, kegiatan pengembangan sumber daya manusia (SDM) TI mencakup:

IT HR DEVELOPMENT PROGRAM

In 2024, IT human resource (HR) development activities included

Nama Pelatihan Name of Training	Sasaran Target	Waktu Time	Lokasi Location	Fasilitator Facilitator
Pelatihan Audit Internal untuk Persiapan Re-Sertifikasi ISO 20000-1 dan ISO 27001	IT Planning & Assurance Department 1. Department Head Fungsional Staf	10-13 Januari 2024 January 10-13, 2024	Bandung	Equine Global
Internal Audit Training for ISO 20000-1 and ISO 27001 Re-Certification Preparation.	IT Planning & Assurance Department 1. Department Head Functional Staff			
GC Global Analytics and Advisory Roadshow 2024	Enterprise Data Management Department - Fungsional Setingkat Unit Head	24 April 2024 April 24, 2024	Jakarta	Guy Carpenter
GC Global Analytics and Advisory Roadshow 2024.	Enterprise Data Management Department - Unit Head Level Functional Staff			
PDP Law	1. Division Head, 2. Department Head, 3. Fungsional Setingkat Unit Head, 4. Fungsional Staf	7 Mei 2024 May 7, 2024	Online	Inhouse
PDP Law	1. Division Head, 2. Department Head, 3. Unit Head level Functional Staff, 4. Functional Staff			
<i>How Digital Twins Will Help Insurers to Implement and Optimise Operations</i>	IT Infrastructure & Security Department - Fungsional Setingkat Unit Head	30 Mei 2024 May 30, 2024	Online	AAMAI
How Digital Twins Will Help Insurers Implement and Optimize Operations.	IT Infrastructure & Security Department - Fungsional Setingkat Unit Head			

Nama Pelatihan Name of Training	Sasaran Target	Waktu Time	Lokasi Location	Fasilitator Facilitator
Pelatihan <i>Leadership</i> Wicasatrian 2024 Wicasatrian Leadership Training 2024.	IT Planning & Assurance Department - Fungsional Staf IT Planning & Assurance Department - Fungsional Staf	19-20 Juli 2024 July 19-20, 2024	Bogor	Wika
	1. Division Head, 2. Department Head, 3. Fungsional Setingkat Unit Head, 4. Fungsional Staf 1. Division Head, 2. Department Head, 3. Unit Head Level Functional Staff, 4. Functional Staff	24-25 Juli 2024 July 24-25, 2024	Jakarta, hybrid	Inhouse
<i>Bootcamp</i> #2 BUMN AI Center of Excellence Bootcamp #2 BUMN AI Center of Excellence.	1. IT Division Head 2. Enterprise Data Management Department - Fungsional Setingkat Unit Head 3. IT Development & Corporate Digital Transformation Department - Fungsional Staf 1. IT Division Head 2. Enterprise Data Management Department - Unit Head Level Functional Staff 3. IT Development & Corporate Digital Transformation Department - Functional Staff	9 Oktober 2024 October 9, 2024	Jakarta	Kementerian BUMN

TATA KELOLA TEKNOLOGI INFORMASI

Indonesia Re telah memiliki tata kelola TI dan data, terutama dalam rangka pemenuhan terhadap ketentuan peraturan perundang-undangan serta kebutuhan dan akselerasi bisnis. Penerapan tata kelola 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 group*. Pada saat bersamaan, mampu meningkatkan keandalan SDM, yaitu mampu beradaptasi dengan perkembangan TI, kebutuhan organisasi dan rencana strategis bisnis Perusahaan.

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.

INFORMATION TECHNOLOGY GOVERNANCE

Indonesia Re has implemented IT and data governance, primarily to comply with regulations, accelerate business operations, and meet subsequent demands. IT governance is implemented in line with risk management and the Governance Risk & Compliance (GRC) strategy, as well as the implementation of a shared service strategy for various services between the parent and subsidiaries.

The strategy is expected to improve efficiency and accelerate the group's digital transformation. Our other expectation is that the strategy can produce more reliable human resources capable of adapting to the Company's IT development, organizational needs, and strategic business plans.

IT governance is regulated under the Information Technology Governance and Management Policy Decree, which applies to the planning, development, operational, and management processes of the Company's IT resources, which consist of information, applications, infrastructure, and human resources.

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 secara independen pada tahun 2022 untuk masing-masing BUMN, selaras dengan peran Divisi IT sebagai *business & organizational enabler*.

Mekanisme Identifikasi terhadap Disrupsi

Dinamika bisnis di era digital menuntut Perusahaan harus lebih lincah dalam menjalankan bisnis. Dukungan teknologi informasi (TI) diharapkan memberikan nilai kompetitif dari berbagai aspek bisnis. Dalam menjaga *sustainability* bisnis, fundamental digital dan TI yang perlu diperkuat, yaitu arsitektur yang mendukung *scalability*, *flexibility*, dan *security*.

Dengan mengusung tema “*Building Future-Ready Foundation through Digital First DNA Strategy*,” Perusahaan berfokus pada perkuatan fundamental arsitektur yang mendukung *digital ecosystem* dalam mendukung *core business* dan *supporting business*, dan *digital intelligence foundation* untuk mendukung *business insight* dan *decision support* sebagai fundamental inovasi digital yang berkelanjutan untuk keberlanjutan usaha Perusahaan.

Strategi Keamanan Sistem Siber (Cyber Security)

BUMN diwajibkan melaksanakan program keamanan siber, termasuk pembentukan *Security Operations Center* (SOC) atau fungsi sejenis untuk memonitor dan mengelola keamanan siber. Langkah ini harus selaras dengan Undang-Undang Pelindungan Data Pribadi (UU PDP) dan prioritas keamanan siber BUMN.

Pembentukan SOC didukung dengan implementasi CSIRT (*Computer Security Incident Response Team*) yang memiliki peran yang saling melengkapi dalam strategi keamanan siber BUMN. SOC berfungsi sebagai garda terdepan yang secara *real-time* memonitor aktivitas jaringan, mendeteksi anomali, dan mengelola ancaman keamanan dengan cepat menggunakan berbagai teknologi canggih. Ketika SOC mendeteksi potensi insiden yang memerlukan penanganan khusus, tugas ini kemudian diteruskan ke CSIRT yang bertanggung jawab untuk melakukan investigasi mendalam, mitigasi, serta pemulihan sistem yang terdampak. Kolaborasi ini memungkinkan perusahaan untuk tidak hanya mendeteksi ancaman lebih awal tetapi juga merespons secara efektif, memastikan operasional bisnis tetap berjalan dengan aman dan mematuhi regulasi keamanan yang berlaku.

Strategi/Proses Pemulihan Bencana (Disaster Recovery)

Strategi pemulihan bencana dengan DRC (*Disaster Recovery Center*) dan DRP (*Disaster Recovery Plan*) menjadi langkah penting bagi Perusahaan dalam menjaga kontinuitas operasional di tengah ancaman gangguan sistem TI. DRC berfungsi sebagai fasilitas cadangan yang siap menggantikan pusat data utama jika terjadi bencana fisik atau serangan

The Company has also referred to the decision of the Ministry of State-Owned Enterprises (SOE) No. S122/MBU/DSI/05/2021 concerning Guidelines for Implementing SOE-Level IT Maturity Assessments, which encourages independent assessments in 2022 for each SOE in line with the IT Division’s role as a business & organizational enabler.

Mechanism for Identifying Disruptions

The dynamics of business in the digital era prompt companies to run more agile operations. The support from Information Technology (IT) should give competitive values across various aspects of the business. To maintain business sustainability, the Company needs to strengthen digital and IT fundamentals such as architecture that supports scalability, flexibility, and security.

Embracing the theme “*Building Future-Ready Foundation through Digital First DNA Strategy*,” the Company focuses on strengthening the fundamental architecture of the digital ecosystem that supports core and supporting businesses, as well as the digital intelligence foundation to enhance business insights and decision support as a fundamental aspect of sustainable digital innovation for the Company’s business continuity.

Cyber Security Strategy

State-Owned Enterprises (SOEs) are required to implement cybersecurity programs, including the establishment of a Security Operations Center (SOC) or similar functions to monitor and manage cybersecurity. This step must align with the Personal Data Protection Law and the cybersecurity priorities of SOEs.

The establishment of the SOC is supported by the implementation of a Computer Security Incident Response Team (CSIRT), which plays a complementary role in SOE’s cybersecurity strategy. The SOC functions as the frontline that monitors network activities in real-time, detects anomalies, and manages security threats quickly using various advanced technologies. When the SOC detects potential incidents requiring special handling, this task is then forwarded to the CSIRT, which is responsible for conducting in-depth investigations, mitigation, and recovery of affected systems. This collaboration enables the company to not only detect threats earlier but also respond effectively, ensuring that business operations continue safely and comply with applicable security regulations.

Disaster Recovery Strategy/Process

The disaster recovery strategy with a Disaster Recovery Center (DRC) and Disaster Recovery Plan (DRP) is crucial for the Company in maintaining operational continuity amid threats of IT system disruptions. The DRC serves as a backup facility ready to replace the primary data center in the event of a physical disaster or cyberattack, while the DRP offers

siber, sementara DRP menjadi panduan terstruktur untuk memastikan pemulihan sistem secara cepat dan efektif.

Untuk memperkuat strategi tersebut, Divisi TI menginisiasi peningkatan kapasitas *Data Center* (DC) dan peremajaan server DC guna mendukung performa sistem yang lebih andal, serta melakukan penguatan infrastruktur dan jaringan perusahaan agar lebih tangguh terhadap potensi gangguan. Selain itu, pengujian DRP secara reguler dijalankan untuk memastikan kesiapan sistem, tim tanggap darurat, dan prosedur pemulihan yang dapat diandalkan, sehingga risiko *downtime* dapat diminimalkan dan layanan bisnis serta publik tetap terjaga secara optimal.

Sistem/Mekanisme Pelaporan kepada Direksi

Sistem pelaporan *dashboard* dan *tools business intelligence*, pelaporan penyelenggaraan TI, dilakukan triwulanan mengikuti ketentuan yang berlaku sesuai dengan pelaporan RKAP pada tahun berjalan yang merujuk pada MPTI Indonesia Re.

RENCANA PENGEMBANGAN

Program di bidang TI tahun depan telah diselaraskan dengan Aspirasi Pemegang Saham yang telah disampaikan melalui surat nomor S-468/MBU/09/2024 tentang Aspirasi Pemegang Saham/Menteri untuk Penyusunan Rencana Kerja dan Anggaran Perusahaan Tahun 2025.

Divisi IT telah memiliki 5 (lima) inisiatif utama yang akan dilaksanakan di tahun 2025, yaitu:

1. RIU Connect, implementasi RIU Connect menjadi inovasi digital dalam bisnis reasuransi dengan mengutamakan layanan *e-service* dalam operasional bisnis.
2. Satu Data, Pembenahan *Infrastructure Data & Core System*.
3. *ERP Accounting & Finance*, Digitalisasi pada stream keuangan, *Enterprise Resource Planning* (ERP) Accounting & Finance merupakan solusi teknologi terpadu yang dirancang untuk mengelola dan mengintegrasikan seluruh proses keuangan dan akuntansi secara efisien. Digitalisasi pada stream keuangan dengan menggunakan ERP memungkinkan perusahaan untuk meningkatkan transparansi, akurasi data, serta efisiensi operasional dalam pengelolaan laporan keuangan, manajemen anggaran, akuntansi, hingga proses pelaporan regulasi. Dengan otomatisasi proses manual dan integrasi antar-fungsi, ERP membantu mempercepat pengambilan keputusan berbasis data yang akurat dan *real-time*.
4. Implementasi IFRS 17 (PSAK 117), IFRS 17 atau PSAK 117 di Indonesia adalah standar akuntansi baru yang mengatur pengakuan, pengukuran, dan pelaporan kontrak asuransi. Penerapannya bertujuan untuk meningkatkan transparansi, komparabilitas, dan konsistensi dalam laporan keuangan perusahaan asuransi dan reasuransi.

a structured guide to ensure rapid and effective system recovery.

To support this strategy, the IT Division initiates capacity enhancements for the Data Center (DC) and the rejuvenation of DC servers to support more reliable system performance, as well as strengthening the Company's infrastructure and networks to make them more resilient to potential disruptions. Furthermore, the DRP is tested on a regular basis to ensure the readiness of systems, emergency response teams, and reliable recovery procedures, reducing downtime risks and maintaining optimal business and public service performance.

Reporting System/Mechanism to the Board of Directors

The reporting system through dashboards and business intelligence tools for IT operations is conducted quarterly, following the applicable regulations in accordance with the Work Plan and Budget Report (RKAP) for the current year, referring to the MPTI of Indonesia Re.

DEVELOPMENT PLAN

The IT programs for the upcoming year have been aligned with the Shareholder Aspirations conveyed through letter number S-468/MBU/09/2024 regarding Shareholder Minister Aspirations for the Preparation of the Company's Work Plan and Budget for 2025.

The IT Division has identified 5 (five) main initiatives to be implemented in 2025, namely:

1. RIU Connect: Implementation of RIU Connect as a digital innovation in the reinsurance business, prioritizing *e-service* in business operations.
2. Satu Data: Improvement of Data Infrastructure & Core Systems.
3. ERP Accounting & Finance: Digitalization in the financial stream, Enterprise Resource Planning (ERP) Accounting & Finance is an integrated technology solution designed to manage and integrate all financial and accounting processes efficiently. Digitalization in the financial stream using ERP allows the company to enhance transparency, data accuracy, and operational efficiency in managing financial reports, budget management, accounting, and regulatory reporting processes. By automating manual processes and integrating functions, ERP helps accelerate data-driven decision-making that is accurate and real-time.
4. Implementation of IFRS 17 (PSAK 117): IFRS 17 or PSAK 117 in Indonesia is a new accounting standard governing the recognition, measurement, and reporting of insurance contracts. Its implementation aims to enhance transparency, comparability, and consistency in the financial reports of insurance and reinsurance companies.

5. *Human Capital Management System (HCMS)*, *Human Capital Management System (HCMS)* adalah solusi terintegrasi untuk mengelola seluruh aspek terkait sumber daya manusia, mulai dari rekrutmen, pengelolaan kinerja, hingga pengembangan kompetensi dan administrasi personalia. Implementasi HCMS di PT Reasuransi Indonesia Utama (Persero) bertujuan untuk mendukung pengelolaan SDM yang lebih efisien, terukur, dan selaras dengan kebutuhan strategis perusahaan, seiring dengan transformasi digital yang sedang berjalan.

5. *Human Capital Management System (HCMS)*: The *Human Capital Management System (HCMS)* is an integrated solution for managing all aspects related to human resources, from recruitment and performance management, to competency development and personnel administration. The implementation of HCMS at PT Reasuransi Indonesia Utama (Persero) aims to support more efficient, measurable, and strategically aligned HR management, in line with the ongoing digital transformation.

Sedangkan rincian program yang akan dijalankan diuraikan melalui tabel di bawah ini:

The details of the programs to be implemented are outlined in the table below:

Internal Business Process IT 2025

2025 Internal Business Process IT

No.	Inisiatif Strategis Strategic Initiatives	Ukuran Keberhasilan Success Measure
1	<i>Digital Ecosystem Enhancement</i> : Pemenuhan dan <i>alignment</i> tata kelola TI dengan POJK (<i>Digital Governance</i>) <i>Digital Ecosystem Enhancement</i> : Compliance and alignment of IT governance with POJK (<i>Digital Governance</i>).	Fit in Fundamental
2	<i>Digital Ecosystem Enhancement</i> : Pemenuhan dan <i>alignment</i> tata kelola TI dengan Peraturan Menteri BUMN No.PER-2/MBU/03/2023 <i>Digital Ecosystem Enhancement</i> : Compliance and alignment of IT governance with the Minister of SOEs Regulation No. PER-2/MBU/03/2023.	Fit in Fundamental
3	<i>Digital Ecosystem Enhancement</i> : Pemenuhan dan <i>alignment</i> tata kelola TI dengan UU Perlindungan Data Pribadi <i>Digital Ecosystem Enhancement</i> : Compliance and alignment of IT governance with the Personal Data Protection Law.	Fit in Fundamental
4	RIU Connect <i>Stage 2</i> : Review dan pembaruan sistem <i>core</i> Indonesia Re RIU Connect <i>Stage 2</i> : Review and renewal of Indonesia Re's core system.	Fit in Fundamental
5	RIU Connect <i>Stage 2</i> : Implementasi PSAK 117 dan optimalisasi melalui digitalisasi RIU Connect <i>Stage 2</i> : Implementation of PSAK 117 and optimization through digitalization.	Fit in Fundamental
6	RIU Connect <i>Stage 2</i> : <i>Enhancement</i> H2H Platform untuk mendukung ekosistem digital antar perusahaan asuransi dan reasuransi RIU Connect <i>Stage 2</i> : Enhancement of the H2H Platform to support the digital ecosystem among insurance and reinsurance companies.	Leveraging business value through digitalization
7	RIU Connect <i>Stage 2</i> : Ekspansi H2H Platform untuk mendukung ekosistem digital antar perusahaan reasuransi dan retrosesi RIU Connect <i>Stage 2</i> : Expansion of the H2H Platform to support the digital ecosystem among reinsurance companies and retrocession.	Leveraging business value through digitalization
8	<i>Digital Ecosystem Enhancement</i> : Implementasi data platform untuk mendukung manajemen data Perusahaan <i>Digital Ecosystem Enhancement</i> : Implementation of a data platform to support the company's data management.	Leveraging business value through digitalization

No.	Inisiatif Strategis Strategic Initiatives	Ukuran Keberhasilan Success Measure
9	<i>Digital Ecosystem Enhancement:</i> Upgrade data platform menjadi satu data Indonesia Re sebagai <i>single source of truth</i> untuk mendukung pusat <i>data analytics</i> bisnis dan <i>artificial intelligence</i> Digital Ecosystem Enhancement: Upgrade of the data platform into a single data source for Indonesia Re referred internally to as a single source of truth to support business data analytics and artificial intelligence.	Leveraging business value through digitalization
10	<i>Digital Ecosystem Enhancement:</i> Inovasi digital untuk mendukung Indonesia Re institute sebagai <i>revenue center</i> Digital Ecosystem Enhancement: Digital innovation to support Indonesia Re Institute as a revenue center.	Leveraging business value through digitalization
11	Optimalisasi digitalisasi pada proses operasional dan pendukung bisnis Indonesia Re (Akumulatif seluruh project non-strategic & operasional) Optimization of digitalization in operational processes and business support for Indonesia Re (Cumulative of all non-strategic & operational projects).	Leveraging business value through digitalization
12	Penguatan Infrastruktur IT: <i>Security Operation Center</i> Strengthening IT Infrastructure: Security Operation Center	Peningkatan Keamanan Informasi Information Security Enhancement

Program Digitalisasi 2025

2025 Digitalization Program

No.	Nama Proyek Project Name	Inisiator Proyek Project Initiator
1	RIU Connect 2.0 RIU Connect 2.0	Direktorat Teknik Operasi dan Direktorat Pengembangan & TI Directorate of Operational Engineering and Directorate of Development & IT
2	Satu Data Satu Data	IT Division IT Division
3	ERP Accounting & Finance ERP Accounting & Finance	IT Division, Finance Division dan Accounting Division IT Division, Finance Division, and Accounting Division
4	Implementasi IFRS 17 Implementation of IFRS 17	Direktorat Keuangan & Aktuaria Directorate of Finance & Actuarial
5	Human Capital Management System (HCMS) Human Capital Management System (HCMS)	Human Capital & General Affair Division Human Capital & General Affairs Division
6	Integrasi Sistem GRC, SIMRI dan RBA Integration of GRC, SIMRI, and RBA Systems	Legal, Compliance & Risk Management Division, Internal Audit Legal, Compliance & Risk Management Division, Internal Audit
7	Pengembangan Asset Management System (<i>aligned dengan Project ERP</i>) Development of Asset Management System (aligned with the ERP Project)	Human Capital & General Affair Division Human Capital & General Affairs Division
8	Helpdesk Legal Legal Helpdesk	Legal, Compliance & Risk Management Division Legal, Compliance & Risk Management Division
9	HCGA Helpdesk HCGA Helpdesk	Human Capital & General Affair Division Human Capital & General Affairs Division
10	Dashboard NES & SLA NES & SLA Dashboard	Strategic Development Division Strategic Development Division
11	CRM 360 CRM 360	Client Management & Treaty Division Client Management & Treaty Division
a	Pricing Tools Pricing Tools	Non-Life Reinsurance Underwriting Division dan Life & Pricing Actuary Division Non-Life Reinsurance Underwriting Division and Life & Pricing Actuary Division

No.	Nama Proyek Project Name	Inisiator Proyek Project Initiator
12	<i>Maintaining & Improvement Underwriting Center & Risk Engineering (UCRE) Dashboard</i> 1. Fitur e-DOA (<i>Delegation of Authority</i>) 2. Fitur e-<i>Guidelines</i> Maintaining & Improvement of Underwriting Center & Risk Engineering (UCRE) Dashboard 1. e-DOA (Delegation of Authority) Featured 2. e-Guidelines Featured	Underwriting Center & Risk Engineering Department Underwriting Center & Risk Engineering Department
13	<i>Maintaining & Improvement Wordingpedia</i> Maintaining & Improvement of Wordingpedia	Underwriting Center & Risk Engineering Department Underwriting Center & Risk Engineering Department
14	Pengembangan BSmart Insight ver.3 Development of BSmart Insight ver.3	Indonesia Re Institute Indonesia Re Institute
15	Pengembangan Perils Hub Development of Perils Hub	Indonesia Re Institute Indonesia Re Institute



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TATA KELOLA PERUSAHAAN

CORPORATE GOVERNANCE



WAEREBO VILLAGE

Seperti desa Wae Rebo di Flores yang menggabungkan kearifan lokal dan warisan budaya, keberlanjutan harus dibangun dengan tata kelola transparan dan akuntabel.

Inspired by Wae Rebo village in Flores, where local wisdom and heritage thrive, sustainability demands governance rooted in transparency and accountability.

KOMITMEN PENERAPAN TATA KELOLA PERUSAHAAN COMMITMENT TO THE IMPLEMENTATION OF CORPORATE GOVERNANCE



Indonesia Re senantiasa meningkatkan kualitas penerapan GCG, yang dilakukan melalui pemantauan serta penilaian terhadap penerapannya. Pada tahun 2024, penilaian penerapan GCG Perusahaan meraih skor 4,86 (Skala 5,00) dengan klasifikasi kualitas “Sangat Baik”.

Indonesia Re consistently enhances the quality of its implementation of Good Corporate Governance (GCG) through monitoring and evaluation of its practices. In 2024, the company's GCG implementation assessment achieved a score of 4.86 (on a 5.00 scale), earning a classification of “Very Good” quality.

Penerapan tata kelola perusahaan yang baik atau *Good Corporate Governance* (GCG) PT Reasuransi Indonesia Utama (“Indonesia Re,” “Perusahaan”) mengacu pada peraturan perundang-undangan yang berlaku serta praktik terbaik di industri. Untuk itu, Indonesia Re senantiasa memutakhirkan standar penerapannya agar selalu dapat beradaptasi dengan perkembangan yang terjadi.

Hingga tahun 2024, Indonesia Re telah menerapkan prinsip-prinsip GCG pada setiap kegiatan usaha Perusahaan. Indonesia Re meyakini bahwa GCG yang diimplementasikan secara konsisten akan mendukung pencapaian kinerja usaha Perusahaan secara berkesinambungan.

SOSIALISASI PENERAPAN GCG

Pada tahun 2024, Indonesia Re telah melaksanakan sejumlah kegiatan sosialisasi terkait dengan penerapan prinsip-prinsip GCG, yang mencakup:

1. Sosialisasi tata cara pengisian Laporan Harta Kekayaan Penyelenggara Negara (LHKPN).
2. Sosialisasi dan evaluasi penerapan kepatuhan persaingan usaha.
3. Sosialisasi pedoman Anti Pencucian Uang dan Pencegahan Pendanaan Terorisme (APU PPT) kepada mitra usaha.
4. Sosialisasi Penerapan Pelindungan Data Pribadi (PDP) pada Indonesia Re Group.

The implementation of Good Corporate Governance (GCG) of PT Reasuransi Indonesia Utama (“Indonesia Re,” “the Company”) refers to all applicable regulatory provisions and best industry practices. Therefore, Indonesia Re continuously updates the standard of its GCG practice to remain adaptive to the rapid changes in the industry.

As of 2024, Indonesia Re has applied the principles of GCG in each of its business activities. Indonesia Re believes a consistently run practice of GCG will support the Company in delivering sustainable business performance.

SOCIALIZATION OF GCG IMPLEMENTATION

In 2024, Indonesia Re had carried out a number of socialization activities related to the implementation of GCG principles, which include:

1. Socialization of procedures for filling out State Officials' Wealth Report (LHKPN).
2. Socialization and evaluation of Compliance with fair business competition.
3. Socialization of Anti-Money Laundering and Counter-Terrorism Financing (AML CTF) guidelines to business partners.
4. Socialization of Personal Data Protection (PDP) Implementation within Indonesia Re Group

5. Sosialisasi pedoman pengendalian gratifikasi.
6. Sosialisasi dan Workshop “*Business Judgement Rule*.”
7. Sosialisasi ISO SMAP 37001: 2016.
8. Sosialisasi Pedoman Benturan Kepentingan.
9. Sosialisasi dan Peringatan Hari Antikorupsi Sedunia.

DASAR PENERAPAN TATA KELOLA PERUSAHAAN

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 Badan Usaha Milik Negara Nomor PER-1/MBU/03/2023 tentang Penugasan Khusus dan Program Tanggung Jawab Sosial Dan Lingkungan Badan Usaha Milik Negara.
11. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
12. Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
13. 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.

5. Socialization of gratification control guidelines.
6. Socialization and workshop on “*Business Judgement Rules*.”
7. Socialization of ISO SMAP 37001: 2016.
8. Socialization of Conflict of Interest Guidelines.
9. Socialization and Commemoration of World Anti-Corruption Day.

BASIS FOR THE IMPLEMENTATION OF CORPORATE GOVERNANCE

The implementation of good corporate governance principles within Indonesia Re refers to a number of statutory regulations, including:

1. Law No. 19 of 2003 concerning State-Owned Enterprises.
2. Law No. 40 of 2007 concerning Limited Liability Companies.
3. Law No. 14 of 2008 concerning Disclosures of Public Information.
4. Law No. 40 of 2014 concerning Insurance.
5. Government Regulation No. 12 of 1998 concerning Companies (Persero) as amended by Government Regulation No. 45 of 2001.
6. Government Regulation No. 45 of 2005 concerning the Establishment, Management, Supervision, and Dissolution of State-Owned Enterprises.
7. Government Regulation No. 77 of 2015 concerning the Merger of the Company (Persero) PT Reasuransi Umum Indonesia into the Company (Persero) PT Reasuransi Indonesia Utama.
8. Presidential Instruction No. 9 of 2005 concerning Amendments to Presidential Instruction No. 8 of 2005 concerning Appointment of Members of the Board of Directors and/or the Board of Commissioners/ Supervisory Board of State-Owned Enterprises.
9. Presidential Instruction No. 17 of 2011 concerning the Prevention and Eradication of Corruption.
10. SOE Ministerial Regulation No. PER-1/MBU/03/2023 concerning Special Assignments, Social and Environmental Responsibility Programs for State-Owned Enterprises.
11. SOE Ministerial Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
12. SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
13. Decree of the Secretary of the Ministry of SOE No. SK16/MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of Determining Good Corporate Governance in State-Owned Enterprises.

14. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian
15. Peraturan Otoritas Jasa Keuangan No. 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
16. Surat Edaran OJK No.17/SE0JK.05/2014 tanggal 9 Desember 2014 tentang Laporan Penerapan Tata Kelola Perusahaan yang Baik bagi Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah
17. Peraturan Otoritas Jasa Keuangan Republik Indonesia Nomor 23 Tahun 2023 tentang Perizinan Usaha dan Kelembagaan Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah
18. Anggaran Dasar Perusahaan.

PRINSIP 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.

14. Financial Services Authority Regulation No. 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies
15. 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
16. OJK Circular Letter No. 17/SE0JK.05/2014 dated December 9, 2014 concerning Report on the Implementation of Good Corporate Governance for Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies
17. Financial Services Authority Regulation of the Republic of Indonesia No. 23 of 2023 concerning Business Licensing and Institutionalization of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies
18. Company Articles of Association.

PRINCIPLES OF CORPORATE GOVERNANCE

The implementation of GCG principles within Indonesia Re refers to the 4 (four) pillars of corporate governance as stated in the 2021 General Guidelines for Indonesian Corporate Governance (PUG-KI) issued by the National Committee on Governance Policy (KNKG):

1. Ethical Behavior;
2. Accountability;
3. Transparency; and
4. Sustainability.

Meanwhile, the principles for implementing GCG consist of 8 (eight) and are divided into 3 (three) groups:

1. Principles governing the organs in charge of corporate governance; and
2. Principles governing the processes and outcomes produced by the organs listed above,
3. groups of principles that govern the beneficiaries of corporate governance implementation.

Adapun 8 (delapan) prinsip dimaksud adalah:

The eight principles are as follows:

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 the 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 <i>Corporate Secretary</i> 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 the Board of Commissioners have their respective roles and duties regulated in the work guidelines or management instructions, which also regulate the performance evaluation of these two organs. - The Board of Directors plays a role and is responsible for managing the Company by considering the interests of relevant Stakeholders, which are written in the annual management contract. - To achieve these goals, the Board of Directors has prepared a Company Vision and Mission that are cascaded into short-term and long-term targets. In its implementation, Company ensures that all business activities are conducted in compliance with applicable regulations, with the board of Directors actively involved in their implementation. Similarly, with risk management and control through risk management, which is in accordance with the risks faced by Indonesia Re. - The Board of Directors has also divided their respective duties in order to enable the management of the Company to run effectively. In its division, the Board of Directors has the task of supervising the Corporate Secretary, which is aimed at ensuring smooth communication, both internally and externally. The Board of Directors is also responsible for managing social responsibility programs. - Meanwhile, the Board of Commissioners has the role and responsibility of supervising and providing advice on the management of the Company carried out by BODs, including the Vision and Mission formulated by the Board of Directors. Progress in achieving Indonesia Re's Vision and Mission is reviewed periodically every year and must be approved by the Board of Commissioners. - Supervision of Company 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; maintaining the independence of the internal and external audit functions; and reviewing the annual report. - The Board of Commissioners is also assisted by Committees, namely the Audit Committee, Business Risk Monitoring Committee, and Integrated Governance Committee, in carrying out supervisory functions. - To be able to carry out their roles and responsibilities, the Board of Directors and Board of Commissioners must avoid conflicts of interest. Apart from what is stipulated in 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, which is 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 the 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 a management organ and the composition of the Board of Commissioners as a supervisory organ are diverse, and each consists of Directors and Commissioners who have the commitment, knowledge, abilities, experience, and expertise needed 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. - Jumlah Dewan Komisaris perusahaan sampai dengan 16 Oktober 2024, sebanyak 4 (Empat) orang, yang terdiri dari 3 (tiga) orang Komisaris Independen dan 1 (satu) orang merupakan komisaris. - Pada 17 Oktober 2024 terdapat perubahan Dewan Komisaris di mana 1 (satu) orang Dewan Komisaris telah berakhir masa jabatan sebagai Komisaris. Maka jumlah anggota Dewan Komisaris Indonesia Re sebanyak 3 (tiga) orang yang ketiganya merupakan Komisaris Independen, sehingga jumlah Komisaris Independen Perusahaan saat ini sebesar 100% dari total Dewan Komisaris. Namun hingga akhir tahun 2024 terdapat 1 (satu) orang Komisaris Independen masih menjalankan proses penilaian kemampuan dan kepatutan (<i>Fit and Proper Test</i>) OJK. Lalu pada Tanggal 19 Februari 2025 seluruh Dewan Komisaris Perusahaan telah lulus proses penilaian kemampuan dan kepatutan (<i>Fit and Proper Test</i>) OJK. - 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 2024, 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 Peraturan Menteri BUMN Peraturan Menteri BUMN No. PER-3/ MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara	- Indonesia Re consistently complies with applicable regulations relating to the composition of the Board of Commissioners and the Board of Directors. After meeting the required criteria, the Board of Directors and Board of Commissioners must pass the OJK fit and proper test to be appointed as the Board of Directors and Board of Commissioners. - In the composition and formation of the members of the Board of Commissioners, it is stated that it consists of at least two members of the Board of Commissioners. A minimum of 30% of the total number of Board of Commissioners must be Independent Commissioners. - As of October 16, 2024, the Company's Board of Commissioners had 4 (four) members, consisting of 3 (three) Independent Commissioners and 1 (one) Commissioner. On October 17, 2024, there was a change in the Board of Commissioners when the term of office of 1 (one) member of the Board of Commissioners came to an end. That change leaves Indonesia Re's Board of Commissioners with only 3 (three) members, all of whom are Independent Commissioners, meaning that the percentage of Independent Commissioners in the Company is currently 100% of the total Board. It is important to note that until the end of 2024, a fit and proper test for 1 (one) Independent Commissioner was still underway. Later on February 19, 2025, all members of the Company's Board of Commissioners had passed the OJK fit and proper test assessment process. - Meanwhile, referring to OJK Regulation No. 33/ POJK.04/2014 regarding the composition of the Board of Director which stipulated that board must consist of at least two members. - In 2024, the composition of Board of Directors is in accordance with the applicable regulations comprising five members. Each of the members had good experience in their respective areas. All Directors of Indonesia Re were domiciled in Indonesia and had sufficient integrity and competence in accordance with the criteria for passing the OJK fit and proper test. - As for remuneration, the Company determines the remuneration of the Board of Directors and Board of Commissioners in accordance with the Minister of SOE Regulation No. PER-3/ MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

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 members of the Board of Directors and members of the Board of Commissioners 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-32/DK-INDONESIAIRE/V/2024 Tanggal 16 Mei 2024 tentang Usulan Penetapan Gaji/Honorarium Tahun 2024 dan Tantiem Tahun 2023 Direksi dan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) yang kemudian ditetapkan oleh Kementerian BUMN Sesuai surat No.SR-133/Wk.MBU.08/08/2024 tentang penetapan penghasilan direksi dan dewan komisaris PT Reasuransi Indonesia Utama (Persero) Tahun 2024 - Remunerasi tersebut terdiri atas gaji/honorarium, tunjangan, fasilitas, dan tantiem.	- Determination of the remuneration of the Board of Directors and Board of Commissioners also takes into account the letter of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. S-32/DK-INDONESIAIRE/V/2024 dated May 16, 2024, concerning the Proposed Determination of Salaries/Honorariums for 2024 and Tantiem in 2023 of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero), which were then determined by the Ministry of SOE in accordance with letter No.SR 133/Wk.MBU.08/08/2024 concerning the determination of the income of the Board of Directors and Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) for 2024 - The remuneration consists of salary/honorarium, allowances, facilities, and bonuses.
Prinsip 3: Principle 3: Hubungan Kerja antara Direksi dan Dewan Komisaris Working Relationship between the Board of Directors and the 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 the Board of Commissioners have a close, transparent, constructive, professional and mutually trusting working relationship for the best interests of the corporation.	Indonesia Re mengatur hubungan kerja Dewan Komisaris dan Direksi di lingkungan Perusahaan. Hubungan keduanya adalah hubungan <i>check and balances</i> 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 relationships of the Board of Commissioners and the Board of Directors within the Company. The relationship between the two is one 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 long-term continuity of the Company's business. The Board of Commissioners and the Board of Directors, together, in accordance with their respective functions, carry out their duties, responsibilities, and obligations in order to enable the Company's business continuity to be achieved in the long term.
Prinsip 4: Principle 4: Perilaku Etis Ethical Behavior		
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 organizational values and culture.	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 the principles of ethical behavior in the Code of Ethics and Business Ethics, that serve as a guidelines for the entire organization, from the Board of Commissioners and the Board of Directors to all of employees.
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 berintegritas. The corporation carries out integrated corporate governance practices with the implementation of an internal control and risk management system, as well as an effective compliance management system in order to support the achievement of corporate targets, vision, mission, goals and performance targets in running business with integrity.	Perusahaan memiliki Divisi Legal, <i>Compliance and Risk Management</i> 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 Legal, Compliance, and Risk Management Division, which ensures that risk management is well maintained, allowing the Company to achieve its stated goals. In addition, the Company also periodically conducts audits of compliance implementation, ensuring that the implementation of the Company's activities is in line with applicable regulations.

Uraian Prinsip Principle Description	Penerapan di Indonesia Re	Implementation in Indonesia Re
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: www.indonesiare.co.id.	The Company has fulfilled the principles of disclosure and transparency, which are as demonstrated through quarterly financial reports, annual reports, and press releases. Apart from that, information about the Company is also disclosed openly through the company's website: www.indonesiare.co.id
Prinsip 7: Principle 7: Hak-hak Pemegang Saham Shareholder Rights		
Korporasi melindungi dan memfasilitasi pelaksanaan hak pemegang saham dan memastikan perlakuan yang adil terhadap pemegang saham, termasuk pemegang saham minoritas. Semua pemegang saham memiliki kesempatan untuk mendapatkan pemulihan yang efektif atas pelanggaran hak-hak mereka. The corporation protects and facilitates the exercise of shareholder rights and ensure 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.	The rights owned by Shareholders refer to the provisions of Law No. 40 of 2007 concerning Limited Liability Companies, including attending the GMS and voting, proposing the GMS agenda, and voting agree, disagree, or abstain on each proposed decision on the GMS agenda. All shareholders receive the same treatment in the Company. Apart from that, shareholders also have the authority to, among other things, 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 suspend members of the Board of Directors, approve changes and ratify the Company's Articles of Association, as well as approve the annual report and approve the remuneration of the Board. Commissioners and the Board of Directors.
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 nilai, lapangan kerja, dan keberlanjutan usaha yang sehat secara finansial. The corporation recognizes the rights of stakeholders as stipulated in applicable laws and regulations or an agreement agreed to by the corporation and encourages active cooperation with stakeholders in creating value, employment opportunities, and the sustainability of financially sound businesses.	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.	In carrying out business activities, the Company always respects the rights of stakeholders. As a manifestation of this commitment, the Board of Commissioners and the Board of Directors have integrated sustainability aspects into the company's business model and stakeholder engagement, while also ensuring the protection of stakeholders' rights.

PENINGKATAN KUALITAS PENERAPAN TATA KELOLA SECARA BERKELANJUTAN

Indonesia Re berupaya memastikan bahwa penerapan GCG di Perusahaan berjalan dengan baik dan dilaksanakan oleh seluruh Insan Indonesia Re, mulai dari Dewan Komisaris, Direksi, hingga seluruh pegawai Perusahaan. Inisiatif ini merupakan bagian dari proses mewujudkan komitmen untuk meningkatkan kualitas penerapan GCG di lingkungan Perusahaan.

Dalam proses peningkatan kualitas tersebut, Perusahaan melakukan pemantauan serta penilaian terhadap penerapan GCG yang telah berjalan. Siklus peningkatan kualitas penerapan GCG disampaikan melalui gambar di bawah ini.



Peningkatan Kualitas Implementasi GCG dan Benchmarking 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 meningkatkan kualitas implementasi GCG. Standar tersebut dirumuskan berdasarkan peraturan yang relevan, masukan dari pemangku kepentingan, hasil asesmen, dan melakukan tolok ukur.

Standar implementasi GCG di Perusahaan mengacu pada Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara dan Keputusan Sekretaris Kementerian Badan Usaha Milik Negara (KBUMN) No. SK-12/S.MBU/08/2023 tentang Pencabutan Keputusan Sekretaris KBUMN Nomor: SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi Atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara (BUMN).

SUSTAINABLE IMPROVEMENT IN THE QUALITY OF GOVERNANCE IMPLEMENTATION

Indonesia Re strives to ensure that the implementation of GCG in the Company runs well and is implemented by all Indonesia Re Personnel, starting from the Board of Commissioners and the Board of Directors to all employee. This initiative is part of the ongoing process to fulfill the commitment to enhancing the quality of Good Corporate Governance (GCG) implementation within the Company.

As part of the quality improvement process, the company conducts monitoring and evaluation of ongoing implementation of Good Corporate Governance (GCG). The cycle for improving the quality of GCG implementation is presented in the image below.

Improvement of the quality of Good Corporate Governance (GCG) implementation and benchmarking to establish quality standards

GCG implementation standards are essential as a fundamental reference in realizing the company's vision and carrying out its mission. These fundamental references include the criteria for achieving various aspects of GCG implementation. GCG Implementation standards are also intended to encourage companies to improve the quality of their GCG implementation. These standards are developed based on relevant regulations, stakeholder feedback, assessment results, and benchmarking.

The Company's GCG implementation standards are based on the Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and the Decree of the Secretary of the Ministry of State-Owned Enterprises No. SK-12/S.MBU/08/2023 concerning Revocation of the Decision of the Secretary of State-Owned Enterprises No. SK-16/S.MBU/2012 concerning Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in SOE.

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.

Monitoring Penerapan Tata Kelola Perusahaan

Indonesia Re melakukan pemantauan penerapan GCG secara berlapis. Di internal Perusahaan, divisi yang berhubungan dengan kepatuhan secara berkala melakukan pengawasan terhadap penerapan GCG.

Dewan Komisaris melalui Komite Audit juga terus memantau perkembangan penerapan GCG di lingkungan Perusahaan. Selain itu, OJK dan Kementerian BUMN sebagai regulator juga turut memantau penerapan GCG di lingkungan Perusahaan melalui penelaahan laporan-laporan yang disampaikan Perusahaan.

PENILAIAN TATA KELOLA PERUSAHAAN

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 GCG merupakan bagian dari mekanisme *check and balances*. Dengan penilaian tersebut, capaian kegiatan dapat diketahui dengan pasti dan tindakan lebih lanjut untuk memperbaiki kinerja suatu kegiatan dapat ditetapkan.

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 Parameter OJK.

A. 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-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara, perusahaan melakukan penilaian penerapan GCG secara konsisten setiap tahunnya untuk mengetahui tingkat kecukupan penerapan GCG di lingkungan Perusahaan. Menggunakan berbagai acuan standar praktik terbaik yang berlaku.

The GCG's implementation standards include:

1. Aspects of Commitment to the Sustainable Implementation of Good Corporate Governance.
2. Aspects of Shareholders and GMS/Capital Owners.
3. Aspects of the Board of Commissioners/Supervisory Board.
4. Aspects of the Board of Directors.
5. Aspects of Information Disclosure and Transparency.
6. Other aspects include sustainability reporting and the Company's ability to be a benchmark in its field.

Monitoring the Implementation of Corporate Governance

Indonesia Re conducts layered monitoring of the GCG implementation. Internally within the Company, the Compliance Division regularly oversees the implementation of GCG.

The Board of Commissioners, through the Audit Committee, also continues to oversee the developments of Good Corporate Governance (GCG) implementation within the Company. Apart from that, OJK and the Ministry of SOE, as regulators, also monitor the implementation of GCG within the Company through reviewing reports submitted by the Company.

CORPORATE GOVERNANCE ASSESSMENT

Indonesia Re regularly measures GCG implementation through corporate governance assessments. This is done to obtain an objective assessment regarding the implementation of GCG in the Company.

GCG assessment is part of the checks and balances mechanism. With this assessment, activity achievements can be known with certainty, and further actions to improve the performance of an activity can be determined.

This assessment can be carried out independently by the Company internally (independent assessment) or by using the services of an independent party (external evaluation). Indonesia Re uses 2 (two) types of assessments, namely the SOE Corporate Governance Assessment and the OJK Parameter Corporate Governance Assessment.

A. Assessment of SOE Corporate Governance

In accordance with Presidential Regulation No. 192 of 2014 concerning the Financial and Development Supervisory Agency (BPKP), Government Regulation No. 60 of 2008 concerning Government Internal Control Systems, and Minister of State-Owned Enterprises Regulation No. PER2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises, companies carry out consistent assessments of GCG implementation every year to determine the level of adequacy of GCG implementation within the Company using various applicable best practice standard references.

Pelaksanaan Penilaian Tahun 2024 Kriteria Penilaian

Berkenaan dengan diberlakukannya Keputusan Sekretaris Kementerian BUMN No. SK-12/S.MBU/08/2023 yang mencabut Keputusan Sekretaris KBUMN No. SK-16/S.MBU/2012 tentang Indikator/Parameter Penilaian dan Evaluasi Atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada Badan Usaha Milik Negara (BUMN), maka asesmen *Good Corporate Governance* (GCG) pada BUMN tidak dapat dilakukan berdasarkan parameter yang sebelumnya ditetapkan dalam regulasi tersebut. Untuk itu, diperlukan arahan lebih lanjut dari Kementerian BUMN terkait mekanisme dan kebijakan terbaru dalam menilai serta mengevaluasi penerapan GCG di lingkungan BUMN.

B. Penilaian Tata Kelola Perusahaan berdasarkan Parameter OJK

Sebagai perusahaan yang bergerak di industri perasuransian, Perusahaan juga harus menaati ketentuan Peraturan Otoritas Jasa Keuangan No. 43/POJK.05/2019 tanggal 27 Desember 2019 tentang Perubahan Atas Peraturan Otoritas Jasa Keuangan No. 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik bagi Perusahaan Perasuransian.

Pelaksanaan Assessment Tahun 2024

Kriteria yang Digunakan:

Pelaksanaan asesmen GCG OJK menggunakan kriteria yang terdapat pada Surat Edaran Otoritas Jasa Keuangan No. 17/SE0JK.05/2014 tentang Laporan Penerapan Tata Kelola Perusahaan yang Baik bagi Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi dan Perusahaan Reasuransi Syariah, yang terdiri dari 6 (enam) aspek dan 97 (sembilan puluh tujuh) parameter, yaitu:

No.	Aspek/Indikator Aspect/Indicator	Parameter
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 Fair Business Practices	35
6	Pernyataan Penerapan Pedoman Tata Kelola Statement of Implementation of Governance Guidelines	3
Total		97

Pihak yang Melakukan Assessment

Asesmen GCG berdasarkan standar OJK untuk tahun buku 2024 dilakukan oleh konsultan independen, PT. Sinegritas Tata Kelola.

Implementation of the 2024 Assessment Criteria

Pertaining to the enactment of the Secretary of the Ministry of SOE Decision No. SK-12/S.MBU/08/2023, which revokes the Secretary of State-Owned Enterprises Decision No. SK-16/S.MBU/2012 regarding the Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance (GCG) in State-Owned Enterprises (SOE), the assessment of Good Corporate Governance (GCG) in SOE can no longer be conducted based on the parameters previously established in that regulation. To this end, additional direction from the Ministry of State-Owned Enterprises (BUMN) is necessary concerning the latest mechanisms and policies for assessing and evaluating the implementation of Good Corporate Governance (GCG) within the SOE sector.

B. Corporate Governance Assessment Based on OJK Parameters

As a company operating in the insurance industry, the Company must also comply with the provisions of Financial Services Authority Regulation No. 43/POJK.05/2019, dated December 27, 2019, which amends Financial Services Authority Regulation No. 73/POJK.05/2016, concerning Good Corporate Governance for Insurance Companies.

Implementation of the 2024 Assessment

Criteria Used:

The OJK GCG assessment is implemented using the criteria contained in the Financial Services Authority Circular Letter No. 17/SE0JK.05/2014 concerning the Report on the Implementation of Good Corporate Governance for Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies, which consists of 6 (six) aspects and 97 (ninety-seven) parameters, namely:

Party Conducting the Assessment

GCG assessment based on OJK standards for the 2024 financial year was carried out by PT. Sinegritas Tata Kelola.

Hasil Assessment Tata Kelola Perusahaan Parameter OJK

Berdasarkan hasil asesmen yang dilakukan untuk tahun buku 2024, Perusahaan meraih skor 4,86 (Skala 5,00) dengan klasifikasi kualitas "Sangat Baik"

Adapun hasil penilaian Asesmen GCG OJK 5 (lima) tahun terakhir adalah sebagai berikut:

No.	Aspek Pengujian/Indikator/Parameter Examination Aspects/indicators/Parameters	Tahun Penilaian Assessment Year				
		2024	2023	2022	2021	2020
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	4,75	4,74	4,71	4,62	4,47
3	Pemegang Saham Shareholders	5,00	5,00	5,00	5,00	5,00
4	Pemangku Kepentingan Stakeholders	4,97	4,93	4,93	5,00	5,00
5	Praktik Usaha yang Sehat Fair Business Practices	4,87	4,94	4,89	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		4,86	4,85	4,84	4,82	4,81
Klasifikasi Kualitas Penerapan Implementation Quality Classification		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 Parameter OJK

Indonesia Re berkomitmen untuk terus meningkatkan kualitas penerapan GCG di lingkungan Perusahaan. Penerapan GCG di Indonesia Re berjalan dengan baik dan dilaksanakan oleh seluruh Insan Indonesia Re, mulai dari Dewan Komisaris, Direksi, hingga seluruh pegawai Perusahaan. Setiap kegiatan yang dijalankan Perusahaan bertujuan untuk melindungi kepentingan Perusahaan, pemegang saham dan pemangku kepentingan.

KERANGKA PENERAPAN TATA KELOLA PERUSAHAAN

Tata kelola perusahaan yang baik merupakan struktur dan mekanisme yang mendukung perusahaan untuk meningkatkan keberhasilan usaha dan mewujudkan nilai perusahaan dalam jangka panjang dengan tetap memperhatikan para pemangku kepentingan. Hal itu dilakukan dengan berlandaskan peraturan perundang-undangan dan nilai etika usaha.

Penerapan GCG di Indonesia Re mengacu pada peraturan perundang-undangan yang berlaku dan praktik terbaik di industri, khususnya sektor keuangan. Tujuan penerapan GCG Perusahaan adalah untuk mendapatkan penilaian positif dan kepercayaan dari seluruh pemangku kepentingan. Kepercayaan yang tinggi dapat dicapai apabila Perusahaan

OJK Parameter Corporate Governance Assessment Results

Based on the results of the assessment conducted for the 2024 financial year, the Company achieved a score of 4.86 (Scale 5.00) with a quality classification of "Very Good."

The results of the OJK GCG Assessment for the last 5 (five) years are as follows:

Enhancement of the quality of corporate governance implementation based on OJK parameters.

Indonesia Re is committed to continuously improving the quality of GCG implementation within the Company. The implementation of GCG at Indonesia Re is progressing well, and it is being carried out by all Indonesia Re personnel, from the Board of Commissioners and the Board of Directors to all employees. Every activity undertaken by the Company is intended to protect the interests of the Company, shareholders, and stakeholders.

CORPORATE GOVERNANCE IMPLEMENTATION FRAMEWORK

Good corporate governance is a structure and mechanism that support the company in enhancing business success and realizing long-term company value while also paying attention to stakeholders. This is done in accordance with statutory regulations and business ethical values.

The Implementation of GCG in Indonesia Re refers to applicable laws and regulations, as well as industry best practices, particularly in the financial sector. The goal of implementing the Company's GCG is to gain positive assesement and trust from all stakeholders. High trust can be earned if the Company shows good performance, such

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 pelaku 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.

as through strong and sustained operational and financial performance.

To be trustworthy, companies must maintain their good reputation through fair business competition. Supervision comes not only from regulators, but also from the larger community. For this reason, company management must adhere to all GCG principles in order to become a good corporate citizen.

To achieve this objective, the company has developed a framework for implementing GCG, which can be generally divided into 3 (three) parts, namely:

1. Governance Structure
Namely, the governance structure consisting of main organs and supporting organs.
2. Governance Process
Namely, the processes and working mechanisms of the governance organs.
3. Governance Results
Namely, the result of governance implementation.

Struktur Tata Kelola Governance Structure	Proses Tata Kelola Governance Process	Hasil Tata Kelola Governance Result
- Organ Utama - Organ Penunjang	- 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.	- 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 Perundang-undangan, serta kesadaran akan adanya tanggung jawab sosial Perusahaan terhadap pemangku kepentingan maupun kelestarian lingkungan hidup - Dewan Komisaris menjalankan fungsi pengawasan secara aktif melalui rapat, laporan dan komite dibawah dewan komisaris. - Peningkatan Kualitas dan Kredibilitas Laporan Keuangan Perusahaan
- Main Organs - Supporting Organs	- Compliance with laws and regulations - Fulfillment of shareholder rights and equal treatment to all shareholders. - Fulfillment of stakeholders' rights. - Implementation of the duties and responsibilities of the Board of Directors and Board of Commissioners. - Transparency of the Company's financial and non-financial conditions	- Optimize the Company value so that it has strong competitiveness. - Encourage the management of the Company in a professional, efficient, and effective manner and increase the independence of the Company Organs. - Encourage the Company Organs to make decisions and carry out actions based on high moral values and compliance with laws and regulations, as well as awareness of the Company's social responsibility towards stakeholders and environmental sustainability. - The Board of Commissioners performs an active supervisory function through meetings, reports and committees under the Board of Commissioners. - Improving the Quality and Credibility of the Company's Financial Statements

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, Indonesia Re's governance structure 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. Aside from that, the Company has supporting organs, which include committees under the Board of Commissioners and organs under the Board of Directors, both in the form of committees and structural organs.

PROSES TATA KELOLA

Masing-masing Organ Perusahaan harus selalu menghormati dan bertindak sesuai fungsinya dan peran nya, 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 Indonesia Re antara lain:

1. Pedoman Tata Kelola Perusahaan/*Good Corporate Governance* (GCG)
2. Pedoman Direksi dan Komisaris (*Board Manual*);
3. Pedoman Kepatuhan Persaingan Usaha
4. Pedoman Etika dan Perilaku;
5. Pedoman Pengendalian Gratifikasi;
6. Pedoman *Whistle Blowing System* (WBS);
7. Pedoman Benturan Kepentingan;
8. Pedoman Antikorupsi
9. Pedoman Anti Pencucian Uang dan Pencegahan Pendanaan Terorisme
10. Pedoman Anti Kecurangan (*Fraud*)
11. Pedoman Layanan Aduan Konsumen
12. Pedoman Manajemen Risiko berbasis ISO 31000:2018
13. Piagam Dewan Komisaris dan Direksi

HASIL TATA KELOLA

Pada tahun 2024, Indonesia Re meraih penghargaan "*Indonesia Excellence GCG Awards 2024*" untuk kategori Reasuransi, yang diselenggarakan oleh Warta Ekonomi pada 5 Maret 2024. Selain itu, Indonesia Re juga meraih penghargaan "*Indonesia Trusted Companies*" pada ajang Indonesia Good Corporate Governance Award 2024, yang diselenggarakan oleh SWA Media Group dan Indonesian Institute for Corporate Governance (IICG) pada 25 November 2024.

Penghargaan ini diperoleh melalui proses penilaian yang komprehensif berdasarkan struktur, proses, dan hasil tata kelola perusahaan, sesuai dengan parameter yang ditetapkan. Pencapaian ini mencerminkan komitmen Indonesia Re dalam menerapkan prinsip-prinsip *Good Corporate Governance* (GCG) secara konsisten dan berkelanjutan guna mendukung pertumbuhan perusahaan yang sehat dan berdaya saing.

GOVERNANCE PROCESS

Each Company Organ must always respect and act in accordance with its respective functions and roles, interacting based on the principles of equality and mutual respect for each party's duties and responsibilities. The formation of a GCG structure plays an important role in the implementation of GCG.

Indonesia Re believes that a fair relationship among Company organs have a positive impact on the success of Company management and GCG implementation. 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 to govern the functions, duties, responsibilities, and authority of each Company Organ. Apart from that, the Company has developed other supporting policies to ensure that the Company's governance process runs smoothly and achieves the desired results. Indonesia Re's policies for the implementation of GCG include the following:

1. Corporate Governance Guidelines (GCG).
2. Board of Directors' Manual
3. Competition Compliance Guidelines.
4. Code of Ethics and Conduct Guidelines.
5. Gratification Control Guidelines.
6. Whistle Blowing System (WBS) Guidelines.
7. Conflict of Interest Guidelines.
8. Anti-corruption Guidelines.
9. Anti-Money Laundering & Counter Terrorist Financing Guidelines
10. Anti-fraud Guidelines
11. Consumer Complaint Service Guidelines
12. Risk Management based on ISO 31000:2018 Guidelines
13. Board Charter

GOVERNANCE RESULTS

In 2024, Indonesia Re received the "Indonesia Excellence GCG Awards 2024" in the Reinsurance category, an event organized by Warta Ekonomi on March 5, 2024. In addition, Indonesia Re also received the "Indonesia Trusted Companies" award at the Indonesia Good Corporate Governance Award 2024 event, organized by SWA Media Group and the Indonesian Institute for Corporate Governance (IICG) on November 25, 2024.

This award was obtained through a comprehensive assessment process based on the structure, processes, and outcomes of corporate governance, in accordance with the established parameters. It reflects Indonesia Re's commitment to consistently and sustainably implementing the principles of Good Corporate Governance (GCG) to support fair and competitive company growth.

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 RUPS

Sesuai dengan Anggaran Dasar Perusahaan dan peraturan perundang-undangan yang berlaku, terdapat dua jenis RUPS, yaitu:

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 concerning Limited Liability Companies (UUPT), regulates that the General Meeting of Shareholders (GMS) is a company organ with authority that is not delegated to the Board of Directors or Board of Commissioners within specified limits.

Type of GMS

In accordance with the Company's Articles of Association and applicable laws and regulations, there are two types of GMS, namely:

1. The holding of the Annual GMS (AGMS) includes the GMS for Approval of the Annual Report and the GMS for the Company's Work Plan & Budget.
2. Extraordinary General Meeting of Shareholders (EGMS), which was held outside the AGMS schedule.

Implementation Procedures

In the Deed of Company Articles of Association No. 02 dated November 10, 2008, the procedures for holding a GMS have been regulated, which include:

1. All General Meetings of Shareholders (GMS) are held at the Company's domicile or at the place where the Company carries out its main business activities, which are located in the territory of the Republic of Indonesia.
2. Initial summons to the shareholders by registered letter.
3. The Board of Directors is obliged to summon a General Meeting of Shareholders (GMS) no later than 15 (fifteen) days from the date the request for holding a General Meeting of Shareholders (GMS) is received.
4. Summons to the General Meeting of Shareholders (GMS) are made by registered letter and/or by advertisement in the newspaper.
5. In the summons to the General Meeting of Shareholders (GMS), the date, time, place, and agenda of the meeting are stated, accompanied by notification for the availability of the materials to be discussed in the General Meeting of Shareholders (GMS) at the Company's office from the date the summons to the General Meeting of Shareholders is issued (GMS) until the date the General Meeting of Shareholders (GMS) is held.
6. In the event that the summons does not comply with the provisions, the decision of the General Meeting of Shareholders (GMS) remains valid if all Shareholders with valid voting rights are present or represented at the General Meeting of Shareholders (GMS) and the decision is approved by unanimous vote.

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 kepemilikan saham sebesar 100%.

Hak-hak Pemegang Saham

1. Menghadiri dan memberikan suara dalam suatu Rapat Umum Pemegang Saham.
2. Menerima pembagian dari keuntungan Perusahaan yang diperuntukkan 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 yang berlaku.

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. Memberikan persetujuan tertulis atas perbuatan Direksi yang bersifat strategis dan belum diatur dalam Akta Pendirian Perusahaan.
8. Wewenang lainnya berdasarkan Anggaran Dasar dan peraturan perundang-undangan yang berlaku.

7. If the Articles of Association do not provide otherwise, the General Meeting of Shareholders (GMS) will be chaired by one of the Shareholders elected by and from among those present.
8. At a meeting, each share gives its owner the right to cast 1 (one) vote.
9. Voting on personal matters is conducted by secret ballot, while voting on other matters is done orally, unless the meeting chairperson determines otherwise, provided there are no objections from the shareholders present at the meeting.
10. All decisions taken are based on deliberation to reach consensus.

SHAREHOLDERS

The shareholder of Indonesia Re is the Government of the Republic of Indonesia, with 100% share ownership.

Shareholder Rights

1. Attend and vote at a General Meeting of Shareholders.
2. Receive the distribution of Company profits intended for Shareholders in the form of dividends and remaining assets from liquidation in proportion to the number of shares/capital owned.
3. Obtain a complete explanation of all information relating to the Company, including financial, technical, and other matters contained in the Annual Report and Performance Report at the General Meeting of Shareholders (GMS).
4. Obtain information about the Company in a timely, measurable, and regular manner to enable Shareholders to make decisions regarding business development based on the information they receive.
5. Obtain an explanation regarding the implementation of good corporate governance.
6. Other rights based on the Articles of Association and statutory regulations.

Shareholder Authority

1. Appoint and dismiss the Board of Directors.
2. Appoint and dismiss the Board of Commissioners.
3. Assess the performance of the Board of Commissioners and the Board of Directors.
4. Appoint external auditors based on the proposal received from the Board of Commissioner.
5. Approve the strategic plan (Company's Plan) as well as the Annual Work Plan and Budget (RKAP).
6. Set the remuneration for the Board of Directors.
7. Provide written approval for the Board of Directors's strategic actions that are not yet regulated in Company's Deed Establishment.
8. Other authorities based on the Articles of Association and applicable laws and regulations.

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 2024

Pada tahun 2024, Indonesia Re melaksanakan 2 (dua) kali RUPS Tahunan. Pada hari Selasa, 30 Januari 2024 untuk mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 dan pada hari Jumat, 28 Juni 2024 untuk pengesahan Laporan Keuangan Tahun Buku 2023. Seluruh keputusan telah direalisasikan pada tahun buku sebagai berikut:

RUPS Pengesahan RKAP Tahun 2024

GMS Ratification of 2024 RKAP

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
1	Pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 dan Rencana Kerja dan Anggaran Dewan Komisaris Tahun 2024.	Mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 dan Rencana Kerja dan Anggaran Dewan Komisaris Tahun 2024.	Manajemen telah menjadikan Keputusan RKAP yang telah disahkan oleh RUPS sebagai acuan kerja.
	Ratification of the 2024 Annual Work Plan and Budget (RKAP) and the Board of Commissioners' Work Plan and Budget for 2024.	Ratify the 2024 RKAP and the Board of Commissioners' Work Plan and Budget for 2024.	Management has adopted the RKAP resolution approved by the GMS as a reference for its operations.
2	Pengesahan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) Tahun 2024.	Mengesahkan Rencana Kerja dan Anggaran Program tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) Tahun 2024 sebagaimana Risalah Rapat Pembahasan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial Lingkungan Nomor RIS-29/DSI/MBU.B/12/2023 tanggal 18 Desember 2023	Pelaksanaan program tanggung jawab sosial dan lingkungan tahun 2024 dijalankan dengan mengacu keputusan RKAP yang telah disahkan oleh RUPS
	Ratification of the 2024 Social and Environmental Responsibility Program Work Plan and Budget (RKA-TJSL).	The GMS ratified the 2024 Work Plan and Budget for the Social and Environmental Responsibility Program (RKA-TJSL) as per the Minutes of the Meeting for Discussion of the Work Plan and Budget for the Environmental Social Responsibility Program Number RIS-29/DSI/MBU.B/12/2023 dated December 18, 2023.	The PKBL in 2024 was implemented with reference to the RKAP resolution that had been approved by the GMS.

Announcement and Summon to GMS

Indonesia Re regulates the summons for a General Meeting of Shareholders (GMS) no later than 15 (fifteen) days from the date the request for holding a General Meeting of Shareholders (GMS) is received. Summons for GMS Meetings are made by registered letter and/or by advertisement in the newspaper.

The invitation to the GMS includes the date, time, place, and agenda of the meeting, along with a statement that the materials to be discussed at the GMS are available at the Company's office from the date of the invitation until the date of the meeting.

Decision-Making

The Company has provisions for decision making, namely:

- Each share gives its owner the right to cast 1 (one) vote at the meeting.
- Voting on personal matters shall be conducted by secret ballot, while voting on other matters shall be conducted orally, unless otherwise determined by the chairperson of the meeting without any objection from the shareholders present.
- All decisions taken at the meeting are based on deliberation to reach consensus.

Implementation of the 2024 General Meeting of Shareholders (GMS)

In 2024, Indonesia Re held 2 (two) Annual GMS. One was on Tuesday, January 30, 2024, to ratify the 2024 RKAP and the other one on Friday, June 28, 2024, to ratify the Financial Statement for the 2024 Financial Year. All resolutions have been implemented in the fiscal year as follows:

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
3	Penetapan Kontrak Manajemen Tahunan yang memuat Target Key Performance Indicators (KPI) Direksi secara kolegal dan Dewan Komisaris Tahun 2024 Determination of Management Contracts (Key Performance Indicators) of the Board of Directors collectively and Board of Commissioners in 2024.	Menetapkan Kontrak Manajemen Tahunan yang memuat Target Key Performance Indicators (KPI) Direksi secara kolegal dan Dewan Komisaris Tahun 2024 sebagaimana terlampir yang merupakan bagian tidak terpisahkan dalam Risalah RUPS Pengesahan RKAP Tahun 2024. Determination of the Annual Management Contract, which includes the collegial Key Performance Indicator (KPI) targets for the Board of Directors and the Board of Commissioners in 2024, as attached, which is an integral part of the Minutes of the General Meeting of Shareholders (RUPS) for the Approval of the 2024 Work Plan and Budget (RKAP).	Perusahaan telah menjadikan Target Key Performance Indicators (KPI) Direksi secara kolegal dan Dewan Komisaris Tahun 2024 sebagaimana tertuang dalam Risalah RUPS Pengesahan RKAP Tahun 2024 sebagai acuan penilaian kinerja. The Company has made the Key Performance Indicators (KPI) targets for the Board of Directors and the Board of Commissioners collectively for the year 2024, as stated in the Minutes of the General Meeting of Shareholders (RUPS) for the Approval of the 2024 Work Plan and Budget (RKAP), as a reference for performance assessment.

RUPS Pengesahan Laporan Tahunan Tahun Buku 2023

GMS Ratification of the Annual Report for Financial Year 2023

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
1	Persetujuan Laporan Tahunan dan pengesahan Laporan Keuangan Konsolidasian Perseroan, Persetujuan Laporan Tugas Pengawasan Dewan Komisaris serta Pengesahan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2023, sekaligus pemberian pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada Direksi atas Tindakan Pengurusan Perseroan dan Dewan Komisaris atas Tindakan Pengawasan Perseroan yang telah dijalankan selama Tahun Buku 2023	- Menyetujui Laporan Tahunan Perseroan termasuk Laporan Tugas Pengawasan Dewan Komisaris Perseroan untuk Tahun Buku 2023 yang berakhir Pada 31 Desember 2023 - Mengesahkan Laporan Keuangan Konsolidasian Perseroan Tahun Buku 2023 yang berakhir pada tanggal 31 Desember 2023 yang telah diaudit oleh Kantor Akuntan Publik (KAP) Hertanto, Grace, Karunawan sesuai dengan laporannya nomor 00056/2.1000/AU.1/08/0136-2/1/III/2024 tanggal 14 Maret 2024 dengan opini "wajar, dalam semua hal yang material" - Mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2023 yang berakhir pada tanggal 31 Desember 2023 yang telah diaudit oleh Kantor Akuntan Publik (KAP) Hertanto, Grace, Karunawan sesuai dengan laporannya nomor 00013/2.1000/TJSL/08/0136/1/III/2024 tanggal 14 Maret 2024 dengan opini "wajar, dalam semua hal yang material" - Memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada seluruh anggota Direksi atas tindakan pengurusan dan kepada seluruh anggota Dewan Komisaris atas tindakan pengawasan Perseroan yang telah dijalankan selama tahun buku yang berakhir pada tanggal 31 Desember 2022 sepanjang tindakan tersebut bukan merupakan tindakan pidana dan/atau melanggar ketentuan peraturan perundang-undangan dan prosedur hukum yang berlaku, dan tercermin dalam laporan-laporan tersebut di atas, dan tidak menimbulkan kerugian bagi Perseroan	Perusahaan telah menjadikan Laporan Tahunan, termasuk Laporan Tugas Pengawasan Dewan Komisaris, serta Laporan Keuangan Konsolidasian dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2023 sebagai bagian dari evaluasi dan transparansi dalam pelaksanaan tata kelola perusahaan yang baik.

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
	Approval of the Annual Report and ratification of the Company's Consolidated Financial Statements, approval of the Supervisory Report of the Board of Commissioners, as well as ratification of the Financial Report of the Micro and Small Business Funding Program (PUMK) for the Fiscal Year 2023, along with the granting of full release and discharge of liability (volledig acquit et de charge) to the Board of Directors for the Management Actions of the Company and the Board of Commissioners for the Supervisory Actions of the Company that have been carried out during the Fiscal Year 2023.	- Approved the Company's Annual Report, including the Supervisory Report of the Company's Board of Commissioners for the Fiscal Year 2023 ending on December 31, 2023. - Ratified the Company's Consolidated Financial Statements for the Fiscal Year 2023 ending on December 31, 2023, which have been audited by the Public Accounting Firm (KAP) Hertanto, Grace, Karunawan, in accordance with their report number 00056/2.1000/AU.1/08/0136-2/1/III/2024 dated March 14, 2024, with an opinion of "fair, in all material respects." - Ratified the Financial Report of the Micro and Small Business Funding Program (PUMK) for the Fiscal Year 2023 ending on December 31, 2023, which has been audited by the Public Accounting Firm (KAP) Hertanto, Grace, Karunawan, in accordance with their report number 00013/2.1000/TJSL/08/0136/1/III/2024 dated March 14, 2024, with an opinion of "fair, in all material respects." - Granted full release and discharge of liability (volledig acquit et de charge) to all members of the Board of Directors for their management actions and to all members of the Board of Commissioners for their supervisory actions of the Company that have been carried out during the fiscal year ending on December 31, 2022, as long as such actions do not constitute criminal acts and/or violate applicable laws and regulations and legal procedures, and are reflected in the aforementioned reports, and do not result in losses for the Company.	The Company has made the Annual Report, including the Supervisory Report of the Board of Commissioners, as well as the Consolidated Financial Statements and the Financial Report of the Micro and Small Business Funding Program (PUMK) for the Fiscal Year 2023, as part of the evaluation and transparency in the implementation of good corporate governance.
2	Penetapan Penggunaan Laba Bersih Perseroan untuk Tahun Buku 2023	Menetapkan penggunaan laba bersih Perseroan tahun berjalan yang dapat diatribusikan kepada pemilik entitas induk tahun buku 2023 sebagai laba ditahan	Perusahaan telah menetapkan penggunaan laba bersih tahun berjalan yang dapat diatribusikan kepada pemilik entitas induk sebagai laba ditahan.
	Establishment of the Use of the Company's Net Profit for the Fiscal Year 2023	Determined the use of the Company's net profit for the current year attributable to the owners of the parent entity for the fiscal year 2023 as retained earnings.	The Company has established the use of the current year's net profit attributable to the owners of the parent entity as retained earnings.
3	Penetapan Gaji/Honorarium berikut Fasilitas dan Tunjangan untuk Direksi dan Dewan Komisaris Perseroan Tahun Buku 2024 serta Tantiem/ Insentif Kinerja/ Insentif Khusus untuk Direksi dan Dewan Komisaris Perseroan atas Kinerja Tahun Buku 2023	Penetapan Gaji/Honorarium berikut Fasilitas dan Tunjangan untuk Direksi dan Dewan Komisaris Perseroan Tahun Buku 2024 serta Tantiem/ Insentif Kinerja/ Insentif Khusus untuk Direksi dan Dewan Komisaris Perseroan atas Kinerja Tahun Buku 2023 akan ditetapkan secara tersendiri	Perusahaan telah mengacu pada keputusan RUPS dalam menetapkan kebijakan remunerasi Direksi dan Dewan Komisaris Tahun Buku 2024 serta mekanisme pemberian tantiem/insentif kinerja atas kinerja Tahun Buku 2023 sesuai dengan prinsip kehati-hatian dan tata kelola yang berlaku
	Determination of Salary/ Honorarium, including Facilities and Allowances of the Company's Board of Directors and Board of Commissioners for the 2024 Financial Year, as well as Tantiem/ Performance Incentives/Special Incentives for the Company's Board of Directors and Board of Commissioners for the 2023 Financial Year Performance	The Salary/ Honorarium, including Facilities and Allowances of the Company's Board of Directors and Board of Commissioners for the 2024 Financial Year, as well as Tantiem/Performance Incentives/Special Incentives for the Company's Board of Directors and Board of Commissioners for the 2023 Financial Year Performance, will be determined separately.	The Company has referred to the GMS decision in determining the remuneration policy of the Board of Directors and the Board of Commissioners for the Financial Year 2024 as well as the mechanism for granting tantiem/ performance incentives for the performance of the Financial Year 2023 in accordance with applicable prudential and governance principles.

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
4	Penunjukan Akuntan Publik (AP) dan/atau Kantor Akuntan Publik (KAP) untuk Mengaudit Laporan Keuangan Konsolidasi Perseroan dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) serta Non PUMK untuk Tahun Buku 2024. Appointment of Public Accountant (AP) and/or Public Accounting Firm (KAP) to Audit the Company's Consolidated Financial Statements and Financial Statements of Micro and Small Business Funding Program (PUMK) and Non PUMK for Financial Year 2024.	Persetujuan Kantor Akuntan Publik untuk melakukan audit atas Laporan Keuangan Konsolidasi Perseroan Tahun Buku 2024 dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Perseroan serta Non PUMK untuk Tahun Buku 2024 dilakukan secara tersendiri oleh RUPS berdasarkan usulan Dewan Komisaris Approval of the Public Accountant Firm to audit the Company's Consolidated Financial Statements for the Financial Year 2024 and the Financial Statements of the Company's Micro and Small Business Funding Program (PUMK) and Non PUMK for the Financial Year 2024 would be given separately by the GMS based on the proposal of the Board of Commissioners.	Perusahaan telah menindaklanjuti keputusan RUPS terkait penunjukan Kantor Akuntan Publik untuk melakukan audit atas Laporan Keuangan Konsolidasi dan Laporan Keuangan PUMK serta Non PUMK Tahun Buku 2024 dengan memperhatikan rekomendasi dari Dewan Komisaris sesuai dengan ketentuan yang berlaku. The Company has followed up on the GMS decision regarding the appointment of a Public Accountant Firm to audit the Consolidated Financial Statements and Financial Statements of PUMK and Non PUMK for the Financial Year 2024 by taking into account the recommendations of the Board of Commissioners in accordance with applicable regulations.

Keterlibatan Pihak Independen dalam Penghitungan Suara

Selama tahun buku 2024, kepemilikan Indonesia Re adalah 100% oleh negara, sehingga tidak ada mekanisme perhitungan suara dalam RUPS. dalam hal terjadi perubahan komposisi pemegang saham, proses keterlibatan pihak independen dalam penghitungan suara dilaksanakan sesuai anggaran dasar dan ketentuan yang berlaku.

Involvement of Independent Parties in Vote Counting

During the fiscal year 2024, Indonesia Re was 100% owned by the state, so the GMS does not have a voting mechanism. In the event of a change in the composition of shareholders, the process of involving independent parties in the voting will be carried out in accordance with the articles of association and applicable regulations.

PELAKSANAAN RUPS TAHUN SEBELUMNYA

Pada tahun 2023, Indonesia Re melaksanakan 2 (dua) kali RUPS Tahunan. Pertama, pada hari Senin 30 Januari 2023 untuk mengesahkan RKAP Tahun 2023. Kedua, pada hari Senin 26 Juni 2023 untuk pengesahan Laporan Keuangan Tahun Buku 2022. Seluruh keputusan telah direalisasikan pada tahun buku sebagai berikut:

IMPLEMENTATION OF THE PREVIOUS YEAR'S GMS

In 2023, Indonesia Re held 2 (two) Annual GMS. First, on Monday, January 30, 2023, to ratify the 2023 RKAP. Second, on Monday, June 26, 2023, to ratify the Annual Report for the 2022 Financial Year. All resolutions have been realized in the financial year as follows:

RUPS Pengesahan RKAP Tahun 2023 GMS Ratification of 2023 RKAP

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
1	Pengesahan RKAP Tahun 2023 termasuk di dalamnya penetapan klasifikasi risiko PT Reasuransi Indonesia Utama (Persero) pada kuadran Netral dan Rencana Kerja dan Anggaran Dewan Komisaris Tahun 2023. Ratification of the RKAP Year 2023, including the determination of the risk classification of PT Reasuransi Indonesia Utama (Persero) in the Neutral quadrant and the Board of Commissioners Work Plan and Budget for 2023.	Mengesahkan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2023 termasuk di dalamnya penetapan klasifikasi risiko PT Reasuransi Indonesia Utama (Persero) pada kuadran Netral dan Rencana Kerja dan Anggaran Dewan Komisaris Tahun 2023. Ratification of the Company's Work Plan and Budget (RKAP) Year 2023, including the determination of the risk classification of PT Reasuransi Indonesia Utama (Persero) in the Neutral quadrant and the Work Plan and Budget of the Board of Commissioners Year 2023.	Manajemen telah menjadikan RKAP yang diamanatkan oleh RUPS sebagai acuan kerja. Management has made the RKAP mandated by the GMS, as a performance reference.

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
2	Pengesahan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) Tahun 2023.	RUPS mengesahkan Rencana Kerja dan Anggaran Program tanggung Jawab Sosial dan Lingkungan (RKA-TJSL) PT RIU Tahun 2023 sebagaimana Risalah Rapat Pembahasan Rencana Kerja dan Anggaran Program Tanggung Jawab Sosial Lingkungan Nomor RIS-12/DSL.MBU.B/12/2022 tanggal 23 Desember 2022.	Pelaksanaan PKBL tahun 2023 dijalankan dengan mengacu keputusan RUPS.
	Ratification of the Work Plan and Budget for the Social and Environmental Responsibility Program (RKA-TJSL) of PT Reasuransi Indonesia Utama (Persero) for 2023.	The GMS ratified the Work Plan and Budget for the Social and Environmental Responsibility Program (RKA-TJSL) of PT Reasuransi Indonesia Utama (Persero) for 2023 in accordance with the Minutes of Meeting Discussion of the Work Plan and Budget for the Social and Environmental Responsibility Program No. RIS-12/DSL.MBU.B/12/2023 dated December 23, 2022.	The 2023 PKBL implementation was carried out with reference to the GMS resolution.
3	Penetapan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Direksi dan Dewan Komisaris dengan Pemegang Saham Tahun 2023.	Menetapkan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Direksi dan Dewan Komisaris PT RIU dengan Pemegang Saham Tahun 2023 yang mengacu pada Peraturan Menteri BUMN Nomor PER-11/MBU/11/2020 tanggal 12 November 2020 tentang Kontrak Manajemen dan Kontrak Manajemen Tahunan Direksi Badan Usaha Milik Negara.	Perusahaan telah menjadikan keputusan RUPS tentang KPI antara Direksi dan Dewan Komisaris Indonesia Re dengan Pemegang Saham sebagai acuan penilaian kinerja.
	Determination of the Management Contract (Key Performance Indicator) between the Board of Directors and Board of Commissioners with the Shareholders in 2023.	Determining the Management Contract (Key Performance Indicators) between the Board of Directors and the Board of Commissioners of PT RIU with Shareholders for 2023, 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.	The Company has made the GMS resolution regarding KPI between the Board of Directors and the Board of Commissioners as a reference for performance assessment.
4	Penetapan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Dewan Komisaris dengan Pemegang Saham Tahun 2023.	Menetapkan Kontrak Manajemen (<i>Key Performance Indicators</i>) antara Dewan Komisaris PT RIU dengan Pemegang Saham Tahun 2023 yang mengacu pada Peraturan Menteri BUMN Nomor PER-01/MBU/2011 tanggal 1 Agustus 2011 jo Nomor: PER-09/MBU/2012 tentang penerapan Prinsip-Prinsip Tata Kelola Perusahaan yang Baik (<i>Good Corporate Governance</i>).	Perusahaan telah menjadikan keputusan RUPS tentang KPI antara Dewan Komisaris Indonesia Re dengan Pemegang Saham sebagai acuan penilaian kinerja.
	Determination of the Management Contract (Key Performance Indicator) between the Board of Commissioners and the Shareholders in 2023.	Determining the Management Contract (Key Performance Indicators) between the Board of Commissioners of PT RIU and the Shareholders for the year 2023, which refers to the Regulation of the Minister of State-Owned Enterprises Number PER-01/MBU/2011 dated August 1, 2011, in conjunction with Number: PER-09/MBU/2012 concerning the implementation of the Principles of Good Corporate Governance.	The Company has made the GMS resolution regarding KPI between the Board of Directors and the Board of Commissioners as a reference for performance assessment.

RUPS Pengesahan Laporan Tahunan Tahun Buku 2022

GMS Ratification of the Financial Year 2022 Annual Report

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
1	Persetujuan Laporan Tahunan Perseroan termasuk Laporan Pelaksanaan Tanggung Jawab Sosial dan Lingkungan dan Laporan Tugas Pengawasan Dewan Komisaris untuk Tahun Buku 2022, serta Pengesahan Laporan Keuangan Perseroan Tahun Buku 2022. Approval of the Company's Annual Report, including the Report on the Implementation of Social and Environmental Responsibility and the Supervisory Report of the Board of Commissioners for the Fiscal Year 2022, as well as the Ratification of the Company's Financial Statements for the Fiscal Year 2022.	Menyetujui Laporan Tahunan Perseroan termasuk Laporan Pelaksanaan Tanggung Jawab Sosial dan Lingkungan untuk Tahun Buku 2022 dan Laporan Tugas Pengawasan Dewan Komisaris untuk Tahun Buku 2022, serta mengesahkan Laporan Keuangan Perseroan untuk Tahun Buku 2022 yang berakhir pada tanggal 31 Desember 2022 yang telah diaudit oleh Kantor Akuntan Publik (KAP) Hertanto, Grace, Karunawan sesuai dengan laporannya nomor 00038/2.1000/AU.1/08/0136-1/1/III/2023 tanggal 6 Maret 2023 dengan pendapat "wajar, dalam semua hal yang material serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan yang telah dijalankan dalam tahun buku yang berakhir pada tanggal 31 Desember 2022 sepanjang tindakan tersebut bukan merupakan tindakan pidana, dilakukan dengan cermat dan tidak melanggar ketentuan peraturan perundang-undangan serta prosedur hukum yang berlaku, tercermin dalam buku-buku laporan Perseroan, dan tidak menimbulkan kerugian bagi Perseroan. Approved the Company's Annual Report, including the Report on the Implementation of Social and Environmental Responsibility for the Fiscal Year 2022 and the Supervisory Report of the Board of Commissioners for the Fiscal Year 2022, and ratified the Company's Financial Statements for the Fiscal Year 2022 ending on December 31, 2022, which had been audited by the Public Accounting Firm (KAP) Hertanto, Grace, Karunawan, in accordance with their report number 00038/2.1000/AU.1/08/0136-1/1/III/2023 dated March 6, 2023, with an opinion of "fair, in all material respects," and granted full release and discharge of liability (<i>volledig acquit et de charge</i>) to the Board of Directors and the Board of Commissioners of the Company for their management and supervisory actions carried out during the fiscal year ending on December 31, 2022, as long as such actions do not constitute criminal acts, are conducted with due diligence, do not violate applicable laws and regulations, are reflected in the Company's books and reports, and do not result in losses for the Company.	Manajemen telah menjadikan Laporan Tahunan Perseroan termasuk Laporan Pelaksanaan Tanggung Jawab Sosial dan Lingkungan untuk Tahun Buku 2022 dan Laporan Tugas Pengawasan Dewan Komisaris untuk Tahun Buku 2022 sebagai acuan kerja. Management has made the Company's Annual Report, including the Report on the Implementation of Social and Environmental Responsibility for the Fiscal Year 2022 and the Supervisory Report of the Board of Commissioners for the Fiscal Year 2022, as a work reference.

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
2	Pengesahan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Tahun Buku 2022 Ratification of the Financial Report of the Micro and Small Business Funding Program (PUMK) for the Fiscal Year 2022	Mengesahkan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2022 yang menjadi bagian dari Laporan Tanggung Jawab Sosial dan Lingkungan yang telah diaudit oleh KAP Hertanto, Grace, Karunawan sesuai laporannya nomor 00007/2.1000/PKBL/08/0136/1/III/2023 tanggal 6 Maret 2023 dengan pendapat "wajar dalam semua hal yang material." Memberikan pelunasan dan pembebasan tanggung jawab (<i>volledig acquit et de charge</i>) kepada Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan Perseroan pada Program Pendanaan Usaha Mikro dan Usaha Kecil yang telah dijalankan dalam Tahun Buku 2022, sepanjang tindakan tersebut bukan merupakan tindakan pidana dan/atau melanggar ketentuan peraturan perundang-undangan dan prosedur hukum yang berlaku, serta tercermin dalam buku-buku laporan Perseroan. Ratified the Financial Report of the Micro and Small Business Funding Program (PUMK) for the Fiscal Year 2022 as part of the Social and Environmental Responsibility Report, audited by the Public Accounting Firm (KAP) Hertanto, Grace, Karunawan, in accordance with their report number 00007/2.1000/PKBL/08/0136/1/III/2023 dated March 6, 2023, with an opinion of "fair, in all material respects." Grant release and discharge of liability (<i>volledig acquit et de charge</i>) to the Board of Directors and the Board of Commissioners of the Company for their management and supervisory actions regarding the Micro and Small Business Funding Program carried out during the Fiscal Year 2022, as long as such actions do not constitute criminal acts and/or violate applicable laws and regulations and are reflected in the Company's books and reports.	Manajemen telah menjadikan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2022 yang menjadi bagian dari Laporan Tanggung Jawab Sosial dan Lingkungan sebagai acuan kerja. Management has made the Financial Report of the Micro and Small Business Funding Program (PUMK) for the Fiscal Year 2022, which was a part of the Social and Environmental Responsibility Report, as a work reference.
3	Penetapan Gaji/Honorarium berikut Fasilitas dan Tunjangan untuk Direksi dan Dewan Komisaris Perseroan Tahun Buku 2023, serta Tantiem/Insentif Kinerja/ Insentif Khusus untuk Direksi dan Dewan Komisaris Perseroan atas Kinerja Tahun Buku 2022. Determination of Salary/Honorarium, including Facilities and Allowances of the Company's Board of Directors and Board of Commissioners for the 2023 Financial Year, as well as Tantiem/Performance Incentives/Special Incentives for the Company's Board of Directors and Board of Commissioners for the 2022 Financial Year Performance.	Penetapan Tantiem/Insentif Kinerja/Insentif Khusus atas Kinerja tahun buku 2022 dan gaji/honorarium berikut fasilitas dan tunjangan tahun buku 2023 bagi Direksi dan Dewan Komisaris, akan ditetapkan secara tersendiri. Determination of Tantiem/Performance Incentive/Special Incentive for the performance of the financial year 2022 and salary/honorarium along with facilities and allowances for the financial year 2023 for the Board of Directors and Board of Commissioners, will be determined separately.	Menetapkan Tantiem/Insentif Kinerja/Insentif Khusus atas Kinerja tahun buku 2022 dan gaji/honorarium berikut fasilitas dan tunjangan tahun buku 2023 bagi Direksi dan Dewan Komisaris. Determine tantiem/ incentives for the 2022 financial year performance and salary/honorarium, including other facilities and allowances of the Board of Directors and Board of Commissioners for the 2023 financial year.

No.	Agenda Agenda	Keputusan Resolution	Realisasi Realization
4	Penunjukan Kantor Akuntan Publik (KAP) untuk Mengaudit Laporan Keuangan Perseroan Tahun Buku 2023 dan Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) Periode Tahun Buku 2023. The appointment of a Public Accounting Firm (KAP) to audit the Company's Financial Statements for the 2023 Fiscal Year and the Financial Statements of the Micro and Small Business Funding Program (PUMK) for the 2023 Fiscal Year Period.	Menunjuk KAP Hertanto, Grace, Karunawan untuk melakukan audit atas Laporan Keuangan Konsolidasian Perseroan tahun buku 2023 dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan, serta Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) periode Tahun Buku 2023. Melimpahkan kewenangan kepada Dewan Komisaris untuk menetapkan besaran imbalan jasa audit, penambahan/penyesuaian ruang lingkup lainnya selain sebagaimana keputusan tersebut di atas dan persyaratan penunjukan lainnya yang wajar bagi KAP tersebut. Memberikan kuasa kepada Dewan Komisaris untuk menunjuk KAP Pengganti dalam hal KAP Hertanto, Grace, Karunawan karena sebab apapun, tidak dapat menyelesaikan audit Laporan Keuangan Konsolidasian Perseroan dan Laporan Pelaksanaan Program Tanggung Jawab Sosial dan Lingkungan, serta Laporan Keuangan Program Pendanaan Usaha Mikro dan Usaha Kecil (PUMK) untuk Tahun Buku 2023, termasuk menetapkan besaran imbalan jasa audit dan persyaratan lainnya bagi KAP Pengganti tersebut. Appointed PAF Hertanto, Grace, and Karunawan to conduct an audit of the Company's Consolidated Financial Statement for the 2023 financial year and the Social and Environmental Responsibility Program Implementation Report, as well as the Financial Statement of the Micro and Small Business Funding Program (PUMK) for the 2023 Financial Year. Delegate authority to the Board of Commissioners to determine the amount of compensation for audit services, additions/adjustments to other scopes except those stated above, and other appointment requirements that are reasonable for the PAF. Authorized the Board of Commissioners to appoint a replacement PAF in the event that PAF Hertanto, Grace, and Karunawan, for whatever reason, is unable to complete the audit of the Company's Consolidated Financial Statement and the Social and Environmental Responsibility Program Implementation Report, as well as the Financial Statement of the Micro and Small Business Funding Program (PUMK) for the 2023 Financial Year, including determining the amount of compensation for audit services and other requirements for the replacement PAF.	Melaksanakan penunjukan 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 2023. Appointed PAF to carry out a general audit of the Company's Financial Statement and Social and Environmental Responsibility Program Implementation Reports as well as Financial Statement of the Micro and Small Business Funding Program (PUMK) for the 2023 financial year.

DEWAN KOMISARIS BOARD OF COMMISSIONERS

Dewan Komisaris bertanggung jawab kepada RUPS dan dalam melaksanakan tugasnya dibantu oleh Komite Audit, Komite Pemantau Risiko Usaha, Komite Nominasi dan Remunerasi, serta Komite Tata Kelola Terintegrasi. 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 peraturan perundang-undangan, 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. 23 Tahun 2022 tentang Pendirian, Pengurusan, Pengawasan, dan Pembubaran Badan Usaha Milik Negara;
4. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
5. Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara; dan
6. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian
7. Peraturan Otoritas Jasa Keuangan No. 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
8. Anggaran Dasar Perusahaan

Petunjuk Tata Laksana (Board Charter)

Perusahaan memiliki Petunjuk Tata Laksana Dewan Komisaris yang digunakan sebagai acuan dalam menjalankan 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 Board of Commissioners is accountable to the General Meeting of Shareholders (GMS) and, in carrying out its duties, is assisted by the Audit Committee, the Business Risk Monitoring Committee, the Nomination and Remuneration Committee, and the Integrated Governance Committee with its duties. The accountability of the Board of Commissioners to the GMS is a manifestation of supervisory accountability over company management in implementing GCG principles.

Legal Basis

The formation and appointment of Indonesia Re's Board of Commissioners refers to several statutory regulations, including:

1. Law No.19 of 2003 concerning State-Owned Enterprises;
2. Law No.40 of 2007 concerning Limited Liability Companies;
3. Government Regulation No. 23 of 2022 concerning the Establishment, Management, Supervision, and Dissolution of State-Owned Enterprises;
4. Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
5. Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises; and
6. Financial Services Authority Regulation Number 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies
7. Financial Services Authority Regulation No. 43/POJK.05/2019 concerning Amendments to Financial Services Authority Regulation Number 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies
8. Company Articles of Association

Board of Commissioners Charter

The Company has a Charter for the Management of the Board of Commissioners, which 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 ratified on June 17, 2015.

The Board of Commissioners Charter regulates, among other things:

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

Pengangkatan dan pemberhentian anggota Dewan Komisaris merupakan wewenang Rapat Umum Pemegang Saham (RUPS) dan mengacu pada Peraturan Menteri Badan Usaha Milik Negara Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Aturan tersebut mencakup:

1. Prosedur Pengangkatan

Secara ringkas, proses pengangkatan dimulai dengan pengusulan calon, baik oleh Menteri BUMN maupun pemegang saham. Calon yang diusulkan harus memenuhi persyaratan kompetensi, integritas, dan pengalaman. Selanjutnya, dilakukan seleksi dan evaluasi, termasuk penilaian kemampuan dan kepatutan. Setelah itu, keputusan pengangkatan ditetapkan melalui RUPS atau langsung oleh Menteri BUMN jika BUMN tersebut dimiliki 100% oleh negara. Setelah diangkat dan dinyatakan memenuhi penilaian kemampuan dan kepatutan, anggota Dewan Komisaris dapat langsung menjalankan tugasnya sesuai dengan ketentuan yang berlaku.

Sedangkan secara lebih komprehensif dan mendalam, prosedur pengangkatan merujuk pada PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara berikut segala perubahannya apabila ada.

2. Prosedur Pemberhentian

Pemberhentian dapat terjadi karena berakhirnya masa jabatan, kinerja yang tidak sesuai ekspektasi, pelanggaran aturan, atau sudah tidak memenuhi persyaratan. Evaluasi dilakukan sebelum pemberhentian diputuskan. Selain itu, pemberhentian juga dapat dilakukan sewaktu-waktu berdasarkan evaluasi berkala dalam Rapat Umum Pemegang Saham (RUPS). Jika dianggap perlu, keputusan pemberhentian kemudian ditetapkan melalui RUPS atau langsung oleh Menteri BUMN.

Sedangkan secara lebih komprehensif dan mendalam, prosedur pemberhentian merujuk pada PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara berikut segala perubahannya apabila ada.

6. Supporting 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. Evaluation of the Performance of the Board of Commissioners.

Appointment and Dismissal Procedures

The appointment and dismissal of members of the Board of Commissioners is within the authority of the General Meeting of Shareholders (GMS) and refers to the Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises. These provisions include:

1. Appointment Procedure

In summary, the appointment process begins with the nomination of candidates, either by the Minister of State-Owned Enterprises or by shareholders. The proposed candidates must meet the criteria of competence, integrity, and experience. Subsequently, selection and evaluation are conducted, including assessments of capability and propriety. After that, the appointment decision is made through the RUPS or directly by the Minister of State-Owned Enterprises if the state-owned enterprise is 100% owned by the state. Once appointed and deemed to meet the capability and propriety assessments, members of the Board of Commissioners can immediately carry out their duties in accordance with applicable regulations.

In a more comprehensive and in-depth manner, the appointment procedure refers to PER-3/MBU/03/2023 concerning the Organ and Human Resources of State-Owned Enterprises, along with any amendments if applicable.

2. Procedures for dismissal

Dismissal may occur due to the expiration of the term, under performance, regulatory violations, or failure to meet requirements. An evaluation shall precede a dismissal decision. Additionally, dismissal may also occur at any time based on periodic evaluations in the General Meeting of Shareholders (RUPS). If deemed necessary, the dismissal decision shall be made through the RUPS or directly by the Minister of State-Owned Enterprises.

In a more comprehensive and in-depth manner, the dismissal procedure refers to PER-3/MBU/03/2023 concerning the Organ and Human Resources of State-Owned Enterprises, along with any other applicable amendments should there be any.

Kualifikasi Dewan Komisaris

Indonesia Re mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara untuk menyusun kualifikasi Dewan Komisaris. Kualifikasi tersebut terbagi dalam persyaratan formal, persyaratan materiil, dan persyaratan lain-lain.

A. Persyaratan Formal

1. Orang perseorangan.
2. Mampu melakukan perbuatan hukum.
3. Tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan.
4. Tidak pernah menjadi anggota Direksi atau anggota Dewan Komisaris/Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu BUMN, Anak Perusahaan dan/atau badan usaha lainnya dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan, dan
5. Tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan negara, BUMN, Anak Perusahaan dan/atau badan usaha lainnya dan/atau yang berkaitan dengan sektor keuangan dalam waktu 5 (lima) tahun sebelum pengangkatan.

B. 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.

C. Persyaratan Lain

1. Bukan pengurus partai politik, calon anggota legislatif, dan/atau anggota legislatif pada Dewan Perwakilan Rakyat, Dewan Perwakilan Daerah, Dewan Perwakilan Rakyat Provinsi, dan Dewan Perwakilan Rakyat Daerah Kabupaten/Kota;
2. Bukan calon kepala/wakil kepala daerah dan/atau kepala/wakil kepala daerah, termasuk pejabat kepala/wakil kepala daerah;
3. Tidak sedang menduduki jabatan yang berpotensi menimbulkan benturan kepentingan dengan BUMN/ Anak Perusahaan yang bersangkutan;
4. Tidak menjabat sebagai anggota Dewan Komisaris/ Dewan Pengawas pada BUMN atau Dewan Komisaris pada Anak Perusahaan yang bersangkutan selama 2 (dua) periode;

Qualifications of the Board of Commissioners

The Company refers to the Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises to develop the qualifications of the Board of Commissioners. These qualifications are divided into formal requirements, material requirements, and other requirements.

A. Formal Requirement

1. Individuals.
2. Capable of carrying out legal actions.
3. Never been declared bankrupt within 5 (five) years prior to appointment.
4. Never been a member of the Board of Directors or member of the Board of Commissioners/ Supervisory Board who was found guilty of causing a SOE, Subsidiary, and/or other business entity to be declared bankrupt within 5 (five) years prior to appointment, and
5. Never been convicted of committing a criminal act that is detrimental to state finance, SOE, Subsidiaries and/or other business entities and/or related to the financial sector within 5 (five) years prior to appointment.

B. Material Requirements

1. Integrity.
2. Dedication.
3. Understand Company management issues related to one of the management functions.
4. Have adequate knowledge in the business field of the Persero/Perum in which the person concerned is being nominated.
5. Allocate sufficient time to carry out their duties.

C. Other Requirements

1. Not an administrator of a political party, legislative candidate, and/or legislative member in the People's Representative Council, Regional Representative Council, Provincial People's Representative Council, and Regency/City Regional People's Representative Council;
2. Not a candidate for regional head/deputy regional head and/or not serving as a regional head/deputy regional head, including acting regional head/deputy regional head;
3. Not currently holding a position that has the potential to cause a conflict of interest with the relevant SOE/ Subsidiary;
4. Not serving as a member of the Board of Commissioners/Supervisory Board of the SOE or the Board of Commissioners of the Subsidiary concerned for 2 (two) periods;

5. Tidak sedang menduduki jabatan yang berdasarkan peraturan perundang-undangan dilarang untuk dirangkap dengan jabatan anggota Dewan Komisaris;
6. Sehat jasmani dan rohani, yang tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Dewan Komisaris/Dewan Pengawas, yang dibuktikan dengan surat keterangan sehat dari rumah sakit; dan
7. Memiliki Nomor Pokok Wajib Pajak (NPWP) dan telah melaksanakan kewajiban membayar pajak selama 2(dua) tahun terakhir.

Masa Jabatan

Anggaran Dasar Perusahaan mengatur masa jabatan Dewan Komisaris di mana tiap anggota Dewan Komisaris menjabat selama 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan dengan tidak mengurangi hak Pemegang Saham untuk memberhentikan sewaktu-waktu.

Komposisi

Dewan Komisaris merupakan organ pengawas kolegial 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 antara lain Peraturan Menteri BUMN, Peraturan Otoritas Jasa Keuangan, dan Anggaran Dasar.

Pada tahun 2024, jumlah anggota Dewan Komisaris Indonesia Re sebanyak 4 (empat) orang, selaras dengan ketentuan regulasi. Berikut komposisi Dewan Komisaris Indonesia Re sepanjang tahun 2024:

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment		Masa Jabatan Term of Office
		RUPS GMS	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 The Minister of SOE Decree 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
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	Keputusan Menteri Negara BUMN No. SK-79/MBU/03/2022 tanggal 16 Maret 2022 The Minister of SOE Decree 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
Dadang Iskandar*	Komisaris Commissioner	Keputusan Menteri BUMN No. SK-240/MBU/10/2019 tanggal 17 Oktober 2019 The Minister of SOE Decree 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
Lie Suratno**	Komisaris Independen Independent Commissioner	Surat Keputusan Menteri BUMN Nomor. SK-221/MBU/10/2024 tanggal 16 Oktober 2024 The Minister of SOE Decree No. SK-221/MBU/10/2024 dated October 16, 2024	Keputusan OJK No KEP-26/D.05/2025 OJK Decree No. KEP-26/D.05/2025	2024-2029

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

* The term of office as Commissioner has ended as of October 17, 2024.

** Appointed as Independent Commissioner effective October 16, 2024.

5. Not currently holding a position that, under prevailing laws and regulations, is prohibited from being held concurrently with the position of a member of the Board of Commissioners.;
6. Physically and mentally healthy, such as currently not suffering from an illness that could hinder the implementation of duties as a member of the Board of Commissioners/Supervisory Board, as proven by a health certificate from the hospital; and
7. Holds a Taxpayer Identification Number (NPWP) and has carried out the obligation to pay taxes for the last 2 (two) years.

Term of Office

The Company's Articles of Association regulate the term of office of the Board of Commissioners, where each member serves for 5 (five) years and can be reappointed for 1 (one) more term without prejudice to the Shareholders' right to dismiss them at any time.

Composition

The Board of Commissioners is a collegial supervisory organ, and each member of the Board of Commissioners cannot act independently but rather based on the decisions of the Board of Commissioners. Therefore, the composition of Indonesia Re's Board of Commissioners takes into account the provisions of existing regulations, including the SOE Ministerial Regulations, Financial Services Authority Regulations, and the Articles of Association.

In 2024, the Board of Commissioners of Indonesia Re had 4 (four) members, in compliance with regulatory provisions, with the following composition:

Program Orientasi Komisaris Baru

Indonesia Re memiliki program orientasi atau pengenalan bagi anggota Dewan Komisaris yang baru ditunjuk. Program ini bertujuan untuk memberikan pemahaman menyeluruh mengenai Perusahaan, sehingga Dewan Komisaris dapat menjalankan tugas dan tanggung jawabnya secara optimal.

Program orientasi ini diatur dalam Piagam Dewan Komisaris dan menjadi tanggung jawab Sekretaris Perusahaan atau pihak yang menjalankan fungsi tersebut, dengan dukungan dari Direksi dan Sekretaris Dewan Komisaris. Setiap kali ada pengangkatan Dewan Komisaris baru, akan diselenggarakan program induksi yang mencakup pemaparan mengenai:

- Profil Perusahaan, termasuk visi, misi, nilai-nilai, budaya perusahaan, strategi bisnis, serta kondisi industri dan persaingan usaha.
- Kinerja dan Rencana Strategis, meliputi laporan keuangan, performa operasional, serta perencanaan bisnis jangka pendek dan jangka panjang.
- Fungsi Keuangan, mencakup struktur permodalan, pengelolaan risiko keuangan, serta kebijakan investasi.
- Fungsi Sumber Daya Manusia (SDM), termasuk tata kelola organisasi, kebijakan pengelolaan SDM, serta sistem pengembangan kompetensi.
- Fungsi Tata Kelola Perusahaan, mencakup tugas dan tanggung jawab Dewan Komisaris dan Direksi, sistem pengendalian internal, serta implementasi prinsip *Good Corporate Governance* (GCG), termasuk aspek *compliance*, *risk management*, dan internal audit.
- Fungsi Bisnis Perusahaan, termasuk model bisnis, operasional, dan risiko utama yang dihadapi perusahaan.
- Tanggung Jawab Sosial dan Lingkungan, sebagai bagian dari peran perusahaan dalam keberlanjutan.

Program orientasi ini dapat dilakukan dalam berbagai bentuk, seperti presentasi, pertemuan, atau diskusi. Dengan adanya program ini, diharapkan anggota Dewan Komisaris yang baru dapat lebih cepat beradaptasi dan berkontribusi dalam pengawasan serta pengambilan keputusan strategis bagi Indonesia Re.

Pada tahun 2024, telah dilakukan program induksi atas Komisaris Independen yang baru diangkat yaitu Lie Suratno.

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:

New Commissioner Orientation Program

Indonesia Re has an orientation or induction program about the Company for the newly appointed Board of Commissioners. This program aims to give comprehensive insights into the Company, enabling the Board of Commissioners to perform their duties and responsibilities optimally.

This orientation program is governed by the Charter of the Board of Commissioners and is the responsibility of the Corporate Secretary or the party performing that function, with support from the Board of Directors and the Secretary of the Board of Commissioners. This program shall be held each time there is a newly appointed commissioner, an induction program covering the following topics:

- Company Profile, including vision, mission, values, corporate culture, business strategy, as well as industry conditions and business competition.
- Performance and Strategic Plans, including financial reports, operational performance, and short-term and long-term business planning.
- Financial Function, covering capital structure, financial risk management, and investment policies.
- Human Resources (HR) Function, including organizational governance, HR management policies, and competency development systems.
- Corporate Governance Function, encompassing the duties and responsibilities of the Board of Commissioners and the Board of Directors, internal control systems, and the implementation of Good Corporate Governance (GCG) principles, including compliance, risk management, and internal audit aspects.
- Company Business Function, including business models, operations, and key risks faced by the company.
- Social and Environmental Responsibility, as part of the company's role in sustainability.

This orientation program can be conducted in different forms, such as presentations, meetings, or discussions. With this program, it is expected that new members of the Board of Commissioners can adapt more quickly and contribute to oversight and strategic decision-making for Indonesia Re.

In 2024, an induction program was conducted for the newly appointed Independent Commissioner, Lie Suratno.

Duties and Responsibilities of the Board of Commissioners

The Board of Commissioners has the main duties, namely to supervise management policies, the course of management in general regarding both the Company and the Company's business carried out by the Board of Directors, and provide advice to the Board of Directors. Based on applicable laws and regulations and the Company's Articles of Association, the duties of Indonesia Re's Board of Commissioners include:

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 sosial perusahaan (CSR) yang diterapkan Perusahaan dan melakukan penyesuaian jika diperlukan.
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.

1. Review and provide opinions regarding the Company's Long Term Plan (RJPP) and Company Work Plan and Budget (RKAP) prepared by the Board of Directors prior to joint signing.
2. Carry out duties specifically assigned according to the Articles of Association, applicable laws and regulations, and/or based on GMS resolutions.
3. Take action in the interests of the Company and be responsible to the GMS.

In addition, the Board of Commissioners also has duties and responsibilities for other matters, including:

1. Supervise the implementation of the RKAP and convey the results of the assessment and opinions 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 implementation of the Company's information technology governance on a regular basis.
4. Ensure that external auditors, internal auditors, audit committees, and other committees have access to accounting records, supporting data, and information regarding the Company, as long as 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. Provide responses to the Board of Directors' periodic reports at any time necessary regarding the Company's developments and report the results of the implementation of their duties to 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 corporate social responsibility (CSR) implemented by the Company and make adjustments if necessary.
8. Determine a transparent nomination, performance assessment, and remuneration system for the Board of Directors to be subsequently submitted for approval by the GMS.
9. Carry out other duties in the context of supervision and providing advice, as long as they do not conflict with statutory regulations, the 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. Oversee books, letters, and other documents, as well as examine cash for verification purposes and other securities, and examine the Company's assets.

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.
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.
2. Enter the premises, buildings, and offices used by the Company.
3. Request an explanation from the Board of Directors and/or other officials regarding all issues relating to the management of the Company.
4. Know all policies and actions that have been and will be implemented 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 the Board of Commissioners meetings.
6. Temporarily suspend the Board of Directors in accordance with applicable regulations.
7. Engaging experts for specific matters and for a certain period of time at the Company's expense.
8. Carry out actions to manage 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 to carry out certain legal actions.
11. Carry out the process of appointing prospective external auditors in accordance with Indonesia Re's provisions for procurement of goods and services, and if necessary, ask for assistance from the Board of Directors in the appointment process, as well as convey to the GMS/Minister the reasons for the nomination and the amount of the honorarium/ remuneration proposed for the external auditor
12. Carry out the process of appointing an independent appraiser in accordance with the provisions for the procurement of goods and services in Indonesia Re, and if necessary, ask for assistance from the Board of Directors in the appointment process.
13. Based on the Company's Articles of Association and GMS Resolutions, the Board of Commissioners can take action to manage the Company in certain circumstances for a certain period of time.
14. Has the right to request assistance from experts in carrying out their duties for a limited period of time at the Company's expense.
15. Through a meeting of the Board of Commissioners at any time, one or more members of the Board of Directors may be temporarily dismissed from their positions if the members of the Board of Directors act contrary to the Company's Articles of Association and applicable laws and regulations, neglect their responsibilities, or there are urgent reasons for the Company. If the person concerned is temporarily dismissed, they must be notified, along with the reasons for the action.
16. Provide approval for the appointment and dismissal of the Head of Internal Audit by the President Director based on the Company's internal mechanisms.

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 menandatangani.
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.
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 2024

Dalam pelaksanaan kegiatan pengawasan Perusahaan, Dewan Komisaris memiliki tugas dan tanggung jawab sebagai berikut:

1. Menelaah, menganalisis, 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.

17. Establish a supporting committee for the Board of Commissioners to assist the Board of Commissioners in carrying out supervisory duties effectively and appoint members of the supporting committee for the Board of Commissioners for a certain period of time at the Company's expense.
18. Carry out other supervisory authority as long as it does not conflict with statutory regulations, the Articles of Association, and/or GMS Resolutions

Obligations of the Board of Commissioners

The Board of Commissioners has obligations as 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. Examine, assess or evaluate, review, and sign the Company's Long Term Plan and Company 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 signing them.
4. Follow developments in the Company's activities and provide opinions and suggestions to the GMS regarding any issues deemed important for the management of the Company.
5. Report immediately to the GMS in the event of any indication of declining Company performance.
6. Examine and review the annual report prepared by the Board of Directors, and sign the annual report.
7. If requested, provide explanations, opinions, and suggestions to the GMS regarding the annual report.
8. Prepare an annual work program to be included in the RKAP.
9. Propose a Public Accountant to the GMS.
10. Prepare and keep copies of the minutes of the Board of Commissioner's meeting.
11. Provide a report on the supervisory duties that have been carried out during the previous financial year to the GMS.
12. Carry out other obligations in the context of supervisory duties and providing advice, as long as they do not conflict with statutory regulations, the Articles of Association, and/or GMS resolutions.

Implementation of Duties in 2024

In implementing the Company's supervisory activities, the Board of Commissioners has the following duties and responsibilities:

1. Review, analyze, and approve various strategic proposals from the Board of Directors in order to improve the Company's performance.
2. Prepare, determine, and submit in writing the RKAT of the Board of Commissioners annually as part of the RKAP for shareholder approval.

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:
 - a. 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.
 - b. Kebijakan dan pelaksanaan manajemen risiko Perusahaan terutama terkait hasil analisis risiko atas rancangan RKAP dan strategi penanganannya.
 - c. Kebijakan dan pelaksanaan sistem teknologi informasi Perusahaan.
 - d. 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.
 - e. Kebijakan akuntansi dan penyusunan laporan keuangan sesuai dengan standar akuntansi yang berlaku di Indonesia.
 - f. 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.
3. Evaluate and provide regular guidance 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 and internal audits and review complaints related to the Company received by the Board of Commissioners.
 5. Supervise, evaluate, and provide regular direction to the Company's management policies carried out by the Board of Directors, including:
 - a. The Company's internal control system policies and implementation include, among other things, 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.
 - b. The Company's risk management policies and implementation are primarily related to the results of the risk analysis of the RKAP design and handling strategies.
 - c. Policy and implementation of the Company's information technology system.
 - d. Policy and implementation of career development, particularly the implementation of a career management system as well as the implementation of a promotion system, transfer, demotion, and management succession to positions in the Company's organizational structure.
 - e. Accounting policies and the preparation of financial statements are in accordance with applicable accounting standards in Indonesia.
 - f. Policy and implementation of the Company's goods and services procurement system.
 6. Supervise and monitor the Board of Directors' compliance in implementing 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 according to the 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, as well as monitor follow-up actions to improve areas of GCG assessment/ review results, which are the authority of the Board of Directors, and monitor the disclosure of GCG reports in the Company's annual report.
 9. Complete follow-up recommendations for assessments and self-assessments that constitute areas for improvement for the Board of Commissioners.
 10. Effectively organize and attend internal meetings of the Board of Commissioners and Board of Commissioners meetings that invite the presence of the Board of Directors (joint meetings).

11. Melakukan pengukuran dan penilaian kinerja Dewan Komisaris setiap tahun.

11. Measure and assess the performance of the Board of Commissioners annually.

Pernyataan Independensi Dewan Komisaris

Statement of Independence of the Board of Commissioners

Aspek Independensi Independence Aspect	Julian Noor	Reza Yamora Siregar	Dadang Iskandar*	Lie Suratno**
Tidak memiliki hubungan kepengurusan di Perusahaan, anak perusahaan, maupun perusahaan afiliasi Does not have a management relationship with the Company, subsidiaries or affiliated companies	✓	✓	✓	✓
Tidak memiliki hubungan kepemilikan saham di Perusahaan Does not have a share ownership relationship in the Company	✓	✓	✓	✓
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris, Direksi Does not have a familial relationship with shareholders, Board of Commissioners, Board of Directors	✓	✓	✓	✓
Tidak memiliki hubungan keuangan dengan pemegang saham, Dewan Komisaris, Direksi Does not have a financial relationship with shareholders, Board of Commissioners, Board of Directors	✓	✓	✓	✓
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Does not serve as administrators of political parties, officials, or government	✓	✓	✓	✓

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

* The term of office as Commissioner has ended as of October 17, 2024.

** Appointed as Independent Commissioner effective October 16, 2024.

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 2024, penandatanganan Kontrak Manajemen dilakukan pada tanggal 30 Januari 2024 bersamaan dengan pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 oleh Pemegang Saham Perseroan.

Management Contact

The signing of the Management Contract every year is carried out in a Company Work Plan and Budget, based on the Board of Commissioners' ability to strive to achieve work and budget achievement targets in accordance with the indicators in the Key Performance Indicator (KPI). In 2024, the Management Contract was signed on January 30, 2024 along with the ratification of the Company's Work Plan and Budget (RKAP) for the year 2024 by the Company's Shareholders.

RANGKAP JABATAN

Ketentuan rangkap jabatan bagi Dewan Komisaris diatur oleh Indonesia Re dengan mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

CONCURRENT POSITION

Provisions for concurrent positions on the Board of Commissioners are regulated by Indonesia Re with reference to Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

Nama Name	Jabatan di Indonesia Re Position in Indonesia Re	Rangkap Jabatan Concurrent Position		
		Jabatan Lain Other Position	Nama Perusahaan Name of Company	Bidang Usaha Business Field
Julian Noor	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	- Komisaris Independen - Anggota Tim Penguji <i>Fit and Proper</i> OJK - Independent Commissioner - Member of the Fit and Proper Test Team of the Financial Services Authority (OJK)	- PT Asuransi Jiwa Astra - Otoritas Jasa Keuangan (OJK) - PT Asuransi Jiwa Astra - Financial Services Authority	- Asuransi Jiwa - Lembaga Pengawas - Life Insurance - Supervisory Institution

Nama Name	Jabatan di Indonesia Re Position in Indonesia Re	Rangkap Jabatan Concurrent Position		
		Jabatan Lain Other Position	Nama Perusahaan Name of Company	Bidang Usaha Business Field
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	• Staf Khusus Menteri, Kementerian Koordinator Bidang Perekonomian Republik Indonesia • Anggota Pengajar/<i>Faculty Member</i>, Institut Bank Indonesia • Special Staff to the Minister, Coordinating Ministry for Economic Affairs of the Republic of Indonesia • Faculty Member, Bank Indonesia Institute	• Kementerian Koordinator Bidang Perekonomian Republik Indonesia • Institut Bank Indonesia • Ministry for Economic Affairs of the Republic of Indonesia • Bank Indonesia Institute	• Instansi Pemerintahan • Pendidikan • Government Institution • Education
Dadang Iskandar*	Komisaris Commissioner	Staf Ahli Menteri Bidang Aksesibilitas Sosial Expert Staff to the Minister for Social Accessibility	Kementerian Sosial Social Ministry of Social Affairs	Instansi Pemerintahan Government Institution
Lie Suratno**	Komisaris Independen Independent Commissioner	Tidak ada None	-	-

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

* The term of office as Commissioner has ended as of October 17, 2024.

** Appointed as Independent Commissioner effective October 16, 2024.

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 yang diwujudkan dalam tata nilai yang baik dalam rangka pengurusan dan pengawasan perusahaan sesuai dengan ketentuan yang berlaku, antara lain Peraturan Menteri BUMN, Peraturan Otoritas Jasa Keuangan, dan Anggaran Dasar lainnya.

Pengungkapan Kepemilikan Saham dan Perubahannya

Indonesia Re adalah BUMN yang seluruh sahamnya dimiliki oleh Pemerintah. Oleh karena itu seluruh anggota Dewan Komisaris tidak memiliki saham Perusahaan, baik secara langsung maupun tidak langsung. Selain itu, Dewan Komisaris juga tidak memiliki kepemilikan saham baik di anak perusahaan maupun afiliasi.

Application of Ethics and/or Propriety in the Framework of Management and Supervision of the Company

Indonesia Re's Board of Commissioners and Board of Directors have always been active in implementing ethics and/or propriety, efficiency, and the realization of the principles of good corporate governance (GCG), which are manifested in good values, in the context of managing and supervising the Company in accordance with applicable regulations, including SOE Ministerial Regulations, Financial Services Authority Regulations, and other Articles of Association.

Disclosure of Share Ownership and its Changes

Indonesia Re is a SOE whose shares are wholly owned by the Government. Accordingly, all members of the Board of Commissioners do not own shares in the Company, either directly or indirectly. The Board of Commissioners also does not have share ownership in either subsidiaries or affiliates.

Nama Name	Jabatan Position	Kepemilikan Saham Share Ownership	
		Indonesia Re	Anak Perusahaan dan Afiliasi Subsidiaries and Affiliation
Julian Noor	Komisaris Utama/Komisaris Independen President Commissioner/Independent Commissioner	Nihil Nil	Nihil Nil
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	Nihil Nil	Nihil Nil
Dadang Iskandar*	Komisaris Commissioner	Nihil Nil	Nihil Nil

Nama Name	Jabatan Position	Kepemilikan Saham Share Ownership	
		Indonesia Re	Anak Perusahaan dan Afiliasi Subsidiaries and Affiliation
Lie Suratno**	Komisaris Independen Independent Commissioner	Nihil Nil	Nihil Nil

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

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Pengembangan Kompetensi

Pada tahun 2024, pendidikan dan pelatihan yang diikuti adalah sebagai berikut:

Competency Development

In 2024, the education and training that have been participated in were as follows:

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Julian Noor	Refreshment Programme Tim Penilaian Kemampuan dan Kepatutan Perusahaan Perasuransian, Penjaminan dan Dana Pensiun Tahun 2024 Refreshment Program for the Fit and Proper Assessment Team of Insurance, Guarantee and Pension Fund Companies in 2024	OJK	05 Maret 2024 Via Zoom Meeting March 05, 2024 Via Zoom Meeting
	Digital and Risk Management in Insurance 2024 "Insuring Tomorrow Navigating The Digital Frontier in Life Insurance"	AAJI	15 - 17 Mei 2024 di Bandung May 15-17, 2024 in Bandung
	Rapat Koordinasi Nasional Pengawasan Intern Tahun 2024 - Mengawal Penuntasan Pembangunan Jangka Menengah untuk Kesenambungan Pembangunan. National Coordination Meeting of Internal Supervision 2024 - Escorting the Completion of Medium-Term Development for Sustainable Development.	BPKP	22 Mei 2024 di Jakarta May 22, 2024 in Jakarta
	1 st ReIndo Syariah Conference (RSC)	RCS	27 Juni 2024 di Jakarta June 27, 2024 in Jakarta
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	Securing Stability & Unravelling Risk Impacting The Insurance Landscape	General Insurance Association of Indonesia	12 Oktober 2024 di Bali October 12, 2024 in Bali
Reza Yamora Siregar	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	2 Days Workshop (Online) Risk Assessment Technique ISO 31010	GRC Management	12 -13 Agustus 2024 Zoom Meeting August 12-13, 2024 Zoom Meeting
	Pelatihan Manajemen risiko dengan tema Sustainability for organizational Resilience and Competitive Advantage. Risk management training with the theme Sustainability for organizational Resilience and Competitive Advantage.	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting
Dadang Iskandar*	Recognizing Emerging Risks and Opportunities in Portfolio Diversification	GRC Manajemen	03 April 2024 Online April 03, 2024 Online
	Accelerating Transformation In Insurance Industry: Driving Growth Strengthening Resilience	IndonesiaRe International Conference	24 - 25 Juli 2024 Jakarta July 24-25, 2024 Jakarta
Lie Suratno**	Sertifikasi Nasional CRGP - ATKRT (Level IV) CRGP - ATKRT National Certification (Level IV)	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

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** Appointed as Independent Commissioner effective October 16, 2024.

Penilaian Komite di Bawah Dewan Komisaris

Untuk dapat melaksanakan tugas dan tanggung jawab Komite secara efektif, disusun garis besar program kerja Komite Tahun 2024 beserta realisasinya, sebagai berikut:

Hingga akhir tahun buku 2024, 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 2024.

1. Komite Audit telah menyelenggarakan rapat sebanyak 14 kali dengan rata-rata kehadiran anggota Komite Audit sebesar 98,81%.
2. Komite Pemantau Risiko Usaha telah menyelenggarakan rapat sebanyak 12 kali dengan rata-rata kehadiran anggota Komite Pemantau Risiko Usaha sebesar 100%.
3. Komite Remunerasi dan Nominasi telah menyelenggarakan rapat sebanyak 1 kali dengan rata-rata kehadiran anggota Komite Remunerasi dan Nominasi sebesar 100%.
4. Komite Tata Kelola Terintegrasi telah menyelenggarakan rapat sebanyak 2 kali dengan rata-rata kehadiran anggota Komite Tata kelola Terintegrasi sebesar 90%.

Untuk dapat melaksanakan tugas dan tanggung jawab Komite secara efektif, disusun garis besar program kerja Komite Tahun 2024 beserta realisasinya, sebagai berikut:

Performance Assessment of Committees Under the Board of Commissioners

In order to be able to carry out the Committee's duties and responsibilities effectively, an outline of the Committee's work program for 2024 and its realization has been prepared as follows:

Until the end of the 2024 financial year, the Board of Commissioners has 4 (four) committees under it: the Audit Committee, the Nomination and Remuneration Committee, the Risk Monitoring Committee, and the Integrated Governance Committee.

Every year, the Board of Commissioners provides an assessment of the performance of these committees. The criteria for assessing the Committee's performance can be seen in the achievement of preparing a Monthly Report containing an analysis of the Company's performance, a Quarterly Report and an Annual Report prepared by the Committee on the Committee's Performance Report, including recommendations reported to the Board of Commissioners.

With these various considerations, the Board of Commissioners assesses that the committees under the Board of Commissioners have carried out their duties and responsibilities optimally throughout 2024.

1. The Audit Committee has held 14 (fourteen) meetings, with an average attendance of 98,81% of the Audit Committee members.
2. The Business Risk Monitoring Committee has held 12 (twelve) meetings, with an average attendance of 100% of the Business Risk Monitoring Committee members.
3. The Remuneration and Nomination Committee has held 1 (one) meeting, with an average attendance of 100% of the Remuneration and Nomination Committee members.
4. The Integrated Governance Committee has held 2 (two) meetings, with an average attendance of 90% of the The Integrated Governance Committee members

In order to be able to carry out the Committee's duties and responsibilities effectively, an outline of the Committee's work program for 2024 and its realization has been prepared as follows:

No.	Komite Committee	Program Kerja Work Program	Realisasi Realization
1	Komite Audit Audit Committee	1. Mendukung pengawasan Dewan Komisaris atas kinerja Perusahaan Support the Board of Commissioners' supervision of the Company's performance	a. Menganalisis dan memberikan rekomendasi mengenai rancangan RKA Perusahaan. b. Menganalisis dan memberikan rekomendasi mengenai Laporan Manajemen c. Menganalisis dan memberikan rekomendasi mengenai Laporan Keuangan Perusahaan a. Analyze and provide recommendations on the draft of the Company's Budget Work Plan (RKA). b. Analyze and provide recommendations regarding Management Reports. c. Analyze and provide recommendations regarding the Company's Financial Statements

No.	Komite Committee	Program Kerja Work Program	Realisasi Realization
2.	Monitoring dan evaluasi kegiatan Kantor Akuntan Publik agar berjalan secara profesional.	Monitoring and evaluating the activities of the Public Accounting Firm, to ensure they are conducted professionally.	a. Menganalisis 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.	Support the Board of Commissioners in efforts to improve the Internal Auditors performance	a. Melakukan <i>review</i> 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 yang ditemukan serta merekomendasikan pemeriksaan khusus apabila terdapat dugaan penyimpangan/ kecurangan atas hukum dan peraturan yang berlaku
4.	Membantu Dewan Komisaris dalam pengawasan atas penerapan prinsip-prinsip Tata Kelola Perusahaan Yang Baik (<i>Good Corporate Governance/ GCG</i>)	Assist the Board of Commissioners in supervising the implementation of Good Corporate Governance (GCG) principles	a. Review the Internal Auditor's audit report. b. Carry out monitoring of Internal Auditor performance. c. Carrying out the monitoring of follow-up actions on the Internal Auditor's findings. d. Request the Board of Directors to follow up on the findings of the internal auditor's examination. e. Provide responses to audit plans and problems found and recommend special examinations if there are allegations of irregularities/fraud regarding applicable laws and regulations
5.	Menyusun Laporan Berkala Kegiatan Komite Audit.	Prepare Periodic Reports on Audit Committee Activities.	a. Memantau penerapan prinsip Tata Kelola Perusahaan Yang Baik dengan melakukan telaah atas laporan penerapan GCG. 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 c. Mengambil langkah yang diperlukan untuk memenuhi <i>area of improvement</i> yang menjadi kewenangan Dewan Komisaris. d. Memantau penyelesaian rekomendasi hasil <i>assessment/self assessment</i> penerapan Tata Kelola Perusahaan yang Baik oleh Direksi
6.	Peningkatan kompetensi anggota Komite Audit	Competency Improvement of Audit Committee members	a. Menyusun laporan kegiatan triwulanan. b. Menyusun dan menyampaikan program kerja tahun 2025. c. Menyusun laporan kegiatan tahun 2024. d. Melakukan evaluasi atas Piagam Komite Audit (<i>Audit Committee Charter</i>).
	Melakukan penugasan khusus yang diberikan oleh Dewan Komisaris	Carrying out special assignments given by the Board of Commissioners	a. Prepare quarterly activity reports. b. Prepare and deliver the 2025 work program. c. Prepare an activity report for 2024. d. Evaluate the Audit Committee Charter.
			a. Mengikuti <i>workshop/seminar</i>. b. Melakukan <i>benchmark</i>.
			a. Participate in workshops/seminars. b. Perform benchmarks.

No.	Komite Committee	Program Kerja Work Program	Realisasi Realization
2	Komite Pemantau Risiko 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 2. Mendukung upaya peningkatan kinerja Divisi Legal, <i>Compliance and Risk Management</i> Support the efforts to improve the performance of the Legal, Compliance and Risk Management Division 3. Menyusun Laporan Berkala Kegiatan Komite Pemantau Risiko Usaha Preparing Periodic Reports on the Activities of the Business Risk Oversight Committee. 3. Peningkatan kompetensi Komite Pemantau Risiko Enhancement of the Competence of the Business Risk Oversight Committee. 4. Melaksanakan penugasan khusus yang diberikan Dewan Komisaris Carry out special assignments given by the Board of Commissioners	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 kepada Dewan Komisaris dalam rangka pemberian nasihat kepada Direksi terkait pengelolaan investasi dan risiko. c. Menganalisis dan memberikan rekomendasi atas laporan hasil evaluasi Divisi d. Manajemen Risiko dan <i>Quality Assurance</i> a. Assess the effectiveness of risk management implementation, including assessing the risk tolerance that the Company can take. b. Provide input regarding matters that need attention to 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 report of Division's evaluation result. d. Risk Management and Quality Assurance a. Membahas dengan Divisi Legal, <i>Compliance and Risk Management</i> yang meliputi: - Risiko bisnis yang merupakan risiko-risiko yang diterima perusahaan melalui kegiatan usaha reasuransinya atau risiko yang terkait dengan risiko <i>underwriting</i>. - 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. b. Melakukan pemantauan terhadap tindak lanjut atas hasil <i>review</i> Divisi Legal, <i>Compliance and Risk Management</i>. c. Memantau penerapan prinsip tata kelola Perusahaan yang baik (<i>Good Corporate Governance/GCG</i>). d. Melakukan evaluasi kegiatan KAP dan memantau tindak lanjut temuan KAP e. Melakukan evaluasi atas Piagam Komite Pemantau Risiko a. Discuss with the Legal, Compliance and Risk Management Division which includes: - Business risks, which are the risks accepted by the company through its reinsurance business activities or risks related to underwriting risks. - Investment risks which are risks related to the management of company funds. - Operational risks which are risks that are present in every aspect of a company and do not originate from business activities but have the potential to threaten the survival of the Company b. Monitoring the follow-up actions on the results of the Legal, Compliance and Risk Management Division review. c. Monitor the implementation of good corporate governance (GCG) principles. d. Evaluate PAF activities and monitor the follow-up actions on PAF findings e. Evaluate the Risk Monitoring Committee Charter a. Menyusun laporan kegiatan triwulanan. b. Menyusun dan menyampaikan program kerja tahun 2025 c. Menyusun laporan kegiatan tahun 2024 a. Prepare quarterly activity reports. b. Prepare and deliver the 2025 work programs c. Prepare 2024 activity report a. Mengikuti <i>workshop/seminar</i>. b. Melakukan <i>benchmark</i> a. Participate in workshops/seminars. b. Perform benchmarks

No.	Komite Committee	Program Kerja Work Program	Realisasi Realization
3	Komite Remunerasi dan Nominasi Nomination and Remuneration Committee.	1. Membantu Dewan Komisaris dalam melakukan pengawasan atas penerapan kebijakan remunerasi dan nominasi yang ditetapkan Direksi Assist the Board of Commissioners in supervising the implementation of remuneration and nomination policies determined by the Board of Directors 2. Menyusun Laporan Berkala Kegiatan Komite Remunerasi dan Nominasi Prepare periodic reports on the activities of the Remuneration and Nomination Committee 3. Peningkatan kompetensi Komite Remunerasi dan Nominasi Competency Improvement of the Remuneration and Nomination Committee 4. Menjalankan penugasan khusus yang diberikan Dewan Komisaris Carrying out special assignments given by the Board of Commissioners	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. Melakukan evaluasi atas Piagam Komite Remunerasi dan Nominasi a. Evaluate the effectiveness of the implementation of Remuneration and Nomination through assessing the adequacy of internal control and implementing the compliance function in an integrated manner. b. Provide recommendations to the Board of Commissioner for the Remuneration and Nomination policy improvement. c. Monitor the implementation of Remuneration and Nomination policies and and the follow-up actions on the evaluation results of the implementation of these policies d. Evaluating the Remuneration and Nomination Committee Charter. a. Menyusun laporan kegiatan triwulanan. b. Menyusun dan menyampaikan program kerja tahun 2025. c. Menyusun laporan kegiatan tahun 2024. a. Prepare quarterly activity reports. b. Prepare and deliver the 2025 work program. c. Prepare 2024 activity report a. Mengikuti <i>workshop/seminar</i>. b. Melakukan <i>benchmark</i>. a. Participate in workshops/seminars. b. Perform benchmarks.
4	Komite Tata Kelola Terintegrasi Integrated Governance Committee	1. Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan tata kelola terintegrasi Assist the Board of Commissioners in supervising the implementation of integrated governance 2. Menyusun Laporan Berkala Kegiatan Komite Tata Kelola Terintegrasi Prepare Periodic Reports on the Activities of the Integrated Governance Committee 3. Peningkatan kompetensi Komite Tata Kelola Terintegrasi Competency Improvement of the Integrated Governance Committee 4. Menjalankan penugasan khusus yang diberikan Dewan Komisaris Carrying out special assignments given by the Board of Commissioners	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 Komite Tata Kelola Terintegrasi a. Evaluating the effectiveness of the Integrated Governance implementation through assessing the adequacy of internal control and the implementation of integrated compliance functions. b. Provide recommendations to the Board of Commissioners for the Integrated Governance Guidelines improvements. c. Monitor the implementation of integrated governance guidelines and the follow-up actions on the results of evaluation of the implementation of integrated governance d. Evaluate the Integrated Governance Committee Charter a. Menyusun laporan kegiatan triwulanan. b. Menyusun dan menyampaikan program kerja tahun 2025. c. Menyusun laporan kegiatan tahun 2024. a. Prepare quarterly activity reports. b. Prepare and deliver the 2025 work program. c. Prepare 2024 activity report. a. Mengikuti <i>workshop/seminar</i>. b. Melakukan <i>benchmark</i>. a. Participate in workshops/seminars. b. Perform benchmarks.

KOMISARIS INDEPENDEN

INDEPENDENT COMMISSIONER

Keberadaan Komisaris Independen memiliki peran krusial dalam memperkuat fungsi pengawasan di perusahaan. Selain memastikan efektivitas pengawasan terhadap kebijakan dan keputusan strategis, Komisaris Independen juga berperan dalam mendorong penerapan prinsip *Good Corporate Governance* (GCG) secara optimal. Dengan independensi yang dimilikinya, Komisaris Independen membantu meningkatkan objektivitas dan transparansi dalam pengambilan keputusan, serta memastikan bahwa Dewan Komisaris dapat menjalankan fungsi pengawasan dan pemberian nasihat kepada Direksi secara lebih efektif. Kehadiran mereka tidak hanya memperkuat tata kelola perusahaan tetapi juga berkontribusi pada peningkatan nilai dan keberlanjutan bisnis 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 2024

Hingga 16 Oktober 2024, jumlah anggota Dewan Komisaris Indonesia Re sebanyak 4 (empat) orang, terdiri dari 3 (tiga) Komisaris Independen dan 1 (satu) Komisaris. Pada 17 Oktober 2024, terjadi perubahan dalam susunan Dewan Komisaris, di mana masa jabatan 1 (satu) Komisaris berakhir. Dengan demikian, jumlah anggota Dewan Komisaris menjadi 3 (tiga) orang, seluruhnya merupakan Komisaris Independen, sehingga persentase Komisaris Independen mencapai 100%. Namun, hingga akhir tahun 2024, 1 (satu) Komisaris Independen masih menjalani proses penilaian kemampuan dan kepatutan (*Fit and Proper Test*) oleh OJK. Pada 19 Februari 2025, seluruh anggota Dewan Komisaris telah dinyatakan lulus proses *Fit and Proper Test* oleh OJK.

The presence of Independent Commissioners plays a crucial role in strengthening the oversight function within the company. In addition to ensuring the effectiveness of oversight over policies and strategic decisions, Independent Commissioners also contribute to promoting the optimal implementation of Good Corporate Governance (GCG) principles. With their independence, Independent Commissioners help enhance objectivity and transparency in decision-making, as well as ensure that the Board of Commissioners can perform its oversight and advisory functions to the Board of Directors more effectively. Their presence not only strengthens corporate governance but also contributes to the enhancement of the company's value and business sustainability.

Duties and Responsibilities of Independent Commissioners

The duties and responsibilities of the Independent Commissioner include:

1. Ensure the transparency and openness of the Company's financial statements.
2. Ensure fair treatment of stakeholders.
3. Ensure that transactions containing conflicts of interest are disclosed reasonably and fairly.
4. Ensure Company compliance with applicable laws and regulations.
5. Ensure accountability of Company organs.

Number of Independent Commissioners in the 2024 Financial Year

As of October 16, 2024, the Board of Commissioners of Indonesia Re had 4 (four) members, consisting of 3 (three) Independent Commissioners and 1 (one) Commissioner. On October 17, 2024, there was a change in the composition of the Board of Commissioners when the term of office of 1 (one) Commissioner came to an end. That leaves the Board of Commissioners with 3 (three) members, all of whom are Independent Commissioners, meaning the percentage of Independent Commissioners was 100%. However, by the end of 2024, a fit and proper test for 1 (one) Independent Commissioner was underway. Later on February 19, 2025, all members of the Company's Board of Commissioners had passed the OJK fit and proper test assessment process.

Kriteria Penentuan Komisaris Independen

Kriteria Dewan Komisaris Independen yang diatur oleh Perusahaan mengacu pada ketentuan Anggaran Dasar Indonesia Re, Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, serta ketentuan peraturan lainnya yang berlaku, termasuk:

1. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian
2. Peraturan Otoritas Jasa Keuangan No. 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

Pernyataan Independensi Komisaris Independen

Komisaris Independen Indonesia Re bertindak secara independen dalam melakukan pengawasan. Independensi tersebut ditunjukkan melalui indikator seperti disampaikan pada tabel di bawah ini:

Criteria for Independent Commissioners Determination

The criteria for the Independent Board of Commissioners regulated by the Company refer to the provisions of the Articles of Association of Indonesia Re, Law No. 40 of 2007 concerning Limited Liability Companies, and other applicable regulatory provisions, including:

1. Financial Services Authority Regulation Number 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies
2. Financial Services Authority Regulation No. 43/POJK.05/2019 concerning Amendments to Financial Services Authority Regulation Number 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies

Statement of Independence of Independent Commissioner

Indonesia Re's Independent Commissioner acts independently in carrying out supervision. This independence is demonstrated through indicators as presented in the table below:

Aspek Independensi Independence Aspect	Julian Noor	Reza Yamora Siregar	Dadang Iskandar*	Lie Suratno**
Tidak memiliki hubungan kepengurusan di Perusahaan, anak perusahaan, maupun perusahaan afiliasi Does not have a management relationship with the Company, subsidiaries or affiliated companies	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan Does not have a share ownership relationship in the Company	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris, Direksi Does not have a familial relationship with shareholders, Board of Commissioners, Board of Directors	√	√	√	√
Tidak memiliki hubungan keuangan dengan pemegang saham, Dewan Komisaris, Direksi Does not have a financial relationship with shareholders, Board of Commissioners, Board of Directors	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Does not serve as administrators of political parties, officials, or government	√	√	√	√

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

* The term of office as Commissioner has ended as of October 17, 2024.

** Appointed as Independent Commissioner effective October 16, 2024.

DIREKSI

BOARD OF DIRECTORS

Direksi merupakan organ Perusahaan yang memiliki tanggung jawab penuh dalam mengelola dan menjalankan kepengurusan perusahaan, serta mewakili perusahaan baik di dalam maupun di luar pengadilan. Direksi menjalankan tugasnya dengan mengambil keputusan dan kebijakan yang diperlukan guna mencapai tujuan perusahaan. Selain itu, Direksi juga berperan dalam memastikan operasional perusahaan berjalan dengan baik serta mengelola sumber daya secara efektif agar perusahaan dapat berkembang dan mencapai hasil yang optimal.

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. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara
5. Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara
6. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian
7. Peraturan Otoritas Jasa Keuangan No. 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
8. Anggaran Dasar Perusahaan

Petunjuk Tata Laksana (*Board Charter*)

Direksi Indonesia Re mempunyai pedoman dalam menjalankan tugas serta tata tertibnya yang diatur dalam buku *Board Charter* yang disusun berdasarkan Peraturan Menteri BUMN, Peraturan Otoritas Jasa Keuangan, Anggaran Dasar, dan ketentuan lainnya yang relevan.

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.

The Board of Directors is a Company organ that is responsible for and has full authority over the management of the Company, and represents the Company, both inside and outside the court. The Board of Directors carries out its duties by making the necessary decisions and policies to achieve the company's objectives. In addition, the Board of Directors also plays a role in ensuring that the company's operations run smoothly and in managing resources effectively so that the company can grow and achieve optimal results.

Legal Basis

The formation and appointment of Indonesia Re's Board of Directors refer to a legal basis, including:

1. Law No. 19 of 2003 concerning State-Owned Enterprises;
2. Law No. 40 of 2007 concerning Limited Liability Companies;
3. Government Regulation No. 45 of 2005 concerning the Establishment, Management, Supervision, and Dissolution of State-Owned Enterprises;
4. Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises
5. Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises
6. Financial Services Authority Regulation Number 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies
7. Financial Services Authority Regulation No. 43/POJK.05/2019 concerning the amendment to the Financial Services Authority Regulation Number 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies
8. Company Articles of Association.

Board of Directors Charter

The Board of Directors of Indonesia Re has a charter for carrying out their duties and regulations which are outlined in the Board Charter prepared in accordance with the Minister of State-Owned Enterprises Regulations, Financial Services Authority Regulations, Articles of Association, and other relevant provisions.

This charter is used by members of the Board of Directors to carry out the mandate of Shareholders in managing the Company. The Board of Directors can determine an organizational structure with the right composition in order to manage and achieve the Company's goal in a more structured and systematic manner.

Kualifikasi Direksi

Kriteria Pengangkatan Direksi Perusahaan mengacu Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Kualifikasi tersebut terbagi dalam persyaratan formal, persyaratan materiil, dan persyaratan lain-lain.

1. Syarat Materiil:

- Keahlian
- Integritas
- Kepemimpinan
- Pengalaman
- Jujur
- Perilaku yang baik
- Dedikasi yang tinggi untuk memajukan dan mengembangkan perusahaan

2. Syarat formal:

- Orang perseorangan;
- Mampu melaksanakan perbuatan hukum;
- Tidak pernah dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan;
- Tidak pernah menjadi anggota Direksi atau anggota Dewan Komisaris/Dewan Pengawas yang dinyatakan bersalah menyebabkan suatu BUMN, Anak Perusahaan dan/atau badan usaha lainnya dinyatakan pailit dalam waktu 5 (lima) tahun sebelum pengangkatan; dan
- Tidak pernah dihukum karena melakukan tindak pidana yang merugikan keuangan Negara, BUMN, Anak Perusahaan, badan usaha lainnya dan/atau yang berkaitan dengan sektor keuangan dalam waktu 5 (lima) tahun sebelum pengangkatan.

3. Syarat Lain:

- Bukan pengurus partai politik, calon anggota legislatif, dan/atau anggota legislatif pada Dewan Perwakilan Rakyat, Dewan Perwakilan Daerah, Dewan Perwakilan Rakyat Daerah Provinsi, dan Dewan Perwakilan Rakyat Daerah Kabupaten/Kota;
- Bukan calon kepala/wakil kepala daerah dan/atau kepala/wakil kepala daerah, termasuk pejabat kepala/wakil kepala daerah;
- Tidak menjabat sebagai anggota Direksi pada BUMN atau Anak Perusahaan yang bersangkutan selama 2 (dua) periode;
- Tidak sedang menjabat sebagai pejabat pada kementerian/lembaga, anggota Dewan Komisaris/Dewan Pengawas pada BUMN lain, anggota Direksi pada BUMN lain, anggota Direksi pada Anak Perusahaan dan/atau badan usaha lainnya;
- Tidak sedang menduduki jabatan yang berdasarkan peraturan perundang-undangan dilarang untuk dirangkap dengan jabatan anggota Direksi;

Qualifications of the Board of Directors

Criteria for the Appointment of the Company's Board of Directors refer to Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises. These qualifications are divided into formal requirements, material requirements, and other requirements.

1. Material Requirements:

- Expertise
- Integrity
- Leadership
- Experience
- Honesty
- Good attitude
- High dedication to advancing and developing the Company

2. Formal Requirements:

- Individuals;
- Capable of carrying out legal actions;
- Never been declared bankrupt within 5 (five) years prior to appointment;
- Never been a member of the Board of Directors or member of the Board of Commissioners/Supervisory Board who was found guilty of causing a SOE, Subsidiary and/or other business entity to be declared bankrupt within 5 (five) years prior to appointment; and
- Never been convicted of committing a criminal act that is detrimental to the state finances, SOE, Subsidiaries, other business entities, and/or related to the financial sector within 5 (five) years prior to appointment.

3. Other Terms:

- Not an administrator of a political party, legislative candidate, and/or legislative member in the People's Representative Council, Regional Representative Council, Provincial Regional People's Representative Council, and Regency/ Municipal Regional People's Representative Council;
- Not a candidate for head/deputy regional head and/or head/deputy regional head, including acting head/deputy regional head;
- Not serving as a member of the Board of Directors of the relevant SOE or Subsidiary for 2 (two) periods;
- Not currently serving as an official in a ministry/institution, member of the Board of Commissioners/Supervisory Board in another SOE, member of the Board of Directors in another SOE, member of the Board of Directors in a Subsidiary and/or other business entity;
- Not currently holding a position that is prohibited by legislation from holding a concurrent position as a member of the Board of Directors;

- f. Memiliki dedikasi dan menyediakan waktu sepenuhnya untuk melakukan tugasnya, yang dinyatakan dengan surat pernyataan dari yang bersangkutan;
- g. Sehat jasmani dan rohani, yakni tidak sedang menderita suatu penyakit yang dapat menghambat pelaksanaan tugas sebagai anggota Direksi, yang dibuktikan dengan surat keterangan sehat dari rumah sakit; dan
- h. Memiliki Nomor Pokok Wajib Pajak (NPWP) dan telah melaksanakan kewajiban membayar pajak selama 2 (dua) tahun terakhir.

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. Kesiediaan untuk membatalkan komitmen-komitmen pada pihak lain, baik untuk menghindari 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 memegang 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 Direksi. Tiap anggota Direksi dapat menjabat selama 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan

- f. Have dedication and allocate full time to carry out their duties, as stated in a statement letter from the person concerned
- g. Physically and mentally healthy, such as currently not suffering from an illness that could hinder the performance of their duties as a member of the Board of Directors, as proven by a health certificate from the hospital; and
- h. Have a Taxpayer Identification Number (NPWP) and have carried out the obligation to pay taxes for the last 2 (two) years.

In addition, the Company's Board of Directors are also required to have adequate competence and capability in the following areas of duties and responsibilities:

1. Have corporate management experience and a good track record of making important business decisions.
2. Understand the working principles, functions, and development of knowledge and technology related to the Company's business field.
3. Have adequate insight and knowledge of the Company's business fields in order to be able to predict the prospects for the Company's business development.
4. Capable of making considerations and making intelligent and wise decisions.
5. Have extensive professional and social relationships and networks.
6. Understand the characteristics of the insurance and risk guarantee businesses, which are the core business areas of Indonesia Re

Subsequently, the Board of Directors of Indonesia Re is also required to be highly committed to the Company as demonstrated by:

1. Ability to devote full time and effort to carrying out the specified duties and obligations.
2. Willingness to cancel commitments to other parties, both to avoid conflicts of interest and to ensure that there is sufficient time allocated for Indonesia Re.
3. The Board of Directors of Indonesia Re may not have family relationships, either by blood or by marriage in a straight line of three levels, or to the side of three levels with Shareholders and Commissioners.
4. The Board of Directors are prohibited from holding concurrent positions in the Company or other organizations to prevent conflicts of interest, unless the concurrent positions are approved and ratified at the GMS

Term of Office

The Company's Articles of Association regulate the term of office of the Board of Directors. Each member of the Board of Directors can serve for 5 (five) years and can be reappointed

dengan tidak mengurangi hak pemegang saham untuk memberhentikan sewaktu-waktu.

Susunan dan Komposisi Keanggotaan Direksi

Pada tahun 2024, Perusahaan memiliki 5 (lima) orang Direktur. Jumlah ini telah memenuhi ketentuan peraturan perundang-undangan yang mengatur bahwa jumlah anggota Direksi paling sedikit 3 (tiga) orang. Direksi menjalankan tugas dan tanggung jawabnya secara kolektif kolegial, dengan Direktur Utama berperan mengoordinasikan kegiatan Direksi. Setiap anggota Direksi wajib berdomisili di Indonesia.

Berikut komposisi dan dasar hukum pengangkatan Direksi Indonesia Re per 31 Desember 2024.

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment		Masa Jabatan Term of Office
		RUPS GMS	Persetujuan OJK OJK Approval	
Benedictus M Waworuntu	Direktur Utama President Director	Salinan Surat Keputusan Menteri BUMN No. SK-41/MBU/02/2021 Copy of Minister of SOE Decree 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 Minister of SOE Decree 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, HR and Corporate Secretary	Salinan Surat Keputusan Menteri BUMN No. SK-247/MBU/07/2021 Copy of Minister of SOE Decree No. SK-247/MBU/07/2021	Surat Keputusan OJK No. KEP-2/KDK. 05/2022 OJK Decree No. 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 Minister of SOE Decree 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
Delil Khairat	Direktur Teknik Operasi Director of Technical Operations	Salinan Surat Keputusan Menteri BUMN No. SK-73/MBU/03/2022 Copy of Minister of SOE Decree No. SK-73/MBU/03/2022	Surat Keputusan OJK No. KEP-42/KDK.05/2022 OJK Decree No. KEP-42/KDK.05/2022	2022-2027

Program Orientasi Direksi Baru

Indonesia Re memiliki program orientasi atau pengenalan bagi anggota Direksi yang baru ditunjuk. Program ini bertujuan untuk memberikan pemahaman menyeluruh mengenai Perusahaan, sehingga Direksi dapat menjalankan tugas dan tanggung jawabnya secara optimal.

Program orientasi ini diatur dalam *Board Charter* dan menjadi tanggung jawab Sekretaris Perusahaan atau pihak yang menjalankan fungsi tersebut, dengan dukungan dari Direksi. Setiap kali ada pengangkatan Direksi baru, akan diselenggarakan program induksi yang mencakup pemaparan mengenai:

- Profil Perusahaan, termasuk visi, misi, nilai-nilai, budaya perusahaan, strategi bisnis, serta kondisi industri dan persaingan usaha.
- Kinerja dan Rencana Strategis, meliputi laporan keuangan, performa operasional, serta perencanaan bisnis jangka pendek dan jangka panjang.

for 1 (one) more term without prejudice to the rights of shareholders to dismiss them at any time.

Composition of the Board of Directors

In 2024, the Company had 5 (five) Directors. This number complies with the provisions of the applicable laws and regulations, which require that the Board of Directors consist of at least 3 (three) members. The Board of Directors carries out its duties and responsibilities collectively and collegially, with the President Director coordinating the activities of the Board. Each member of the Board of Directors must be domiciled in Indonesia.

The following is the composition and legal basis for the appointment of the Board of Directors of Indonesia Re as of December 31, 2024.

New Board of Directors Orientation Program

Indonesia Re has an orientation program for newly appointed members of the Board of Directors. This program aims to give insights into the Company, enabling the Board of Directors to perform their duties and responsibilities optimally.

This orientation program is governed by the Board Charter and is the responsibility of the Corporate Secretary or the party performing that function, with support from the Board of Directors. The program shall be held each time there is a newly appointed Directors, covering the following topics:

- Company Profile, including vision, mission, values, corporate culture, business strategy, as well as industry conditions and competitive landscape.
- Performance and Strategic Plans, including financial reports, operational performance, and short-term and long-term business planning.

- Fungsi Keuangan, mencakup struktur permodalan, pengelolaan risiko keuangan, serta kebijakan investasi.
- Fungsi Sumber Daya Manusia (SDM), termasuk tata kelola organisasi, kebijakan pengelolaan SDM, serta sistem pengembangan kompetensi.
- Fungsi Tata Kelola Perusahaan, mencakup tugas dan tanggung jawab Dewan Komisaris dan Direksi, sistem pengendalian internal, serta implementasi prinsip *Good Corporate Governance* (GCG), termasuk aspek *compliance*, *risk management*, dan internal audit.
- Fungsi Bisnis Perusahaan, termasuk model bisnis, operasional, dan risiko utama yang dihadapi perusahaan.
- Tanggung Jawab Sosial dan Lingkungan, sebagai bagian dari peran perusahaan dalam keberlanjutan.

Program orientasi ini dapat dilakukan dalam berbagai bentuk, seperti presentasi, pertemuan, atau diskusi. Dengan adanya program ini, diharapkan anggota Dewan Komisaris yang baru dapat lebih cepat beradaptasi dan berkontribusi dalam pengawasan serta pengambilan keputusan strategis bagi Indonesia Re.

Pada tahun 2024 tidak ada anggota Direksi baru. Dengan demikian, program orientasi tidak diselenggarakan.

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;
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;
6. Tugas lainnya berdasarkan anggaran dasar dan penugasan pemegang saham.

Tanggung Jawab Direksi

Dalam pelaksanaan tugas kepengurusan Perusahaan, Direksi memiliki tanggung jawab sebagai berikut:

1. Mempertanggungjawabkan pelaksanaan tugas kepengurusan Perusahaan kepada RUPS;

- Financial Function, covering capital structure, financial risk management, and investment policies.
- Human Resources (HR) Function, including organizational governance, HR management policies, and competency development systems.
- Corporate Governance Function, encompassing the duties and responsibilities of the Board of Commissioners and the Board of Directors, internal control systems, and the implementation of Good Corporate Governance (GCG) principles, including compliance, risk management, and internal audit aspects.
- Company Business Function, including business models, operations, and key risks faced by the company.
- Social and Environmental Responsibility, as part of the company's role in sustainability.

This orientation program can be conducted in different forms, such as presentations, meetings, or discussions. With this program, it is expected that new members of the Board of Directors can adapt more quickly and contribute to oversight and strategic decision-making for Indonesia Re.

In 2024, there were no new members of the Board of Directors. Therefore, an orientation program was not held.

Duties of the Board of Directors

In its management, Indonesia Re has regulated the duties of the Board of Directors as follows:

1. Determine the Company's vision, mission, culture, and strategy.
2. Organize an induction program for new members of the Board of Directors and organize training/learning programs in order to continuously improve the competency of members of the Board of Directors, which is realized in accordance with the RKAP.
3. Implement and carry out a consistent and continuous evaluation of the Company's policies regarding Corporate Governance;
4. Creating a conducive situation for implementing GCG guidelines and codes of conduct by communicating and providing guidance regarding various GCG practices and various matters contained in the codes of conduct;
5. Measure the implementation of GCG by conducting periodic reviews using indicators/parameters determined by the secretary of the SOE ministry;
6. Other duties based on the articles of association and the assignment of shareholders

Responsibilities 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 Company management duties to the GMS;

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.
3. Tanggung jawab lainnya sesuai dengan anggaran dasar Perusahaan dan ketentuan yang berlaku.

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 pengurusan 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;
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 gaji, 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,

2. Each member of the Board of Directors is personally fully responsible if the person concerned is guilty or neglects to carry out their duties for the interests and business of the Company, resulting in losses to the Company, unless the member of the Board of Directors concerned can prove that:
 - a. The Company's losses are not due to error or negligence;
 - b. Has carried out management in good faith and prudence for the benefit and in accordance with the aims and objectives of the Company;
 - c. Have no conflict of interest, either directly or indirectly, regarding management actions that result in losses;
 - d. Has taken action to prevent the Company's losses from arising or continuing.
3. Other responsibilities in accordance with the Company's articles of association and applicable regulation.

Rights and Authorities 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, including the following:

1. The Board of Directors has the authority to determine Company management policies;
2. The Board of Directors has the authority to arrange for the transfer of authority of the Board of Directors to one or several members of the Board of Directors to make decisions on behalf of the Board of Directors or represent the Company inside and outside the court;
3. The Board of Directors has the authority to arrange for the transfer of authority of the Board of Directors to a person or several employees of the Company, either individually or jointly or to other people, to represent the Company inside and outside the court;
4. The Board of Directors has the authority to regulate provisions regarding Company employment, including the determination of salary, pension, or old age security and other income for Company workers based on applicable laws and regulations. Provisions for determining salaries, pensions, or old age security and other income for workers that exceed the obligations stipulated by statutory regulations must obtain prior approval from the GMS;
5. The Board of Directors has the authority to appoint and dismiss Company employees based on the Company's personnel regulations and applicable laws and regulations;
6. The Board of Directors has the authority to appoint and dismiss the Corporate Secretary with the approval of the Board of Commissioners;
7. The Board of Directors has the authority to carry out all actions and other actions regarding the management and ownership of the Company's assets, bind the Company with other parties and/or other parties with the Company, and represent the Company inside and outside the court regarding all matters and all events,

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 putusan pengadilan;
11. Direksi berhak untuk mengundurkan diri dari jabatannya;
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:
 - a. Anggota Direksi secara individual untuk masalah teknis di bidangnya;
 - b. 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 dikuatkan 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;

with restrictions as regulated in statutory regulations, Articles of Association, and/or GMS Resolutions;

8. The Board of Directors has the authority to receive remuneration and other facilities, the amount and type of which are determined by the Minister of SOE as Shareholder based on a proposal from the Board of Commissioner after considering performance achievements (The amount of remuneration and compensation received by the Board of Directors needs to be disclosed to stakeholders, especially to Shareholders)
9. A director has the right to obtain legal assistance and gain access to certain information in the context of ongoing legal proceedings if his or her actions are suspected to be detrimental to the Company so that he or she is temporarily dismissed from his or her position by the Shareholders;
10. The Board of Directors who are temporarily dismissed have the right to be reappointed and receive all the compensation they are entitled to during the inactive period if they are later found not guilty as confirmed by a court decision;
11. The Board of Directors has the right to resign from their positions;
12. The Board of Directors can delegate its authority to other members of the Board of Directors through a Power of Attorney without eliminating the nature of its responsibilities. In delegating authority to other members of the Board of Directors, it is necessary to stipulate provisions regarding the forms of Board of Directors decisions that can be taken by
 - a. Individual members of the Board of Directors for technical issues in their fields;
 - b. Members of the Board of Directors acting on behalf of the Board of Directors collectively/company.
13. The Board of Directors can assign workers or parties outside the Company to carry out matters relating to their authority as confirmed in a Decree and Power of Attorney from the Board of Directors.

Obligations of the Board of Directors

The Board of Directors has obligations, among others, as follows:

1. Strive for and guarantee the implementation of the Company's business and activities in accordance with its goals, objectives, and business activities;
2. Prepare on time the Company's Long Term Plan, Work Plan and Company Budget;
3. Provide an explanation to the GMS regarding the Company's Long Term Plan and Company Work Plan and Budget;
4. Create a Shareholders List, Special List, Minutes of General Meeting of Shareholders (GMS), and Minutes of the Board of Directors' Meetings;

5. Membuat Laporan Tahunan sebagai wujud pertanggungjawaban pengurusan Perusahaan, serta dokumen Perusahaan sebagaimana dimaksud 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.
11. Kewajiban lainnya sesuai dengan anggaran dasar Perusahaan dan ketentuan yang berlaku.

5. Prepare an Annual Report as a form of accountability for Company management, as well as Company documents as intended in the Law on Company Documents;
6. Prepare Financial Statements based on Financial Accounting Standards and submit them to the Public Accountant for audit;
7. Submit an Annual Report including Financial Statements to the General Meeting of Shareholders (GMS) for approval and ratification, as well as a report regarding the Company's rights that are not recorded in the books, including as a result of writing off receivables;
8. Provide an explanation to the General Meeting of Shareholders (GMS) regarding the Annual Report;
9. Submit the Balance Sheet and Profit and Loss Report, which have been approved by the General Meeting of Shareholders (GMS), to the Minister in charge of Law and Human Rights in accordance with the provisions of statutory regulations;
10. Submit a report on changes to the composition of Shareholders, Board of Directors and Board of Commissioners to the Minister in charge of Law and Human Rights.
11. Other obligations in accordance with the Company's articles of association and applicable provisions

Tugas Masing-masing Direksi

Indonesia Re mengatur tugas dan wewenang masing-masing Direksi dalam Surat Keputusan Direksi No.00018/HK.04.02/00/IndonesiaRe/04/2024 tanggal 29 April 2024, yaitu:

Duties of Each Board of Director

Indonesia Re regulates the duties and authorities of each Board of Directors in the Board of Directors' Decree No.00018/HK.04.02/00/IndonesiaRe/04/2024 dated April 29, 2024, namely:

Jabatan Position	Pembidangan Tugas Duties Division
Direktur Utama President Director	- Internal Audit / Satuan Pengawas Internal - Corporate Transformation Management Office - Internal Audit / Internal Supervisory Unit - Corporate Transformation Management Office
Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	- Information Technology Division - Strategic Development Division - Indonesia Re Institute
Direktur Teknik Operasi Director of Technical Operations	- Non Life Client Market & Treaty Division - Non Life Reinsurance Underwriting Division - Life and Pricing Actuary Underwriting - Business Management Division - Underwriting Center and Risk Engineering Department
Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	- Accounting Division - Finance Division - Corporate Actuary
Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, Human Capital & Corporate Secretary	- Legal, Compliance, and Risk Management Division - Corporate Secretary Division. - TJSL & ESG Division - Human Capital & General Affair Division

Pelaksanaan Tugas Tahun 2024

Pada tahun 2024, Direksi telah menjalankan program kerja sesuai dengan Rencana Kerja dan Anggaran Perusahaan (RKAP) yang telah disusun dan disetujui oleh Dewan Komisaris serta disahkan oleh Pemegang Saham. Pelaksanaan program kerja ini mencakup berbagai aspek operasional dan strategis

Implementation of Duties in 2024

In 2024, the Board of Directors implemented the work program as stated in the Company's Work Plan and Budget (RKAP), which has been approved by the Board of Commissioners and ratified by the Shareholders. The implementation of this work program encompasses various

perusahaan, yang bertujuan untuk mendukung pencapaian target serta memastikan kelangsungan dan pertumbuhan perusahaan sesuai dengan arah kebijakan yang telah ditetapkan.

Independensi Direksi

Pernyataan independensi Direksi merupakan bagian dari wujud tata kelola perusahaan yang baik. Berikut penjelasan mengenai independensi Direksi Indonesia Re.

operational and strategic aspects of the Company, aimed at supporting the achievement of targets and ensuring the continuity and growth of the company in line with the established policy direction.

Independence of the Board of Directors

The statement of independence of the Board of Directors is part of a form of good corporate governance. The following is an explanation of the independence of the Board of Directors of Indonesia Re.

Aspek Independensi Independence Aspect	Benedictus M Waworuntu	Maria Elvida Rita Dewi	Robbi Yanuar Walid	Beatrix Santi Anugrah	Delil Khairat
Tidak memiliki hubungan kepemilikan saham di Perusahaan Does not have a share ownership relationship in the Company	√	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan anggota Direksi lainnya Does not have familial relationship with shareholders, the Board of Commissioners and other members of the Board of Directors	√	√	√	√	√
Tidak memiliki hubungan keuangan dengan pemegang saham, Dewan Komisaris dan anggota Direksi lainnya Does not have a financial relationship with shareholders, the Board of Commissioners and other members of the Board of Directors	√	√	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah Does not serve as administrators of political parties, officials or 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 8 Januari 2024.

The Board of Directors of Indonesia Re acts independently in managing the Company. This independence is stated in the Board of Directors' Integrity Pact, which was signed by all members of the Board of Directors on January 8, 2024.

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.

The contents of the integrity pact are:

1. We are willing to carry out our responsibilities and mandate as the Board of 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 carry out company management in good faith, with great care, and solely for the best interests of the Company by paying attention to various sources of information.
3. In making decisions, we do not have a personal interest or aim to do something for our own benefit or to benefit parties related to us or parties affiliated with us, and thus do not have a position that contains a potential conflict of interest. However, if it has the potential to cause interest, it will be stated separately.
4. We will not take advantage of our position as the Board of Directors of this Company, either directly or indirectly for personal, family and relative interests or certain groups.

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 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 Direksi dan Dewan Komisaris. Untuk perjalanan dinas, bagi Dewan Komisaris dan organ Dewan Komisaris, Direksi dan karyawan Indonesia Re diatur dalam SK No.00342/60/HK.01.01/00/Indonesia Re/10/2023.

Kontrak Manajemen

Setiap tahun Direksi menandatangani kontrak Manajemen/ *Key Performance Indicator* secara kolegal dengan Pemegang Saham yang menyebutkan sasaran-sasaran yang harus dicapai selama setahun. Direksi telah menandatangani Kontrak Manajemen pada tanggal 30 Januari 2024 bersamaan dengan pengesahan Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2024 oleh Pemegang Saham Perseroan.

Rangkap Jabatan

Indonesia Re telah mengatur ketentuan rangkap jabatan bagi Direksi Perusahaan mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-3/MBU/03/2023 Tentang Organ Dan Sumber Daya Manusia Badan Usaha Milik Negara. Seluruh anggota Direksi Indonesia Re tidak merangkap jabatan sebagaimana yang diatur dalam peraturan tersebut.

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

Indonesia Re's Board of Directors and Board of Commissioners have always been active in implementing ethics and/or propriety, efficiency, and the realization of the principles of Good Corporate Governance (GCG), which are manifested 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 corporate banquets and in channeling the talents, interests, and/or hobbies of the Board of Directors and Board of Commissioners. For official travel by the Board of Commissioners and members of the Board of Commissioners, the Board of Directors, and employees of Indonesia Re, it is regulated in Decree No.00342/60/HK.01.01/00/Indonesia Re/10/2023.

Management Contract

Every year, the Board of Directors signs a Management/Key Performance Indicator contract collegially with Shareholders, which states the targets that must be achieved during the year. The Board of Directors signed a Management Contract on January 30, 2024, along with the ratification of the Company's Work Plan and Budget (RKAP) in 2024 by the Shareholders of the Company.

Concurrent Position

Indonesia Re has regulated provisions for holding concurrent positions for Company Board of Directors, referring to the Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises. All members of the Indonesia Re Board of Directors do not hold concurrent positions as regulated in these regulations.

Nama Name	Jabatan di Indonesia Re Position in Indonesia Re	Jabatan Lain Other Position	Nama Perusahaan/Lembaga Name of Company /Institutions
Benedictus M Waworuntu	Direktur Utama President Director	- Kadin: BKMJK Wakil Kepala Badan Bidang Asuransi dan Dana Pensiun (2021-2026) - Ketua Komite Asuransi dan Dana Pensiun di Asosiasi Pengusaha Indonesia (2023-2028) - Chamber of commerce and industry: Deputy Head of the Insurance and Pension Fund Agency (2021-2026) - Chairman of the Insurance and Pension Fund Committee at the Indonesian Employers Association (2023-2028)	- Kamar Dagang dan Industri Indonesia (KADIN) - Apindo - Standing Committee on Insurance and Pension Funds at the Indonesian Chamber of Commerce and Industry (KADIN) - Apindo
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	-	-

Nama Name	Jabatan di Indonesia Re Position in Indonesia Re	Jabatan Lain Other Position	Nama Perusahaan/Lembaga Name of Company /Institutions
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, HC 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 Operations	-	-

Pengungkapan Kepemilikan Saham dan Perubahannya

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.

Disclosure of Share Ownership and its Changes

Indonesia Re is a SOE whose shares are wholly owned by the Government. Accordingly, all members of the Board of Directors do not own shares in the Company, either directly or indirectly. The Board of Directors do not have share ownership in either subsidiaries or affiliates.

Nama Name	Jabatan Position	Kepemilikan Saham Share Ownership	
		Indonesia Re	Anak Perusahaan dan Afiliasi Subsidiaries and Affiliation
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, HR 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 Technical Operations	Nihil Nil	Nihil Nil

Pengembangan Kompetensi

Direksi wajib mengikuti berbagai jenis kegiatan yang ditujukan untuk peningkatan kompetensi. Pada tahun 2024, anggota Direksi telah mengikuti pelatihan dan pendidikan untuk mengembangkan kemampuan diri sebagai berikut:

Competence Development

The Board of Directors are required to take part in various types of activities aimed at increasing competence. In 2024, 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	AAMAI- CMRP (2024-2027)	AAMAI	26 Februari 2024 di Jakarta February 26, 2024 in Jakarta
	AAJI-DRIM 2024	AAJI	15 Mei 2024 di Bandung May 15, 2024 in Bandung
	Swiss Re Strategy Workshop	Swiss Re	29 Januari 2024 di Bali January 29, 2024 in Bali
	Seminar RSI Conference	RSI	27 Juni 2024 di Jakarta June 27, 2024 in Jakarta
	Insurance Summit Seminar	DAI	21 Agustus 2024 di Jakarta August 21, 2024 in Jakarta

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
	Utilising Reinsurance for Risk Management	Gallagher Re	29 juli 2024 di Jakarta July 29, 2024 in Jakarta
	Indonesia Re International Conference 2024	IndonesiaRe	24 - 25 Juli 2024 di Jakarta July 24-25, 2024 in Jakarta
	Indonesia Rendezvous	AAUI	9 Oktober 2024 di Bali October 9, 2024 in Bali
	IFG Conference 2024	IFG	15 Oktober 2024 di Jakarta October 15, 2024 in Jakarta
	Certified Wealth Management Advisor (CWMA)	CWMA	22 - 23 November 2024 di Jakarta November 22-23, 2024 in Jakarta
Maria Elvida Rita Dewi	Penerapan Analisis Risiko Perusahaan Perasuransian yang Sangat Kompleks untuk Peningkatan Kinerja Perusahaan. Implementation of Highly Complex Insurance Company Risk Analysis to Improve Company Performance.	AAMAI	26 Februari 2024 di Jakarta February 26, 2024 in Jakarta
	Fortune Indonesia Luncheon: Empowering Women with AI.	Srikandi BUMN	7 Maret 2024 di Jakarta March 7, 2024 in Jakarta
	Onerous Contract Improvement	PAI	3 April 2024 via Zoom Meeting April 3, 2024 via Zoom Meeting
	Navigating the Digital Frontier in Life Insurance	AAJI	15 - 17 Mei 2024 via Zoom Meeting May 15 - 17, 2024 via Zoom Meeting
	Reindo Syariah Conference (RSC) 2024	RSI	27 Juni 2024 di Jakarta June 27, 2024 in Jakarta
	PAI CPD Webinar : Menyambut IFRS-17	PAI	24 Juli 2024 via Zoom Meeting July 24, 2024 via Zoom Meeting
	IndonesiaRe International Conference 2024	IndonesiaRe	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	Utilizing Reinsurance for Risk & Capital Management.	Gallagher Re	29 Juli 2024 di Jakarta July 29, 2024 in Jakarta
	PPL Aktuaria	Kemenkeu	12 - 18 Agustus 2024 di Semarang August 12 - 18, 2024 in Semarang
	7th Indonesian Actuaries Summit Actuaries Now and Beyond	Kemenkeu	20 - 22 Agustus 2024 di Semarang August 20 - 22, 2024 in Semarang
	Advance Solutions Masterclass 2024: Reinsurance Advance	AON	27 - 30 Agustus 2024 di San Fransisco August 27 - 30, 2024 in San Francisco
	IndonesiaRe Actuarial Seminar (IAS)	IndonesiaRe	9 - 11 September 2024 di Lombok September 9-11, 2024 in Lombok
	Penerapan PSAK 117 pada Perusahaan Reasuransi	IAI	26 September 2024 via Zoom Meeting September 26, 2024 via Zoom Meeting
	28 th Indonesia Rendezvous	AAUI	9 - 12 Oktober 2024 di Bali October 9-12, 2024 in Bali
	Diskusi Membangun Negeri - Membangun Masa Depan BUMN: Strategi M&A dan Reformasi Hukum untuk Pertumbuhan Discussion Building the Nation - Building the Future of SOEs: M&A Strategy and Legal Reform for Growth	IAI	7 November 2024 di Jakarta November 7, 2024 in Jakarta
	Indonesian Actuarial Conference	PAI	20 November 2024 di Jakarta November 20, 2024 in Jakarta
	Certified Wealth Management Advisor (CWMA)	CWMA	22 - 23 November 2024 di Jakarta November 22-23 in Jakarta
	Mentorship Aktuaris Perusahaan Asuransi	PAI	28 -30 November 2024 di Jakarta November 28-30 in Jakarta

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Robbi Yanuar Walid	CHRO Masterclass Innovation Workplace : Work Less Produce More	BUMN School of Excellence	22 Januari 2024 January 22, 2024
	Insuring Tomorrow : Navigating the Digital Frontier in Life Insurance	AAJI	15 - 17 Mei 2024 May 15-17, 2024
	Indonesia Re International Conference 2024 - Indonesia Re - di Jakarta	DRM	24 - 25 Juli 2024 July 24 - 25, 2024
	Empowering the Future Workforce: Innovation, Resilience & employee well being to make a respectful workspace	FHCI	19 - 20 September 2024 September 19-20, 2024
	Final Event BUMN Leraning Festival: Building Sustainable Learning Culture, Be Agile, Be a Lifelong Learner - BTN	DRM	15 Oktober 2024 October 15, 2024
	BCM SERIES – Key Tips In Preparing For Disruptions and Strengthening Business Resilience With Crisis Communication & Business Continuity Management	LSPMR	31 Oktober - 1 November 2024 October 31 - November 1, 2024
	Certified Risk Governance Professional - CRGP	LSPMR	3 Desember 2024 December 3, 2024
Delil Khairat	Indonesia Re International Conference 2024	IndonesiaRe	24 - 25 Juli 2024 di Jakarta July 24-25, 2024 in Jakarta
	Gallagher Re Seminar: Utilising Reinsurance for Risk & Capital Management	Gallagher Re	29 Juli 2024 di Jakarta July 29, 2024 in Jakarta
	Broker Underwriter Synergy Series (BUSS) Kapasitas Reasuransi Dalam Negeri	Apparindo	12 September 2024 di Jakarta September 12, 2024 in Jakarta
	28 th Indonesia Rendezvous: Securing Stability & Unravelling Risk Impacting the Insurance Landscape	AAUI	12 Oktober 2024 di Bali October 12, 2024 in Bali
	14 th ASEAN Insurance Congress: Navigating Disruptions Towards A Sustainable Future in Insurance	AIC	25 November 2024 di Brunei Darussalam November 25, 2024 in Brunei Darussalam
	The Certified Risk Governance Professional (CRGP)	AAUI	9 - 11 Oktober 2024 via Zoom Meeting October 9-11, 2024 via Zoom Meeting
Beatrix Santi Anugrah	Indonesia Re International Conference 2024	IndonesiaRe	24 - 25 Juli 2024 di Jakarta July 24-25 in Jakarta
	DTI-CX 2024	DTI-CX	1 Agustus 2024 di Jakarta August 1, 2024 in Jakarta
	IT Executive Development Program	KBUMN	18-20 September 2024 di Jakarta September 18-20, 2024 in Jakarta
	Fordigi Summit : Navigating the Digital Horizon : AI Strategies for SOE's Transformation	Fordigi BUMN	25 - 26 September 2024 di Jakarta September 25-26, 2024 in Jakarta
	28 th Indonesia Rendezvous: Securing Stability & Unravelling Risk Impacting the Insurance Landscape	AAUI	9 - 11 Oktober 2024 di Bali October 9-11, 2024 in Bali

Penilaian Kinerja Komite di Bawah Direksi

Direksi memberikan apresiasi yang tinggi atas dedikasi dan kontribusi komite-komite yang berada di bawah koordinasinya. Komite-komite tersebut telah memainkan peran penting dalam mendukung proses perumusan dan pengambilan keputusan strategis di perusahaan.

Perlu diinformasikan bahwa penilaian spesifik terkait pelaksanaan fungsi komite tidak dilakukan secara formal. Namun demikian, pemantauan kinerja dan kontribusi komite selalu dilakukan melalui forum pembahasan dan pertemuan berkala guna memantau perkembangan pekerjaan serta pencapaian target yang telah ditetapkan. Direksi memandang bahwa keterlibatan aktif, komunikasi yang efektif, serta kontribusi positif dari komite menjadi aspek penting dalam mendukung pengelolaan perusahaan yang baik.

Performance Assessment of Committees Under the Board of Directors

The Board of Directors expresses a high appreciation for the dedication and contributions of the committees that are under its coordination. These committees have played an important role in supporting the formulation and strategic decision-making processes within the company.

It should be noted that specific assessments related to the implementation of the committees' functions are not conducted formally. Nevertheless, performance monitoring and contributions of the committees are always carried out through discussion forums and regular meetings to track the progress of work and the achievement of established targets. The Board of Directors views that active involvement, effective communication, and positive contributions from the committees are essential aspects in supporting good corporate management.

Direksi yakin bahwa komite-komite ini akan terus memberikan masukan yang konstruktif dan berperan aktif dalam proses pengambilan keputusan serta pengawasan. Ke depan, Direksi terus mendorong komite untuk menjaga kualitas kontribusinya dan tetap terbuka terhadap masukan yang dapat meningkatkan efektivitas serta efisiensi kerja demi mendukung pertumbuhan perusahaan secara berkelanjutan.

Dengan berbagai pertimbangan tersebut, Direksi menilai bahwa komite di bawah Direksi telah melaksanakan tugas dan tanggung jawabnya secara optimal di sepanjang tahun 2024.

1. Komite Investasi telah menyelenggarakan rapat sebanyak 7 kali dengan rata-rata kehadiran anggota Komite Investasi sebesar 80,95%.
2. Komite Talent telah menyelenggarakan rapat sebanyak 1 kali dengan rata-rata kehadiran anggota Komite Talent sebesar 100%.
3. Komite Manajemen Risiko telah menyelenggarakan rapat sebanyak 5 kali dengan rata-rata kehadiran anggota Komite Manajemen Risiko Usaha sebesar 100%.
4. Komite Komite Investasi & *Asset Liability Management* telah menyelenggarakan rapat sebanyak 7 kali dengan rata-rata kehadiran anggota Komite Komite Investasi & *Asset Liability Management* sebesar 100%.

The Board of Directors is confident that these committees will continue to provide constructive input and play an active role in the decision-making and oversight processes. Moving forward, the Board of Directors continues to encourage the committees to maintain the quality of their contributions and remain open to feedback that can enhance the effectiveness and efficiency of their work in supporting the sustainable growth of the company.

With these various considerations, the Board of Directors assesses that the committees under the Board of Directors have carried out their duties and responsibilities optimally throughout 2024.

1. The Investment Committee held 7 meetings with an average attendance of Investment Committee members of 80.95%.
2. The Talent Committee held 1 meeting with an average attendance of 100% of Talent Committee members.
3. The Risk Management Committee held 5 meetings with an average attendance of 100% of Business Risk Management Committee members.
4. The Investment & Asset Liability Management Committee held 7 meetings with an average attendance of 100% of Investment & Asset Liability Management Committee.

HUBUNGAN KERJA DEWAN KOMISARIS DAN DIREKSI

WORKING RELATIONSHIP OF THE BOARD OF COMMISSIONERS AND DIRECTORS

Hubungan kerja Dewan Komisaris dan Direksi merupakan hubungan *check and balance* untuk kemajuan dan kesehatan Perusahaan. Sesuai dengan fungsinya masing-masing, Dewan Komisaris dan Direksi bertanggung jawab atas kelangsungan usaha Perusahaan dalam jangka panjang. Kepentingan tersebut harus diimbangi oleh Dewan Komisaris dan Direksi secara bersama-sama sesuai dengan fungsinya masing-masing, sehingga dapat dicapai kelangsungan usaha Perusahaan dalam jangka panjang.

Wujud dari pelaksanaannya, antara lain melalui:

1. Terlaksananya dengan baik pengendalian intern dan manajemen 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.

RAPAT DEWAN KOMISARIS DAN DIREKSI

Rapat Dewan Komisaris

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 diantaranya dilakukan dengan mengundang Direksi dan paling sedikit 1 (satu) kali di antaranya dengan mengundang auditor eksternal.

Pelaksanaan Rapat

Sepanjang tahun 2024, Dewan Komisaris melaksanakan rapat internal sebanyak 13 (tiga belas) kali dengan rincian agenda sebagai berikut:

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 long-term continuity of the Company's business. 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 business continuity can be achieved in the long term.

The manifestation of its implementation includes the following:

1. Good implementation of internal control and risk management.
2. Achieve reasonable returns for Shareholders.
3. The interests of Stakeholders are protected fairly.
4. Implementation of leadership and management succession in all lines of the organization.
5. Fulfillment of GCG implementation.

MEETING OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Board of Commissioners Meeting

Meeting Policy

Indonesia Re regulates Board of Commissioners Meetings in the Board of Commissioners' charter. The charter states that meetings of the Board of Commissioners must be held periodically and must be attended by all members of the Board of Commissioners at least once every month. At least 4 (four) of these are done by inviting the Board of Directors, and at least 1 (one) of these is done by inviting external auditors

Implementation of Meetings

Throughout 2024, the Board of Commissioners held 13 (thirteen) internal meetings with the detailed agenda as follows:

Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
23 Januari 2024 January 23, 2024	1. Tindak lanjut keputusan rapat bulan Desember 2023; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the December 2023 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
22 Februari 2024 February 22, 2024	1. Tindak lanjut keputusan rapat bulan Januari 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the January 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
26 Maret 2024 March 26, 2024	1. Tindak lanjut keputusan rapat bulan Februari 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the February 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
25 April 2024 April 25, 2024	1. Tindak lanjut keputusan rapat bulan Maret 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the March 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
21 Mei 2024 May 21, 2024	1. Tindak lanjut keputusan rapat bulan April 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the April 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
24 Juni 2024 June 24, 2024	1. Tindak lanjut keputusan rapat bulan Mei 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the May 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
30 Juli 2024 July 30, 2024	1. Tindak lanjut keputusan rapat bulan Juni 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the June 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
27 Agustus 2024 August 27, 2024	1. Tindak lanjut keputusan rapat bulan Juli 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the July 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
25 September 2024 September 25, 2024	1. Tindak lanjut keputusan rapat bulan Agustus 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the August 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
28 Oktober 2024 October 28, 2024	1. Tindak lanjut keputusan rapat bulan September 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the September 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
29 Oktober 2024 October 29, 2024	Perkenalan Komisaris Independen - Bapak Lie Suratno	Introduction of Independent Commissioner - Mr. Lie Suratno
21 November 2024 November 21, 2024	1. Tindak lanjut keputusan rapat bulan Oktober 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the October 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.
23 Desember 2024 December 23, 2024	1. Tindak lanjut keputusan rapat bulan November 2024; 2. Resume hasil analisa komite; 3. Pertanyaan dan arahan pada rapat gabungan; 4. Lain-lain.	1. Follow up on the resolutions of the November 2024 meeting 2. Summary of committee analysis results 3. Questions and directions at joint meetings 4. Others.

Frekuensi Tingkat Kehadiran

Attendance Level Frequency

Nama Name	Jabatan Position	Rapat Internal Dewan Komisaris Joint Meetings with the Board of Directors			Rapat Gabungan dengan Direksi Joint Meetings with the Board of Directors			Kehadiran di RUPS Attendance at the GMS		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	%	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	%	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	%
Julian Noor	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	13	13	100	12	12	100	2	2	100
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	13	12	92	12	12	100	2	2	100
Dadang Iskandar*	Komisaris Commissioner	9	9	100	9	9	100	2	2	100
Lie Suratno**	Komisaris Independen Independent Commissioner	4	4	100	3	3	100	-	-	-

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

* The term of office as Commissioner has ended as of October 17, 2024.

** Appointed as Independent Commissioner effective October 16, 2024.

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.
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.

Semua keputusan dalam Rapat Direksi diambil dengan musyawarah untuk mufakat.

Pelaksanaan Rapat

Sepanjang tahun 2024, Direksi Indonesia Re melangsungkan rapat sebanyak 12(dua belas) kali dengan rincian agenda sebagai berikut:

No.	Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
1	09 Januari 2024 January 9, 2024	1. Pembahasan kasus eks-RUI 2. Update penyelesaian utang-piutang 3. Progress sub-loan dan usulan PMN 2025 4. Update transformasional bisnis 5. Progress IFRS 17	1. Discussion of the ex-RUI case 2. Update on debt collection 3. Progress on sub-loan and PMN proposal 2025 4. Update on business transformation 5. Progress on IFRS 17
2	06 Februari 2024 February 6, 2024	1. Progress RJPP 2025-2029 2. Update penyelesaian utang-piutang 3. Progress sub-loan dan usulan PMN 2025 4. Update transformasional bisnis 5. Progress IFRS 17	1. Progress on RJPP 2025-2029 2. Update on debt collection 3. Progress on sub-loan and PMN proposal 2025 4. Update on business transformation 5. Progress on IFRS 17

Board Of Directors Meeting

Meeting Policy

Indonesia Re Board of Directors Meetings can be held at any time by fulfilling the following conditions:

1. Considered 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.
3. Upon written request from 1 (one) or more shareholders who together represent 1/10 (one tenth) or more of the total number of shares with voting rights.

All decisions at the Board of Directors Meeting are taken by deliberation to reach consensus.

Implementation of Meetings

Throughout 2024, the Board of Directors of Indonesia Re held 12 (twelve) meetings with the detailed agenda as follows:

No.	Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
3	26 Maret 2024 March 26, 2024	1. <i>Introduction of New Management Committee Member</i> 2. <i>Cascading KPI kolegal 2024</i> 3. Kasus hukum lama: <i>update</i>, usulan penyelesaian dan tindak lanjut 4. <i>Progress potensi utang piutang</i>	1. Introduction of New Management Committee Member 2. Cascading 2024 collegial KPIs 3. Update on old legal cases: updates, proposed resolutions, and follow-ups 4. Progress on potential debt collection
4	02 April 2024 April 2, 2024	1. <i>Calendar of event</i> 2. Usulan bisnis fakultatif <i>group health</i> 3. <i>Update</i> asuransi kesehatan 4. Permohonan <i>ex-gratia</i> dari ceding 5. <i>Closing</i> Maret 2024 6. Pengelolaan aset 7. <i>Progress</i> PMN 2024 8. Program BPPDAN <i>Smart insight</i>	1. Calendar of events 2. Proposal for optional group health business 3. Update on health insurance 4. Ex-gratia request from ceding 5. Closing for March 2024 6. Asset management 7. Progress on PMN 2024 8. BPPDAN Smart Insight Program
5	08 Mei 2024 May 8, 2024	1. <i>Update</i> Indonesia Re International Conference 2024 2. <i>Update progress</i> Tim penyelesaian utang piutang dan <i>suspense</i> 3. Diskusi <i>update</i> upaya perbaikan bisnis reasuransi jiwa dan reasuransi umum	1. Update on Indonesia Re International Conference 2024 2. Update on the progress of the debt collection resolution team and suspense 3. Discussion on updates for improving life and general reinsurance business
6	21 Juni 2024 June 21, 2024	1. Proposal <i>renewal</i> QS 2024 2. Upaya perbaikan HUB 3. <i>Update</i> kontrak kerjasama implementasi IFRS 17 dengan EY 4. Bisnis reasuransi Jiwa 5. Konsinyering klaim utang piutang, <i>suspense</i> dan cadangan klaim 6. Rencana Indonesia Rendezvous 2024 7. <i>Update</i> konsultan PSAK 74	1. Proposal for QS renewal 2024 2. Efforts to improve HUB 3. Update on the cooperation contract for IFRS 17 implementation with EY 4. Life reinsurance business 5. Claims consignment for debt collection, suspense, and claim reserves 6. Plan for Indonesia Rendezvous 2024 7. Update on PSAK 74 consultant
7	22 Juli 2024 July 22, 2024	1. Pembahasan Laporan Hasil Usaha Juni 2024: hasil yang dicapai secara konsolidasi dan <i>stand alone</i>, strategi bisnis, penyelesaian <i>backlog treaty</i>, potensi klaim, dll	1. Discussion of the June 2024 Financial Results Report: consolidated and stand-alone results achieved, business strategy, resolution of treaty backlog, potential claims, etc.
8	07 Agustus 2024 August 7, 2024	1. <i>Progress</i> Implementasi IFRS 17/ PSAK 74 2. <i>Review</i> Dewan Pengawas dan Komite di bawah Dewan Komisaris Anak Usaha 3. Penyelesaian <i>treaty renewal</i> 4. Program <i>retaining</i> karyawan 5. Penyusunan RJPP 2025-2029 6. Penyusunan SOP baru sesuai penurunan RASCI 7. Indonesia Rendezvous 2024	1. Progress on IFRS 17/ PSAK 74 implementation 2. Review of the Supervisory Board and Committees under the Board of Commissioners of Subsidiaries 3. Resolution of treaty renewal 4. Employee retention program 5. Preparation of RJPP 2025-2029 6. Preparation of new SOPs in accordance with the RASCI reduction 7. Indonesia Rendezvous 2024
9	03 September 2024 September 3, 2024	1. Rencana Kegiatan Indonesia Rendezvous 2024 2. <i>Progress</i> Corporate Transformation Management Officer 3. <i>Update</i> IFRS 17 4. <i>Update</i> HUT Indonesia Re 5. <i>Update</i> penyusunan RKAP 2025 6. Potensi Klaim	1. Plan for Indonesia Rendezvous 2024 activities 2. Progress on Corporate Transformation Management Officer 3. Update on IFRS 17 4. Update on Indonesia Re's anniversary 5. Update on the preparation of RKAP 2025 6. Potential claims
10	17 Oktober 2024 October 17, 2024	1. Finalisasi angka RKAP 2025 dan pembahasan strategi di dalam RKAP juga asumsi-asumsi yang digunakan. 2. <i>Update</i> Anak Usaha: rencana bisnis, penyusunan buku RKAP 2025 3. Potensi klaim dan penyelesaian klaim 4. Lainnya	1. Finalization of RKAP 2025 figures and discussion of strategies within RKAP as well as the assumptions used. 2. Update on Subsidiaries: business plans, preparation of RKAP 2025 book 3. Potential claims and claim resolution 4. Others
11	21 November 2024 November 21, 2024	Pembahasan Laporan Hasil Usaha Konsolidasi 2024: hasil yang dicapai secara konsolidasi dan stand alone, strategi bisnis, penyelesaian <i>backlog treaty</i>, potensi klaim, progress transformasi digital perusahaan, dll	Discussion of the 2024 Consolidated Financial Results Report: consolidated and stand-alone results achieved, business strategy, resolution of treaty backlog, potential claims, progress on the company's digital transformation, etc.
12	19 Desember 2024 December 19, 2024	1. Pembahasan Laporan Hasil Usaha Konsolidasi 2024: hasil yang dicapai secara konsolidasi dan <i>stand alone</i> 2. strategi bisnis, 3. penyelesaian <i>backlog treaty</i>, 4. Pembahasan potensi klaim 5. Pemaparan manajemen risiko Perusahaan	1. Discussion of the 2024 Consolidated Financial Results Report: consolidated and stand-alone results achieved 2. Business strategy 3. Resolution of treaty backlog 4. Discussion of potential claims 5. Presentation of the company's risk management

Frekuensi Tingkat Kehadiran**Attendance Level Frequency**

Nama Name	Jabatan Position	Rapat Internal Dewan Komisaris Direksi Board of Directors Board of Commissioners Internal Meetings			Rapat Gabungan dengan Direksi Dekom Joint Meetings with the Board of Directors Board of Commissioners			Kehadiran di RUPS Attendance at GMS		
		Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	%	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	%	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	%
Benedictus M Waworuntu	Direktur Utama President Director	12	12	100	12	11	92	2	2	100
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	12	12	100	12	11	92	2	2	100
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, HC and Corporate Secretary	12	11	92	12	11	92	2	1	50
Beatrix Santi Anugrah	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	12	12	100	12	11	92	2	2	100
Delil Khairat	Direktur Teknik Operasi Director of Technical Operations	12	12	100	12	12	100	2	2	100

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 2024, diselenggarakan sebanyak dua belas (12) kali dengan agenda sebagai berikut:

JOINT MEETING OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS**Meeting Policy**

Apart from the Board of Commissioners Meetings and the Board of Directors' Meetings, at least four joint meetings between the Board of Commissioners and the Board of Directors or of the Board of Commissioners meeting inviting the Board of Directors, shall be held annually.

Implementation of Meetings

Joint meetings of the Board of Commissioners and the Board of Directors throughout 2023 were held 12 (twelve) times with the following agenda:

No.	Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
1	24 Januari 2024 January 24, 2024	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Desember 2023. 2. Pembahasan LHU per 31 Desember 2023/ <i>Unaudited 2023</i> dan <i>progress</i> audit KAP. 3. Pembahasan terkait Mitigasi Treaty 2024, Bisnis Internasional 2024 dan Potensi <i>Liability</i> atas Treaty tahun lampau 4. <i>Progress</i> penyelesaian hutang-piutang terkait dengan Audit KAP. 5. Pembahasan <i>progress Host to Host</i> dan <i>Master Plan IT</i>. 6. <i>Progress</i> penyelesaian permasalahan dengan Ceding 7. <i>Progress</i> RKAP 2024. 8. <i>Progress</i> PMN dan <i>Subordinated Loan</i>. 9. Pembahasan Pajak; 10. Lain-lain.	1. Approval and follow-up on the minutes of the joint meeting in December 2023. 2. Discussion of the LHU as of December 31, 2023 / <i>Unaudited 2023</i> and progress on the KAP audit. 3. Discussion regarding Treaty Mitigation 2024, International Business 2024, and Potential Liability from previous Treaties. 4. Progress on the resolution of debts related to the KAP audit. 5. Discussion on the progress of Host to Host and IT Master Plan. 6. Progress on resolving issues with Ceding. 7. Progress on RKAP 2024. 8. Progress on PMN and Subordinated Loan. 9. Discussion on Taxes; 10. Others.
2	27 Februari 2024 February 27, 2024	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Januari 2024. 2. Pembahasan LHU per 31 Januari 2024. 3. Pembahasan <i>progress</i> audit KAP. 4. Pembahasan terkait Mitigasi Treaty 2024, Bisnis Internasional 2024 dan Potensi <i>Liability</i> atas Treaty tahun lampau 5. <i>Progress</i> penyelesaian hutang - piutang terkait dengan Audit KAP. 6. Pembahasan mengenai Investasi dan Selisih Kurs. 7. Pembahasan Beban Biaya. 8. Pembahasan Mengenai TJSL. 9. Pembahasan <i>progress</i> Host to Host dan <i>Master Plan IT</i>. 10. Pembahasan Mengenai Anak Usaha (Asei dan RSI). 11. Lain-lain.	1. Approval and follow-up on the minutes of the joint meeting in January 2024. 2. Discussion of the LHU as of January 31, 2024. 3. Discussion on the progress of the KAP audit. 4. Discussion regarding Treaty Mitigation 2024, International Business 2024, and Potential Liability from previous Treaties. 5. Progress on the resolution of debts related to the KAP audit. 6. Discussion on Investments and Exchange Rate Differences. 7. Discussion on Expense Costs. 8. Discussion on TJSL. 9. Discussion on the progress of Host to Host and IT Master Plan. 10. Discussion on Subsidiaries (Asei and RSI). 11. Others.
3	28 Maret 2024 March 28, 2024	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Februari 2024. 2. Pembahasan LHU per 29 Februari 2024. 3. Pembahasan <i>progress</i> audit KAP. 4. Pembahasan terkait Mitigasi atas <i>Treaty</i> lini bisnis reasuransi umum 5. <i>Progress</i> penyelesaian hutang - piutang. 6. Pembahasan Beban Biaya Khususnya Beban Biaya tanpa <i>accrual</i>. 7. Pembahasan Mengenai TJSL. 8. Pembahasan <i>progress Host to Host</i> dan <i>Master Plan IT</i>. 9. Pembahasan Mengenai Anak Usaha (Asei (Data yang tidak konsisten antara Induk dengan Asei antara lain mengenai <i>Yol</i> dan <i>Loss Ratio</i>) dan RSI (Mitigasi Dana Tabarru). 10. <i>Progress</i> PMN dan <i>Sub Loan</i>. 11. Penunjukan Pemeringkatan <i>Rating</i>. 12. Rencana audit OJK atas PT Reasuransi Indonesia Utama (Persero).	1. Approval and follow-up on the minutes of the joint meeting in February 2024. 2. Discussion of the LHU as of February 29, 2024. 3. Discussion on the progress of the KAP audit. 4. Discussion regarding Mitigation of the Treaty in the general reinsurance business line. 5. Progress on the resolution of debts. 6. Discussion on Special Expense Costs, particularly non-accrual expenses. 7. Discussion on TJSL. 8. Discussion on the progress of Host to Host and IT Master Plan. 9. Discussion on Subsidiaries (Asei - inconsistent data between Parent and Asei regarding <i>Yol</i> and <i>Loss Ratio</i>, and RSI - Mitigation of Tabarru Funds). 10. Progress on PMN and Sub Loan. 11. Appointment of Rating Agency. 12. Plan for OJK audit of PT Reasuransi Indonesia Utama (Persero).
4	29 April 2024 April 29, 2024	1. Persetujuan dan tindak lanjut risalah rapat gabungan bulan Maret 2024. 2. Pembahasan LHU per 31 Maret 2024. 3. Pembahasan Mengenai HUB dan Antisipasi beberapa lini bisnis terkait dengan Geopolitik Global. 4. <i>Progress</i> penyelesaian hutang - piutang. 5. Pembahasan <i>progress Host to Host</i> dan <i>Master Plan IT</i>. 6. Pembahasan Mengenai Anak Usaha (PT Asei) terkait dengan pencapaian Premi, HUB dan Investasi. 7. <i>Progress</i> Audit OJK dan <i>Management Letter</i> KAP tahun 2023 PT Reasuransi Indonesia Utama (Persero). 8. <i>Progress</i> Kasus Hukum. 9. Jadwal Agenda Pembahasan Potensi Liabilitas PT Reasuransi Indonesia Utama Group.	1. Approval and follow-up on the minutes of the joint meeting in March 2024. 2. Discussion of the LHU as of March 31, 2024. 3. Discussion on HUB and anticipation of several business lines related to Global Geopolitics. 4. Progress on the resolution of debts. 5. Discussion on the progress of Host to Host and IT Master Plan. 6. Discussion on Subsidiaries (PT Asei) related to Premium achievements, HUB, and Investments. 7. Progress on OJK Audit and Management Letter from KAP for the year 2023 of PT Reasuransi Indonesia Utama (Persero). 8. Progress on Legal Cases. 9. Schedule for discussing potential liabilities of PT Reasuransi Indonesia Utama Group.

No.	Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
5	22 Mei 2024 May 22, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan April 2024. - Pembahasan LHU per 30 April 2024. - Pembahasan Mengenai HUB dan Mitigasi HUB yang Negatif. - Progress penyelesaian hutang - piutang. - Pembahasan <i>progress Host to Host</i> dan <i>Master Plan IT</i>. - Pembahasan Mengenai Anak Usaha (PT Asei terkait dengan pencapaian Premi, HUB dan Investasi dan PT RSI terkait dengan Jamkrindo dan AI - Amin). <i>Progress</i> Audit OJK dan Manajemen Letter KAP tahun 2023 PT Reasuransi Indonesia Utama (Persero). <i>Progress</i> Kasus Hukum. - Jadwal Agenda <i>Stress test</i> Investasi	- Approval and follow-up on the minutes of the joint meeting in April 2024. - Discussion of the LHU as of April 30, 2024. - Discussion on HUB and Mitigation of Negative HUB. - Progress on the resolution of debts. - Discussion on the progress of Host to Host and IT Master Plan. - Discussion on Subsidiaries (PT Asei related to Premium achievements, HUB, and Investments, and PT RSI related to Jamkrindo and AI-Amin). - Progress on OJK Audit and Management Letter from KAP for the year 2023 of PT Reasuransi Indonesia Utama (Persero). - Progress on Legal Cases. - Schedule for Investment Stress Test.
6	25 Juni 2024 June 25, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan Mei 2024. - Pembahasan LHU per 31 Mei 2024. - Pembahasan Mengenai HUB dan Mitigasi HUB yang Negatif. - Progress penyelesaian hutang - piutang - Pembahasan Mengenai PT Asei - Pembahasan Mengenai PT RSI - Prognosa RBC pada Semester I Tahun 2024 dan Akhir Tahun 2024. - Pembahasan Investasi. - Pembahasan <i>Progress Host to Host</i> dan <i>Master Plan IT</i>. <i>Progress</i> Audit OJK dan <i>Management Letter</i> KAP tahun 2023 PT Reasuransi Indonesia Utama (Persero). <i>Progress</i> Kasus Hukum. - Laporan Pelaksanaan <i>Core Value AKHLAK Journey</i> dan <i>Employee Wellbeing Program</i> (EWB). - Pembahasan Perubahan Laporan Rencana Bisnis tahun 2024.	- Approval and follow-up on the minutes of the joint meeting in May 2024. - Discussion of the LHU as of May 31, 2024. - Discussion on HUB and Mitigation of Negative HUB. - Progress on the resolution of debts. - Discussion on PT Asei. - Discussion on PT RSI. - Prognosis of RBC for the first half of 2024 and the end of 2024. - Discussion on Investments. - Discussion on the progress of Host to Host and IT Master Plan. - Progress on OJK Audit and Management Letter from KAP for the year 2023 of PT Reasuransi Indonesia Utama (Persero). - Progress on Legal Cases. - Report on the implementation of Core Value AKHLAK Journey and Employee Wellbeing Program (EWB). - Discussion on changes to the Business Plan Report for 2024.
7	31 Juli 2024 July 31, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan Juni 2024. - Pembahasan LHU per 30 Juni 2024. - Pembahasan Mengenai HUB Treaty. <i>Progress</i> penyelesaian hutang - piutang - Pembahasan Mengenai PT Asei terkait dengan target dan pencapaian Premi - Pembahasan Mengenai PT RSI terkait dengan kerja sama serta Dana Tabarru. - Pembahasan <i>Progress Host to Host</i> dan <i>Master Plan IT</i>. <i>Progress</i> Kasus Hukum. - Resume Regulasi Terbaru (OJK dan KBUMN) dan Posisi Laporan Dewan Komisaris dan Direksi bulan Juni 2024 kepada OJK dan KBUMN. - Rencana Kegiatan Perusahaan terkait dengan penyelenggaraan seminar, <i>conference</i> yang melibatkan pihak luar dan kegiatan internal perusahaan yang perlu diketahui oleh Dewan Komisaris pada bulan mendatang.	- Approval and follow-up on the minutes of the joint meeting in June 2024. - Discussion of the LHU as of June 30, 2024. - Discussion on HUB Treaty. - Progress on the resolution of debts. - Discussion on PT Asei related to targets and premium achievements. - Discussion on PT RSI related to cooperation and Tabarru Funds. - Discussion on the progress of Host to Host and IT Master Plan. - Progress on Legal Cases. - Summary of the Latest Regulations (OJK and KBUMN) and the Position of the Board of Commissioners and Directors' Report for June 2024 to OJK and KBUMN. - Company Activity Plan related to the organization of seminars, conferences involving external parties, and internal company activities that need to be communicated to the Board of Commissioners in the coming month.
8	30 Agustus 2024 August 30, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan Juli 2024. - Pemaparan LHU Konsolidasi RIU Grup 31 Juli 2024. - Pembahasan HUB Asuransi Umum dan Asuransi Jiwa <i>Progress</i> peningkatan Pendapatan Premi <i>Progress</i> PT RSI terkait dengan kerjasama - Penjelasan terkait kenaikan beban biaya Juli 2024. - Pembahasan <i>progress Host to Host</i> dan <i>Master Plan IT</i>. <i>Progress</i> Penyelesaian Hutang - Piutang. <i>Progress</i> <i>Management Letter</i> KAP 2023.	- Approval and follow-up on the minutes of the joint meeting in July 2024. - Presentation of the Consolidated LHU for the RIU Group as of July 31, 2024. - Discussion on HUB for General Insurance and Life Insurance. - Progress on increasing Premium Revenue. - Progress of PT RSI related to cooperation. - Explanation regarding the increase in expense costs for July 2024. - Discussion on the progress of Host to Host and IT Master Plan. - Progress on the resolution of debts. - Progress on the Management Letter from KAP for 2023.

No.	Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
9	30 September 2024 September 30, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan Agustus 2024 (jika ada). - Pemaparan LHU Konsolidasi RIU Grup 31 Agustus 2024. - Pembahasan HUB Asuransi Jiwa - Progres peningkatan Pendapatan Premi PT Asei - Progres PT RSI - Penjelasan mengenai potensi hukum - Pembahasan <i>progress Host to Host</i> dan perbaikan data pada Reasuransi. <i>Progress Management Letter</i> KAP 2023. - Penjelasan mengenai Perbaikan RJPP (hasil <i>meeting</i> dengan Pak Wamen)	- Approval and follow-up on the minutes of the joint meeting in August 2024 (if any). - Presentation of the Consolidated LHU for the RIU Group as of August 31, 2024. - Discussion on HUB for Life Insurance. - Progress on increasing Premium Revenue for PT Asei. - Progress of PT RSI. - Explanation regarding potential legal issues. - Discussion on the progress of Host to Host and data improvements in Reinsurance. - Progress on the Management Letter from KAP for 2023. - Explanation regarding the Improvement of RJPP (results from the meeting with the Deputy Minister).
10	30 Oktober 2024 October 30, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan September 2024 (jika ada). - Pemaparan LHU Konsolidasi RIU Grup 31 September 2024. - Pembahasan mengenai prognosa HUB Asuransi Jiwa dan Asuransi Umum tahun 2024. - Progres peningkatan Pendapatan Premi dan Efisiensi Biaya PT Asei - Progres PT RSI - Penjelasan mengenai potensi hukum - Pembahasan <i>progress Host to Host</i> dan perbaikan data pada Reasuransi. - Progress Audit OJK. <i>Progress Management Letter</i> KAP 2023. - Pembahasan mengenai OWK.	- Approval and follow-up on the minutes of the joint meeting in September 2024 (if any). - Presentation of the Consolidated LHU for the RIU Group as of September 31, 2024. - Discussion regarding the prognosis for HUB in Life Insurance and General Insurance for 2024. - Progress on increasing Premium Revenue and Cost Efficiency for PT Asei. - Progress of PT RSI. - Explanation regarding potential legal issues. - Discussion on the progress of Host to Host and data improvements in Reinsurance. - Progress on the OJK Audit. - Progress on the Management Letter from KAP for 2023. - Discussion regarding OWK.
11	26 November 2024 November 26, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan Oktober 2024 (jika ada). - Pemaparan LHU Konsolidasi RIU Grup 30 Oktober 2024 dan Prognosa Akhir Tahun 2024. - Pembahasan Perubahan <i>Policy Underwriting</i> dan <i>Claim</i> untuk Treaty Tahun 2025 - Pembahasan PT Asei tahun 2024 dan Estimasi Tahun 2025 - Pembahasan Mengenai <i>Exit Meeting</i> OJK - Pembahasan Audit KAP dan Rencana Penambahan Area Audit. - Pembahasan Kasus Hukum, Kewajiban Pelaporan BOD dan BOC serta Regulasi Baru (Jika Ada). - Pembahasan <i>Progress Host to Host</i> dan perbaikan data pada Reasuransi. - Pembahasan <i>Progress</i> OWK.	- Approval and follow-up on the minutes of the joint meeting in October 2024 (if any). - Presentation of the Consolidated LHU for the RIU Group as of October 30, 2024, and Year-End Prognosis for 2024. - Discussion on Changes to the Underwriting and Claim Policy for the 2025 Treaty. - Discussion on PT Asei for 2024 and Estimates for 2025. - Discussion regarding the Exit Meeting with OJK. - Discussion on the KAP Audit and Plans for Expanding the Audit Area. - Discussion on Legal Cases, Reporting Obligations of the BOD and BOC, and New Regulations (if any). - Discussion on the progress of Host to Host and data improvements in Reinsurance. - Discussion on the progress of OWK.
12	24 Desember 2024 December 24, 2024	- Persetujuan dan tindak lanjut risalah rapat gabungan bulan November 2024 (jika ada). - Pemaparan LHU Konsolidasi RIU Grup 31 November 2024 dan Prognosa Akhir Tahun 2024. - Pembahasan Perubahan <i>Policy Underwriting</i> dan <i>Claim</i> untuk Treaty Tahun 2025 serta Penyelesaian Beban dari Reasuransi Jiwa. - Pembahasan PT Asei tahun 2024 dan Pembahasan PT RSI. - Pembahasan Tindak Lanjut Hasil Audit OJK. - Pembahasan Audit KAP dan Rencana Penambahan Area Audit. - Pembahasan Kasus Hukum, Kewajiban Pelaporan BOD dan BOC serta Regulasi Baru (Jika Ada). - Pembahasan <i>Progress Host to Host</i> dan perbaikan data pada Reasuransi. - Pembahasan RKAP dan RJPP Berbasis IFRS 17 dan Manajemen Risiko.	- Approval and follow-up on the minutes of the joint meeting in November 2024 (if any). - Presentation of the Consolidated LHU for the RIU Group as of November 31, 2024, and Year-End Prognosis for 2024. - Discussion on Changes to the Underwriting and Claim Policy for the 2025 Treaty and Resolution of Expenses from Life Reinsurance. - Discussion on PT Asei for 2024 and Discussion on PT RSI. - Discussion on the Follow-Up of the OJK Audit Results. - Discussion on the KAP Audit and Plans for Expanding the Audit Area. - Discussion on Legal Cases, Reporting Obligations of the BOD and BOC, and New Regulations (if any). - Discussion on the progress of Host to Host and data improvements in Reinsurance. - Discussion on RKAP and RJPP Based on IFRS 17 and Risk Management.

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.

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 pengangkatannya mengacu pada Peraturan Menteri Badan Usaha Milik Negara No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Secara ringkas, proses pengangkatan dimulai dengan pengusulan calon, baik oleh Menteri BUMN maupun pemegang saham. Calon yang diusulkan harus memenuhi persyaratan kompetensi, integritas, dan pengalaman. Selanjutnya, dilakukan seleksi dan evaluasi, termasuk penilaian kemampuan dan kepatutan. Setelah itu, keputusan pengangkatan ditetapkan melalui RUPS atau langsung oleh Menteri BUMN jika BUMN tersebut dimiliki 100% oleh negara. Setelah diangkat dan dinyatakan memenuhi penilaian kemampuan dan kepatutan, anggota Dewan Komisaris dapat langsung menjalankan tugasnya sesuai dengan ketentuan yang berlaku.

Sedangkan secara lebih komprehensif dan mendalam, prosedur pengangkatan merujuk pada PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara berikut segala perubahannya apabila ada.

PROSEDUR PENETAPAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Dewan Komisaris

Pengusulan besaran remunerasi untuk Dewan Komisaris disampaikan 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.

NOMINATION AND REMUNERATION POLICY OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

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 within the authority of shareholders, which is carried out through the GMS mechanism.

PROCEDURE FOR NOMINATION OF MEMBERS OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

The appointment of members of the Board of Commissioners and the Board of Directors of Indonesia Re is under the authority of the shareholders, in this case the Ministry of SOE. The procedure for appointing the Board of Commissioners refers to the Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises

In summary, the appointment process begins with the nomination of candidates, either by the Minister of State-Owned Enterprises (BUMN) or by the shareholders. The proposed candidates must meet the requirements of competence, integrity, and experience. Subsequently, a selection and evaluation process is conducted, including assessments of capability and suitability. After that, the appointment decision is made through the General Meeting of Shareholders (RUPS) or directly by the Minister of BUMN if the state-owned enterprise is 100% owned by the state. Once appointed and deemed to meet the capability and suitability assessments, members of the Board of Commissioners can immediately carry out their duties in accordance with applicable regulations.

On a more comprehensive and in-depth level, the appointment procedure refers to PER-3/MBU/03/2023 concerning the Organization and Human Resources of State-Owned Enterprises, along with any amendments that may occur.

PROCEDURE FOR NOMINATION OF MEMBERS OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

Board of Commissioners

The proposal for the amount of remuneration for the Board of Commissioners is made by the Board of Commissioners and determined through a GMS, taking into account the assessment conducted by the Company and to be decided by the Minister of SOE. Apart from determining remuneration, the GMS also determines the facilities of the Board of Commissioners.

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.

Penetapan remunerasi dan fasilitas bagi Direksi berdasarkan pada Keputusan Rapat Umum Pemegang Saham (RUPS) dengan mengacu pada Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

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 No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.

Indikator Penetapan Remunerasi Dewan Komisaris dan Direksi

Untuk 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 komponen remunerasi Dewan Komisaris dan Direksi yang dialokasikan setiap bulannya tahun 2024:

The honorarium for the President Commissioner is set at 45% of the salary of the President Director and commissioners, each at 90% of the honorarium for the President Commissioner.

Board of Directors

The proposal for the amount of remuneration for the Board of Directors is made by the Board of Commissioners and determined through the GMS, in accordance with Article 96 paragraph (1) of the Limited Company Law No. 40 of 2007, which regulates the amount of salaries and allowances for the Board of Directors and is determined based on the decision of the GMS. This authority, based on Article 96 paragraph (2), can be delegated to the Board of Commissioners. Furthermore, the final decision is given by the Minister of SOE.

In the GMS, apart from determining remuneration, the Board of Directors' facilities are also determined.

The determination of remuneration and facilities for the Board of Directors is based on the Resolution of the General Meeting of Shareholders (GMS) with reference to Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

Remuneration Structure for the Board of Commissioners and the Board of Directors

The determination of the remuneration structure and components of Indonesia Re's Board of Commissioners and Board of Directors refers to the guidelines set by the Minister of SOE No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.

Indicators for the Determination of Remuneration for 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 Indicators (KPI);
2. Individual work performance;
3. Fairness with other companies;
4. Consideration of the Company's long-term goals and strategies.

The results of this study are used as the basis for proposals from the Board of Commissioners to be submitted to Shareholders.

The components of monthly remuneration for the Board of Commissioners and the Board of Directors allocated for 2024 are as follows:

Remunerasi & Fasilitas Dewan Komisaris dan Direksi Remuneration & Facilities for the Board of Commissioners and the Board of Directors	Keterangan Description
Honorarium/Gaji Dasar Honorarium/Basic Salary	- Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara - Sesuai surat No.SR-133/Wk.MBU.08/08/2024 tanggal 27 Agustus 2024 - In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises - In accordance with letter No. SR-133/ Wk.MBU.08/08/2024 dated August 27, 2024
Tunjangan Allowance	- Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara - Sesuai surat No.SR-133/Wk.MBU.08/08/2024 tanggal 27 Agustus 2024 - In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises - In accordance with letter No. SR-133/ Wk.MBU.08/08/2024 dated August 27, 2024
Tunjangan Hari Raya Keagamaan Religious holiday allowance	- Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara - Sesuai surat No.SR-133/Wk.MBU.08/08/2024 tanggal 27 Agustus 2024 - In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises - In accordance with letter No. SR-133/ Wk.MBU.08/08/2024 dated August 27, 2024
Tunjangan Perumahan Housing Benefit	- Sesuai surat No.SR-133/Wk.MBU.08/08/2024 tanggal 27 Agustus 2024 - In accordance with letter No. SR-133/ Wk.MBU.08/08/2024 dated August 27, 2024
Asuransi Purna Jabatan Post-Service Insurance	Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises
Fasilitas Facilities	- Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara - Sesuai surat No.SR-133/Wk.MBU.08/08/2024 tanggal 27 Agustus 2024 - In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises - In accordance with letter No. SR-133/ Wk.MBU.08/08/2024 dated August 27, 2024
Fasilitas Kendaraan Vehicle Facility	Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises
Fasilitas Kesehatan Medical facility	Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises
Fasilitas Bantuan Hukum Legal Aid Facility	Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises
Bonus	- Sesuai Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara - Sesuai surat No.SR-133/Wk.MBU.08/08/2024 tanggal 27 Agustus 2024 - In accordance with Minister of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises - In accordance with letter No. SR-133/ Wk.MBU.08/08/2024 dated August 27, 2024

Bonus Kinerja

Dewan Komisaris juga menerima bonus kinerja antara lain dalam bentuk tantiem/insentif kinerja/insentif khusus.

Performance Bonuses

The Board of Commissioners also receives performance bonuses, including in the form of tantiem/performance incentives/special incentives.

KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

DIVERSITY IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

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-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Berikut keberagaman komposisi Dewan Komisaris dan Direksi Indonesia Re.

Shareholders always pay attention to elements of diversity in determining the composition of the Board of Commissioners and the Board of Directors, both in terms of education, work experience, age, and gender, as well as implementing non-discriminatory policies. This diversity of composition also takes into account the Company's needs.

The policy for determining the requirements for the composition of members of the Board of Commissioners refers to the provisions of Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises. The following is the diversity of the composition of the Board of Commissioners and the Board of 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	- Magister Manajemen STIE Bumiputera (2004); - Insurance School of Japan, Tokyo (ISJ) (1999); - IPB University (1985). - Master of Management from STIE Bumiputera (2004); - Insurance School of Japan, Tokyo (ISJ) (1999); - IPB University (1985).	- Anggota Tim Penguji <i>Fit and Proper</i> OJK (2015-Sekarang); - Komisaris Independen, PT Asuransi Jiwa Astra (2021-Sekarang) - Komisaris Independen PT Asuransi Jasa Indonesia (2020-2021); - Direktur Utama PT Asuransi Adira Dinamika Tbk (2017-2020); - Wakil Ketua AAUI Bidang SDM & Literasi Asuransi Asosiasi Asuransi Umum Indonesia (2018-2020); - 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). - Direktur PT Asuransi Bumiputera Muda 1967 (2001 – 2010) - Member of the Fit and Proper Test Team at OJK (2015-Present); - Independent Commissioner, PT Asuransi Jiwa Astra (2021-Present); - Independent Commissioner, PT Asuransi Jasa Indonesia (2020-2021); - President Director of PT Asuransi Adira Dinamika Tbk (2017-2020); - Vice Chairman of AAUI for HR & Insurance Literacy, Indonesian General Insurance Association (2018-2020); - Deputy 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); - Director of PT Asuransi Bumiputera Muda 1967 (2001-2010)

Nama Name	Jabatan Position	Jenis Kelamin Gender	Pendidikan Education	Pengalaman & Keahlian Experience & Expertise
Reza Yamora Siregar	Komisaris Independen Independent Commissioner	Pria Male	- Doctor of Philosophy dari Brown University (1994) - Master of Arts Brown University (1992)	- Head/Senior Executive Vice President, Indonesia Financial Group (2021–2024) - Staf Khusus Menteri, Kementerian Koordinator Bidang Perekonomian Republik Indonesia (2020–Sekarang) - Chief Representative of the Singapore Office and Head of ASEAN and India Research, The Institute of International Finance (Singapore), (2018–2019) - Anggota Pengajar / Faculty Member, Institut Bank Indonesia, (2016–Sekarang) - 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 (2021–2024); - Special Staff to the Minister, Coordinating Ministry for Economic Affairs of the Republic of Indonesia (2020–Present); - Chief Representative of the Singapore Office and Head of ASEAN and India Research, The Institute of International Finance (Singapore) (2018–2019); - Faculty Member, Bank Indonesia Institute (2016–Present); - Senior Economist, IMF (International Monetary Fund) - Singapore Regional Training Institute (2016–2018); - Executive Director/Chief ASEAN Economist at Global Macro Research, Global Investment Research - The Goldman Sachs (Singapore) Pte (2014–2016)
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 Jenderal - Staf Ahli Menteri Bidang Aksesibilitas Sosial, Kementerian Sosial RI (2023 - Sekarang); - Inspektorat Jenderal Kementerian Sosial RI (2018 - 2023); - 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 Inspektorat Jenderal Kementerian Sosial RI (2008–2012). - Secretary General - Special Advisor to the Minister for Social Accessibility, Ministry of Social Affairs of the Republic of Indonesia (2023 - Present); - Inspectorate General of the Ministry of Social Affairs of the Republic of Indonesia (2018 - 2023); - Secretary of the Inspectorate General of the Ministry of Social Affairs of the Republic of Indonesia (2017 - 2018); - Inspector for Social Empowerment and Poverty Alleviation at the Inspectorate General of the Ministry of Social Affairs of the Republic of Indonesia (2016); - Inspector for Support at the Inspectorate General of the Ministry of Social Affairs of the Republic of Indonesia (2014–2015); - Head of Program and Reporting at the Secretariat of the Inspectorate General of the Ministry of Social Affairs of the Republic of Indonesia (2013–2014); - Head of Finance at the Secretariat of the Inspectorate General of the Ministry of Social Affairs of the Republic of Indonesia (2012–2013); - Head of Program and Evaluation at the Secretariat of the Inspector General of the Ministry of Social Affairs of the Republic of Indonesia (2008–2012).

Nama Name	Jabatan Position	Jenis Kelamin Gender	Pendidikan Education	Pengalaman & Keahlian Experience & Expertise
Lie Suratno**	Komisaris Independen Independent Commissioner	Pria Male	Universitas Kampus Ungu (2000)	- Staf Khusus Wakil Ketua DPR RI (2019-2024) - Tenaga Ahli DPR RI (2014 - 2019) - Wirausaha (2014-2000) - Special Staff to the Deputy Speaker of the House of Representatives of the Republic of Indonesia (2019-2024); - Expert Staff of the House of Representatives of the Republic of Indonesia (2014 - 2019); - Entrepreneur (2014-2000).
Benedictus M Waworuntu	Direktur Utama President Director	Pria Male	Sarjana Psikologi dari Universitas Indonesia (1993). Bachelor of Psychology from the University of Indonesia (1993).	- 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-Swiss Reinsurance 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-Swiss Reinsurance Company Ltd. Singapore (2014-2015).
Maria Elvida Rita Dewi	Direktur Keuangan dan Aktuaria Director of Finance and Actuarial	Wanita Female	- Magister Finance dari Universitas Gadjah Mada (2015); - Sarjana Matematika/ Aktuaria dari Universitas Indonesia (1995). - Master of Finance from Gadjah Mada University (2015); - Bachelor of Mathematics/Actuarial Science from the University of Indonesia (1995)	- Komisaris PT Asuransi Asei Indonesia (24 Juni 2022 - 20 Juli 2023); - Chief Actuary PT Sinarmas MSIG Life (2021); - Chief Finance Officer PT Bhinneka Life Indonesia (2019-2020); - Chief Actuary PT Bhinneka Life Indonesia (2018-2019) - 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). - Kepala Divisi dan Appointed Actuary PT MLC Life Indonesia (2002-2005); - Actuarial Manager PT Prudential Life Assurance Indonesia (1996-2002) - Commissioner of PT Asuransi Asei Indonesia (June 24, 2022 - July 20, 2023); - Chief Actuary of PT Sinarmas MSIG Life (2021); - Chief Finance Officer of PT Bhinneka Life Indonesia (2019-2020); - Chief Actuary of PT Bhinneka Life Indonesia (2018-2019); - Chief Actuary of PT Astra Aviva Life (2016-2018); - Chief Finance Officer of PT AJ Generali Indonesia (2009-2016); - Marketing Actuary, Product Development & Pricing Head at PT Sun Life Financial Indonesia (2007-2008); - Corporate Actuary, Valuation and Reporting Head at PT Prudential Life Assurance Indonesia (2005-2007); - Head of Division and Appointed Actuary at PT MLC Life Indonesia (2002-2005); - Actuarial Manager at PT Prudential Life Assurance Indonesia (1996-2002).

Nama Name	Jabatan Position	Jenis Kelamin Gender	Pendidikan Education	Pengalaman & Keahlian Experience & Expertise
Robbi Yanuar Walid	Direktur Manajemen Risiko, Kepatuhan, SDM dan Corporate Secretary Director of Risk Management, Compliance, HR and Corporate Secretary	Pria Male	- Magister Ilmu Hukum, Universitas Jayabaya (2003); - Sarjana Hukum, Universitas Andalas (1994). - Master of Law from Jayabaya University (2003); - Bachelor of Law from Andalas University (1994).	- Komisaris Utama PT Reasuransi Syariah Indonesia (Juli 2022-Maret 2023) - Direktur Compliance & Human Capital PT Bhineka Life Indonesia - Berbagai posisi pada entitas usaha AXA Group di Indonesia (2011-2017), antara lain: • Country Head of Legal & Compliance; • Deputy Chairman & Member of AXA Indonesia Joint 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 di Allianz Indonesia (Life & General Insurance) (2007-2011); - Corporate Legal Department Head di Serasi Autoraya Group – an affiliated group of company of PT Astra International Tbk (1996-2007). - President Commissioner of PT Reasuransi Syariah Indonesia (July 2022-March 2023); - Director of Compliance & Human Capital at PT Bhineka Life Indonesia; - Various positions at AXA Group entities in Indonesia (2011-2017), including: • Country Head of Legal & Compliance; • Deputy Chairman & Member of AXA Indonesia Joint 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 di Allianz Indonesia (Life & General Insurance) (2007-2011); - Corporate Legal Department Head di Serasi Autoraya Group – an affiliated group of company of PT Astra International Tbk (1996-2007).
Beatrix Santi Anugrah	Direktur Pengembangan dan Teknologi Informasi Director of Development and Information Technology	Wanita Female	- Magister Manajemen dari Universitas Pelita Harapan (1990); - Sarjana Ekonomi dari Universitas Trisakti 2014. - Master of Management from Pelita Harapan University (1990); - Bachelor of Economics from Trisakti University 2014.	- 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).
Delil Khairat	Direktur Teknik Operasi Director of Technical Operations	Pria Male	- MBA di Graduate School of Management International Islamic University Malaysia (IIUM) (2013); - Sarjana Sains di bidang Ilmu Statistika dari Institut Pertanian Bogor (1997). - MBA from the Graduate School of Management, International Islamic University Malaysia (IIUM) (2013); - Bachelor of Science in Statistics from Bogor Agricultural University (1997).	- Vice President – Senior Client Manager & Market Underwriter, Swiss Reinsurance Company Limited, Malaysia Branch (Swiss Re Retakaful) (2014-2022); - Head of Underwriting, ACR Retakaful Berhad, Malaysia (2010-2014); - Treaty Manager di Hannover Re, Bahrain (2007-2010); - Senior Underwriter, PT Tugu Pratama Indonesia (Tugu Insurance) (2007).

* masa Jabatan sebagai Komisaris telah berakhir terhitung sejak tanggal 17 Oktober 2024.

** diangkat sebagai Komisaris Independen terhitung sejak tanggal 16 Oktober 2024.

* The term of office as Commissioner has ended as of October 17, 2024.

** Appointed as Independent Commissioner effective October 16, 2024.

HUBUNGAN AFILIASI DEWAN KOMISARIS, DIREKSI DAN PEMEGANG SAHAM

Saat ini, seluruh anggota Dewan Komisaris dan Direksi Indonesia Re tidak memiliki hubungan afiliasi satu sama lain maupun dengan Pemegang Saham Pengendali, baik dalam bentuk hubungan keluarga maupun hubungan keuangan. Ke depan, Indonesia Re akan senantiasa memperhatikan ketentuan yang berlaku serta menerapkan kebijakan dan mekanisme yang diperlukan untuk memastikan independensi dan memitigasi potensi konflik kepentingan.

AFFILIATE RELATIONS OF THE BOARD OF COMMISSIONERS, BOARD OF DIRECTORS, AND SHAREHOLDERS

Currently, all members of the Board of Commissioners and Directors of Indonesia Re do not have any affiliate relationships with each other or with the Controlling Shareholders, either in the form of family relationships or financial relationships. In the future, Indonesia Re will continuously pay attention to applicable regulations and implement the necessary policies and mechanisms to ensure independence and mitigate potential conflicts of interest.

PENILAIAN KINERJA ORGAN PERUSAHAAN

PERFORMANCE ASSESSMENT OF COMPANY ORGANS

Prosedur Pelaksanaan Penilaian Kinerja

Prosedur penilaian kinerja bagi Organ Perusahaan 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.

Kriteria penilaian

Organ Perusahaan menggunakan *Company Corporate Governance Scorecard* yang mengacu pada pelaksanaan asesmen GCG dari Otoritas Jasa Keuangan (OJK).

Penilaian organ perusahaan merupakan salah satu parameter dalam penilaian Self-Assessment GCG yang dikembangkan OJK yang meliputi 6 (enam) aspek dan 97 parameter, dengan rincian sebagai berikut :

Performance Assessment Implementation Procedures

Performance assessment procedures for Company Organs are carried out through several methods that are in line with the assessment of Good Corporate Governance. The assessment procedure begins with document analysis, filling out questionnaires, conducting interviews, consultations, and joint discussions, determining grades, and presenting assessment results. Next, the assessment ends with the preparation of an assessment results report.

Assessment Criteria

Company Organs' assessment criteria use the Company Corporate Governance Scorecard, which refers to the implementation of the GCG assessment by Financial Services Authority (OJK).

The assessment of the company's governing organs is one of the parameters in the GCG Self-Assessment T developed by OJK includes 6 (six) aspects and 97 parameters, with the following details:

No.	Aspek Pengujian/Indikator/Parameter Examination Aspects/indicators/Parameters	Tahun Penilaian Assessment Year
		2024
1	Etika Bisnis dan Pedoman Perilaku Business Ethics and Code of Conduct	5,00
2	Organ Perusahaan Company Organs	4,75
3	Pemegang Saham Shareholders	5,00
4	Pemangku Kepentingan Stakeholders	4,97
5	Praktik Usaha yang Sehat Healthy Business Practices	4,87
6	Pernyataan Penerapan Pedoman Tata Kelola Statement of Implementation of Governance Guidelines	4,50
Skor Keseluruhan Overall Score		4,86
Klasifikasi Kualitas Penerapan Implementation Quality Classification		Sangat Baik Very Good

KOMITE-KOMITE DI BAWAH DEWAN KOMISARIS

COMMITTEES UNDER THE BOARD OF COMMISSIONERS

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 baik. Komite-komite tersebut adalah:

1. Komite Audit;
2. Komite Nominasi dan Remunerasi;
3. Komite Pemantau Risiko;
4. Komite Tata Kelola Terintegrasi.

KOMITE AUDIT

Komite Audit dibentuk untuk membantu Dewan Komisaris dalam memantau dan memastikan efektivitas sistem pengendalian internal. Selain itu, berkenaan dengan 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. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
3. Peraturan Otoritas Jasa Keuangan Nomor 18/POJK.03/2014 Tanggal 18 November 2014 Penerapan Tata Kelola Terintegrasi Bagi Konglomerasi Keuangan
4. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tanggal 23 Desember 2016 tentang Tata Kelola Perusahaan Yang Baik Bagi Perusahaan Perasuransian yang diubah berdasarkan 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.
5. 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, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah.

In carrying out its supervisory function, the Board of Commissioners is assisted by committees, which are part of the supporting organs under it. Apart from making the supervisory function more effective, these committees are also part of implementing good corporate governance. These committees are:

1. Audit Committee;
2. Nomination and Remuneration Committee
3. Business Risk Monitoring Committee;
4. Integrated Governance Committee.

AUDIT COMMITTEE

The Audit Committee is established to assist the Board of Commissioners in monitoring and ensuring the effectiveness of the internal control system. In addition, the Committee oversees the performance of internal and external auditors by monitoring and evaluating the planning and implementation of audits, in order to assess the adequacy of internal control, including the financial reporting process.

Legal Basis

The legal basis for the formation of the Company's Audit Committee is as follows:

1. Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises
2. Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises
3. Financial Services Authority Regulation Number 18/POJK.03/2014 Dated 18 November 2014 concerning Implementation of Integrated Governance for Financial Conglomerates
4. Financial Services Authority Regulation No. 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies, which was amended by Financial Services Authority Regulation Number 43/POJK.05/2019 regarding Amendments to Financial Services Authority Regulation Number 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies;
5. Financial Services Authority Circular No. 14/SEOJK.05/2019 concerning the Formation, Membership Composition, and Term of Service of Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies;

6. Anggaran Dasar Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama, Akta Notaris Achmad Bajumi, S.H., pengganti dari Notaris Imas Fatimah, S.H., Nomor: 173 tanggal 30 November 1985 sebagaimana telah beberapa diubah kali, terakhir dengan Akta Notaris Nanda Fauz Iwan, SH, Mkn, Nomor: 03 tanggal 14 Mei 2020.
7. Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama No. KEP-01/DK-INDONESIARE/II/2025 pada tanggal 19 Februari 2025 tentang pembagian tugas Dewan Komisaris Perseroan (Persero) PT Reasuransi Indonesia Utama.
8. Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP06/DK-Indonesiare/I/2023 tanggal 31 Januari 2023 tentang Pengangkatan Sdri. Wahyuni Sri Utami sebagai Anggota Komite Audit Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama.
9. Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-07/DK-INDONESIARE/V/2024 tanggal 15 Mei 2024 tentang Pemberhentian dan Pengangkatan Sdri. Fanita Meilisa Selaku Anggota Komite Audit Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama.
6. Articles of Association of the Limited Liability Company (Persero) PT Reasuransi Indonesia Utama, Notary Deed of Achmad Bajumi, SH, replacement of Notary Imas Fatimah, SH, Number: 173 dated 30 November 1985 as amended several times, most recently by Notary Deed of Nanda Fauz Iwan, SH, Mkn, Number: 03 dated 14 May 2020.
7. Decree of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP01/DK-INDONESIARE/II/2025 dated February 19, 2025 concerning the Division of Duties of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama;
8. Decree of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP06/DK-Indonesiare/I/2023 dated January 31, 2023 concerning the Appointment of Sdri. Wahyuni Sri Utami as a Member of the Audit Committee of the Company (Persero) PT Reasuransi Indonesia Utama.
9. Decree of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP-07/DK-INDONESIARE/V/2024 dated May 15, 2024 concerning the Dismissal and Appointment of Ms. Fanita Meilisa as Member of the Audit Committee of the Company (Persero) PT Reasuransi Indonesia Utama.

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 06 November 2023 dan dapat disesuaikan dengan perkembangan/perubahan peraturan perundang-undangan yang berlaku di kemudian hari.

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 (*conflict of interest*).
2. Persyaratan Keahlian
 - a. Anggota Komite Audit dinilai memiliki keahlian di bidang audit, keuangan, dan/atau akuntansi atau akuntansi syariah apabila memenuhi kriteria:

Audit Committee Charter

The Audit Committee Charter was 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 6, 2023, it can be adjusted in response to future developments or changes in applicable laws and regulations.

Criteria for Audit Committee Members

The Audit Committee Charter sets out membership requirements, including:

1. General Requirements
 - a. Have high integrity, ability, knowledge, good integrity, sufficient work experience, and be able to communicate effectively.
 - b. Has no personal interests/relationships that could have a negative impact on the Company or conflict of interest.
2. Skills Requirements
 - a. Audit Committee members are considered to have expertise in the fields of audit, finance, and/ or accounting or sharia accounting if meet the following criteria:

- 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 disyaratkan;
 - 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 Audit

Anggota Komite diangkat dan diberhentikan berdasarkan hasil keputusan rapat Dewan Komisaris dan dituangkan kedalam Keputusan Dewan Komisaris KEP-06/DK-Indonesiare/I/2023 tanggal 31 Januari 2023 dan KEP-07/DK-INDONESIAIRE/V/2024 tanggal 15 Mei 2024.

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.

Berikut komposisi dan dasar hukum pengangkatan Komite Audit Indonesia Re hingga Laporan Tahunan ini disampaikan:

- Have knowledge and/or education in the fields of auditing, finance, and/or accounting, or sharia accounting; and
 - Have at least 3 (three) years of work experience in the fields of audit, finance, and/or accounting, or sharia accounting.
- b. Audit Committee members are considered to have expertise in law and/or insurance if meet the following criteria;
- Have knowledge and/or education in the field of law and/or insurance; And
 - Have at least 3 (three) years of work experience in the field of law and/or insurance.

3. Audit Committee members who come from Independent Parties must fulfill the following provisions:
- a. Meet all required competencies;
 - b. Meet independence criteria;
 - c. Able to maintain company confidentiality;
 - d. Pay attention to the applicable code of ethics;
 - e. Not neglecting the implementation of duties and responsibilities as a Committee; and
 - f. Other requirements stipulated in accordance with applicable regulations.

Appointment and Dismissal of the Audit Committee

Committee members are appointed and dismissed based on the results of the Board of Commissioners' meeting decisions and are stated in the Board of Commissioners' Decision Decree No. KEP-06/DK-Indonesiare/I/2023 dated January 31, 2023 and KEP-07/DK-INDONESIAIRE/V/2024 dated May 15, 2024.

Composition of Audit Committee Members

The Audit Committee is led by an Independent Commissioner and consists of independent parties who have expertise in the fields of audit, finance, law, insurance, and/or accounting, or sharia accounting in the event that the Company does not have an Independent Commissioner.

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 of Appointment	Masa Jabatan Term of Office
Reza Yamora Siregar	Ketua Chairman	Komisaris Independen Independent Commissioner	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIAIRE/XII/2022 Tanggal 30 Desember 2022 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIAIRE/XII/2022 Dated December 30, 2022	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner
Julian Noor	Anggota Member	Komisaris Utama/ Komisaris Independen President Commissioners/ Independent Commissioner	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIAIRE/XII/2022 Tanggal 30 Desember 2022 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-11/DK-INDONESIAIRE/XII/2022 Dated December 30, 2022	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner

Nama Name	Jabatan Position	Jabatan di Indonesia Re Position in Indonesia Re	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Dadang Iskandar*	Anggota Member	Komisaris Commissioner	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIARE/I/2024 Tanggal 31 Januari 2024 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIARE/I/2024 Dated December 31, 2024	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner
Lie Suratno**	Anggota Member	Komisaris Independen Independent Commissioner	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIARE/II/2025 Tanggal 19 Februari 2025 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-03/DK-INDONESIARE/II/2025 Dated February 19, 2025	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner
Fanita Meilisa	Anggota Member	Pihak Independen Independent Party	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-07/DK-INDONESIARE/V/2024 Tanggal 15 Mei 2024 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-07/DK-INDONESIARE/V/2024 Dated May 15, 2024	Sesuai SK According to SK
Wahyuni Sri Utami	Anggota Member	Pihak Independen Independent Party	Surat Keputusan Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) No. KEP-06/DK-Indonesiare/I/2023 tanggal 31 Januari 2023 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) No. KEP-06/DK-INDONESIARE/I/2023 Dated January 31, 2023	Sesuai SK According to SK

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Audit terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Audit Committee effective February 19, 2025.

Profil Anggota Komite Audit

Penjelasan terkait profil Ketua dan Anggota Komite Audit disajikan pada bab Profil Perusahaan dalam buku Laporan Tahunan ini.

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.

Profile of Audit Committee Members

Explanations regarding the profile of the Chairman and Members of the Audit Committee are presented in the Company Profile chapter of this Annual Report.

Independence of Audit Committee Members

Committees formed by the Board of Commissioners must act independently and professionally and are free from conflicts of interest, influence, or pressure from any party in carrying out their duties and responsibilities.

Aspek Independensi Independence Aspect	Reza Yamora Siregar	Julian Noor	Dadang Iskandar*	Lie Suratno**	Fanita Meilisa	Wahyuni Sri Utami
Tidak memiliki hubungan kepengurusan di Perusahaan Does not have a management relationship in the Company	√	√	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan Does not have a share ownership relationship in the Company	√	√	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham Does not have a familial relationship with shareholder	√	√	√	√	√	√

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Audit terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Audit Committee effective February 19, 2025.

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 memberhentikannya sewaktu-waktu.

Anggota Komite Audit yang merupakan anggota Dewan Komisaris/Dewan Pengawas BUMN, berhenti dengan sendirinya apabila masa jabatannya sebagai anggota Dewan Komisaris/Dewan Pengawas BUMN berakhir.

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;
3. Memastikan Direksi melakukan tindak lanjut atas hasil temuan auditor internal, auditor eksternal, dan hasil pengawasan Otoritas Jasa Keuangan terhadap Perusahaan;
4. Mereviu 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 perundang-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.

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.

Term of Office of Audit Committee Member

The term of service 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.

Members of the Audit Committee who are members of the Board of Commissioners/Supervisory Board of SOE, automatically cease when their term of office as members of the Board of Commissioners/Supervisory Board of SOE ends.

Duties and Responsibilities of the Audit Committee

The Audit Committee is responsible for assisting 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, including:

1. Assess the implementation of activities and audit results carried out by internal auditors and external auditors;
2. Provide recommendations regarding improvements to the internal control system and its implementation;
3. Ensure that the Board of Directors carries out followup actions on the findings of internal and 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 prospective external auditors;
5. Ensure that financial statements comply with accounting standards applicable in Indonesia and the provisions of laws and regulations in the insurance sector;
6. Periodically evaluate the Audit Committee charter in accordance with developments in statutory provisions.
7. Identify other matters that, according to the Audit Committee, require the attention of the Board of Commissioners; and
8. Carry out other assignments from the Board of Commissioners as long as these assignments have been stipulated in the Audit Committee charter.

Committee Authority

The Committee can access records or information about the internal control system, Company financial statements, Company health level, 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.

Sepanjang tahun 2024, Komite Audit telah melangsungkan 14 kali rapat dengan agenda sebagai berikut:

Audit Committee Meeting

The Committee must hold Committee meetings at least once in 3 (three) months, either directly, via teleconference, video conference, or other electronic media, with a preapproved agenda for each meeting.

Throughout 2024, the Audit Committee has held 14 meetings with the following agenda:

Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
23 Januari 2024 January 23, 2024	1. Pembahasan analisa komite audit 2. LHU per 31 Desember 2023	Discussion of the audit committee's analysis LHU as of December 31, 2023
22 Februari 2024 February 22, 2024	1. Pembahasan analisa komite audit 2. LHU per 31 Januari 2024	Discussion of the audit committee's analysis LHU as of December 31, 2024
4 Maret 2024 March 4, 2024	Progres KAP	KAP Progress
7 Maret 2024 March 7, 2024	Exit meeting audit tahun 2023	Exit Meeting for the 2023 Audit
20 Maret 2024 March 20, 2024	1. Pembahasan analisa komite audit 2. LHU per 29 Februari 2024	Discussion of the audit committee's analysis LHU as of February 29, 2024
19 April 2024 April 19, 2024	1. Pembahasan analisa komite audit 2. LHU per 31 Maret 2024	Discussion of the audit committee's analysis LHU as of March 31, 2024
15 Mei 2024 May 15, 2024	1. Pembahasan analisa komite audit 2. LHU per 30 April 2024	Discussion of the audit committee's analysis LHU as of April 30, 2024
21 Juni 2024 June 21, 2024	1. Pembahasan analisa komite audit 2. LHU per 31 Mei 2024	Discussion of the audit committee's analysis LHU as of May 31, 2024
26 Juli 2024 July 26, 2024	1. Pembahasan analisa komite audit 2. LHU per 30 Juni 2024	Discussion of the audit committee's analysis LHU as of June 30, 2024
26 Agustus 2024 August 26, 2024	1. Pembahasan analisa komite audit 2. LHU per 31 Juli 2024	Discussion of the audit committee's analysis LHU as of July 31, 2024
20 September 2024 September 20, 2024	1. Pembahasan analisa komite audit 2. LHU per 31 Agustus 2024	Discussion of the audit committee's analysis LHU as of August 31, 2024
24 Oktober 2024 October 24, 2024	1. Pembahasan analisa komite audit 2. LHU per 30 September 2024	Discussion of the audit committee's analysis LHU as of September 30, 2024
18 November 2024 November 18, 2024	1. Pembahasan analisa komite audit 2. LHU per 31 Oktober 2024	Discussion of the audit committee's analysis LHU as of October 31, 2024
20 Desember 2024 December 20, 2024	1. Pembahasan analisa komite audit 2. LHU per 30 November 2024	Discussion of the audit committee's analysis LHU as of November 30, 2024

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 Number of Attendance	Persentase Kehadiran (%) Percentage of Attendance (%)
Reza Yamora Siregar	Ketua Chairman	14	14	100
Julian Noor	Anggota Member	14	14	100
Dadang Iskandar *	Anggota Member	11	11	100
Lie Suratno**	Anggota Member	3	3	100
Fanita Meilisa	Anggota Member	14	14	100
Wahyuni Sri Utami	Anggota Member	14	13	93

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** diangkat sebagai Anggota Komite Audit terhitung sejak tanggal 19 Februari 2025.

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** Appointed as Audit Committee effective February 19, 2025.

Remunerasi Komite Audit

Sesuai Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan No. KEP-07/DK-INDONESIARE/V/2024 Tanggal 15 Mei 2024 dan KEP-06/DK-Indonesiare/I/2023 Tanggal 31 Januari 2023 tentang Pemberhentian dan Pengangkatan Anggota Komite Audit Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama, ditetapkan remunerasi Komite Audit adalah 20% dari gaji Direktur Utama setiap bulannya dan dibebankan kepada anggaran Perusahaan.

Audit Committee Remuneration

In accordance with SOE Ministerial Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises and No. KEP-07/DK-INDONESIARE/V/2024 dated May 15, 2024, and KEP-06/DK-Indonesiare/I/2023 dated January 31, 2023, concerning the Dismissal and Appointment of Members of the Audit Committee of the State-Owned Enterprise (Persero) PT Reasuransi Indonesia Utama, it is established that the remuneration for the Audit Committee is 20% of the monthly salary of the President Director and will be charged to the Company's budget.

Pelaksanaan Program Kerja Komite Audit

Uraian realisasi pelaksanaan tugas Komite Audit disampaikan melalui tabel di bawah ini.

Implementation of the Audit Committee Work Program

A description of the implementation of the Audit Committee's duties is presented in the table below.

No.	Program Kerja Work Program	Realisasi Realization
1	Mendukung Dewan Komisaris dalam pengawasan terhadap kinerja Perusahaan - Melakukan penelaahan/pembahasan awal Rencana Kerja dan Anggaran Perusahaan; - Melakukan revidi Laporan Manajemen bulanan /triwulan /tahunan. Supporting the Board of Commissioners in overseeing the Company's performance: - Conducting a review/discussion of the initial Work Plan and Company Budget; - Reviewing the monthly/quarterly/annual Management Reports.	- Menganalisis dan memberikan rekomendasi mengenai rancangan RKA Perusahaan; - Menganalisis dan memberikan rekomendasi mengenai Laporan Manajemen; - Menganalisis dan memberikan rekomendasi mengenai Laporan Keuangan Perusahaan. a. Analyzing and providing recommendations regarding the draft Company Work Plan and Budget (RKA); b. Analyzing and providing recommendations regarding the Management Reports; c. Analyzing and providing recommendations regarding the Company's Financial Statements.
2	Monitoring dan evaluasi kegiatan Kantor Akuntan Publik (KAP) agar berjalan secara profesional Monitoring and evaluating the activities of the Public Accounting Firm, to ensure they are conducted professionally.	- Menganalisis dan memberikan rekomendasi tentang penunjukan Kantor Akuntan Publik sebagai usulan Dewan Komisaris dalam RUPS Tahunan. - Memantau dan mengevaluasi kinerja Kantor Akuntan Publik dalam pelaksanaan audit Laporan Tahunan. - Memantau tindak lanjut atas temuan Kantor Akuntan Publik. - Memastikan independensi dan objektivitas akuntan publik. a. Analyze and provide recommendations regarding the appointment of a Public Accounting Firm as proposed by the Board of Commissioners at the Annual GMS b. Monitor and evaluate the performance of the Public Accounting Firm in carrying out the Annual Report audit. c. Monitor the follow-up on the findings of the Public Accounting Firm d. Ensure the independence and objectivity of public accountants
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.	- Melakukan <i>review</i> atas laporan hasil audit Internal Auditor. - Melaksanakan pemantauan kinerja Internal Auditor. - Melaksanakan pemantauan tindak lanjut temuan Internal Auditor. - Meminta Direksi untuk menindaklanjuti hasil temuan pemeriksaan auditor internal. - Memberikan tanggapan atas rencana Audit dan masalah yang ditemukan serta merekomendasikan pemeriksaan khusus apabila terdapat dugaan penyimpangan/kecurangan atas hukum dan peraturan yang berlaku. a. Reviewing the Internal Auditor's audit report. b. Carry out monitoring of Internal Auditor performance. c. Carry out follow-up monitoring of the Internal Auditor's findings. d. Request the Board of Directors to follow up on the findings of the internal auditor's examination. e. Provide responses to audit plans and identified issues, and recommend special examinations if there are allegations of irregularities/fraud regarding applicable laws and regulations

No.	Program Kerja Work Program	Realisasi Realization
4	Melakukan pemantauan tindak lanjut atas hasil audit Eksternal Auditor. Monitoring the follow up actions on the results of the External Auditor's audit.	a. Melakukan pemantauan pelaksanaan audit oleh Kantor Akuntan Publik/KAP yang melakukan audit atas Laporan Keuangan PT Reasuransi Indonesia Utama (Persero) Tahun Buku 2024 dan yang hasilnya akan disampaikan kepada Dewan Komisaris setelah selesai proses audit di semester I tahun 2024 untuk selanjutnya akan dibuat evaluasi terhadap kinerja KAP. b. Melakukan <i>Monitoring</i> tindak lanjut hasil audit KAP dan <i>Monitoring</i> tindak lanjut tersebut menjadi salah satu materi dalam rapat bulanan Komite audit dengan pihak manajemen. a. Monitoring the implementation of the audit by the Public Accounting Firm (KAP) that conducts the audit of the Financial Statements of PT Reasuransi Indonesia Utama (Persero) for the fiscal year 2024, the results of which will be presented to the Board of Commissioners after the audit process is completed in the first semester of 2024, for further evaluation of the KAP's performance. b. Conducting monitoring of the follow up actions on the KAP audit results, and this follow-up monitoring will be one of the agenda items in the monthly Audit Committee meetings with the management.
5	Menyusun Laporan Berkala Kegiatan Komite Audit Prepare Periodic Reports on Audit Committee Activities.	a. Menyusun Laporan Kegiatan Per Semester. b. Menyusun dan mengampaiakan program kerja tahun 2025. c. Menyusun Laporan Kegiatan Tahun 2024. d. Melakukan Evaluasi atas Piagam Komite Audit (<i>Audit Committee Charter</i>). a. Preparing the Activity Report for each semester. b. Prepare and deliver the 2025 work program. c. Prepare 2024 activity report d. Evaluate the Audit Committee Charter.
6	Melakukan pemantauan atas penerapan <i>Good Corporate Governance</i> (GCG) di PT Reasuransi Indonesia Utama (Persero). Monitoring the implementation of Good Corporate Governance (GCG) at PT Reasuransi Indonesia Utama (Persero).	a. Memantau penerapan prinsip Tata Kelola Perusahaan Yang Baik dengan melakukan telaah atas laporan penerapan GCG. 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 c. Mengambil langkah yang diperlukan untuk memenuhi <i>area of improvement</i> yang menjadi kewenangan Dewan Komisaris. d. Memantau penyelesaian rekomendasi hasil <i>assesment/self assessment</i> penerapan Tata Kelola Perusahaan Yang Baik oleh Direksi. a. Monitoring the application of the principles of Good Corporate Governance by reviewing the GCG implementation reports. b. Ensuring that the reports submitted to the OJK and other relevant authorities are carried out correctly and on time, and ensuring that the Company complies with applicable laws and regulations. c. Taking necessary steps to address areas of improvement that fall under the authority of the Board of Commissioners. d. Monitoring the completion of recommendations resulting from the assessment/self-assessment of the implementation of Good Corporate Governance by the Board of Directors.
7	Peningkatan kompetensi Komite Audit dengan mengikuti <i>workshop/ seminar</i> . Competency Improvement of Audit Committee by participating in workshops/seminars.	a. Mengikuti <i>workshop/seminar</i>. b. Melakukan <i>Benchmark</i>. a. Participate in workshops/seminars. b. Perform benchmarks
8	Melaksanakan penugasan khusus yang diberikan oleh Dewan Komisaris. Carrying out special assignments given by the Board of Commissioners	-

Pengembangan Kompetensi Komite Audit

Audit Committee Competency Development

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Reza Yamora Siregar	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	2 Days Workshop (Online) Risk Assessment Technique ISO 31010	GRC Management	12 -13 Agustus 2024 Zoom Meeting August 12-13, 2024 Zoom Meeting
	Pelatihan Manajemen risiko dengan tema Sustainability for organizational Resilience and Competitive Advantage. Risk Management Training with the theme "Sustainability for Organizational Resilience and Competitive Advantage."	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting
Julian Noor	<i>Refreshment Programme</i> Tim Penilaian Kemampuan dan Kepatutan Perusahaan Perasuransian, Penjaminan dan Dana Pensiun Tahun 2024 Refreshment Program for the Assessment Team of the Fit and Proper Test for Insurance Companies, Guaranteeing, and Pension Funds for the Year 2024.	OJK	05 Maret 2024 Via Zoom Meeting March 05, 2024 Via Zoom Meeting
	For Attending Digital and Risk Management in Insurance 2024 "Insuring Tomorrow Navigating The Digital Frontier in Life Insurance"	AAJI	15 - 17 Mei 2024 di Bandung May 15 - 17, 2024 in Bandung
	Rapat Koordinasi Nasional Pengawasan Intern Tahun 2024 - Mengawal Penuntasan Pembangunan Jangka Menengah untuk Kestinambungan Pembangunan. National Coordination Meeting on Internal Supervision for the Year 2024 - Overseeing the Completion of the Medium-Term Development for Sustainable Development.	BPKP	22 Mei 2024 di Jakarta May 22, 2024 in Jakarta
	1st ReIndo Syariah Conference (RSC)	RCS	27 Juni 2024 di Jakarta June 27, 2024 in Jakarta
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	Securing Stability & Unravelling Risk Impacting The Insurance Landscape	General Insurance Association of Indonesia	12 Oktober 2024 di Bali October 12, 2024 in Bali
Dadang Iskandar*	Recognizing Emerging Risks and Opportunities in Portfolio Diversification	GRC Manajemen	03 April 2024 Online April 03, 2024 Online
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference	24 - 25 Juli 2024 Jakarta July 24-25, 2024 in Jakarta
Lie Suratno**	Sertifikasi Nasional CRGP - ATKRT (Level IV) CRGP National Certification - ATKRT (Level IV)	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting
Fanita Meilisa	Peran Strategis Komite Audit dalam Mewujudkan Ranah Siber yang Aman The Strategic Role of the Audit Committee in Realizing a Secure Cyber Domain.	IKAI	01 Agustus 2024 Birawa Assembly Hall, Hotel Bidakara August 01, 2024 Birawa Assembly Hall, Bidakara Hotel
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 Jakarta July 24-25, 2024 in Jakarta
	Sertifikasi Nasional CRGP - ATKRT (Level IV) Sertifikasi Nasional CRGP - ATKRT (Level IV)	LSPMR	12-13 November 2024 Via Zoom Ujian 18 November 2024 November 12-13, 2024 Via Zoom Exam November 18, 2024
Wahyuni Sri Utami	Sertifikasi CACP CACP Certification	IKAI	4-6 Juni 2024 Jakarta June 4-6, 2024, Jakarta

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference	24 - 25 Juli 2024 Jakarta July 24-25, 2024 in Jakarta
	Peran Strategis Komite Audit dalam Mewujudkan Ranah Siber yang Aman The Strategic Role of the Audit Committee in Realizing a Secure Cyber Domain.	IKAI	01 Agustus 2024 Birawa Assembly Hall, Hotel Bidakara August 01, 2024 Birawa Assembly Hall, Bidakara Hotel
	Sertifikasi Nasional CRGP - ATKRT (Level IV)	LSPMR	12-13 November 2024, Online Ujian 06 Desember 2024 November 12-13, 2024 Online Exam December 06, 2024

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Audit terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Audit Committee effective February 19, 2025.

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.

Dasar Hukum

Pembentukan Komite Nominasi dan Remunerasi Usaha Indonesia Re mengacu pada dasar hukum yang meliputi:

1. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
3. Peraturan Otoritas Jasa Keuangan Nomor 18/POJK.03/2014 Tanggal 18 November 2014 Penerapan Tata Kelola Terintegrasi Bagi Konglomerasi Keuangan
4. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tanggal 23 Desember 2016 tentang Tata Kelola Perusahaan Yang Baik Bagi Perusahaan Perasuransian yang diubah berdasarkan 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.
5. 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, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah.

NOMINATION AND REMUNERATION COMMITTEE

The Nomination and Remuneration Committee was formed to assist the Board of Commissioners in carrying out the functions and duties of the Board of Commissioners regarding remuneration and nominations for members of the Board of Directors, members of the Board of Commissioners, and employees as a whole.

Legal Basis

The formation of the Indonesia Re Nomination and Remuneration Committee refers to the legal basis, which includes:

1. Minister of State-Owned Enterprises Regulation No PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.
2. Minister of State-Owned Enterprises Regulation No PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
3. Financial Services Authority Regulation Number 18/POJK.03/2014 Dated 18 November 2014 Implementation of Integrated Governance for Financial Conglomerates.
4. Financial Services Authority Regulations Number 73/POJK.05/2016 dated December 23, 2016, concerning Good Corporate Governance for Insurance Companies, which was amended by Regulation of the Financial Services Authority Number 43/POJK.05/2019 concerning Amendments to Regulation of the Financial Services Authority Number 73/POJK.05/2016 regarding Good Corporate Governance for Insurance Companies.
5. Financial Services Authority Circular No. 14/SEOJK.05/2019 Dated July 22, 2019 concerning the Formation, Membership Composition, and Term of Service of Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reasuransi Companies, and Sharia Reasuransi Companies;

6. Anggaran Dasar Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama, Akta Notaris Achmad Bajumi, S.H., pengganti dari Notaris Imas Fatimah, S.H., Nomor: 173 tanggal 30 November 1985 sebagaimana telah beberapa diubah kali, terakhir dengan Akta Notaris Nanda Fauz Iwan, SH, Mkn, Nomor: 03 tanggal 14 Mei 2020.
7. Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP01/DK-INDONESIARE/II/2025 tanggal 19 Februari 2025 tentang Pembidangan Tugas Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama;
8. Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP04/DK-INDONESIARE/II/2025 tanggal 19 Februari 2025 tentang Pembentukan Komite Remunerasi dan Nominasi Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama.

Pedoman/Piagam Komite Nominasi dan Remunerasi

Dewan Komisaris 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 06 November 2023.

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 (*conflict of interest*).
2. Persyaratan Keahlian
 - a. Pejabat Eksekutif Perusahaan yang membawahi bidang sumber daya manusia atau perwakilan pegawai yang menjadi anggota Komite harus memiliki pengetahuan mengenai sistem remunerasi, nominasi dan rencana suksesi (*succession plan*) 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

6. Articles of Association of the Limited Liability Company (Persero) PT Reasuransi Indonesia Utama, Notary Deed of Achmad Bajumi, SH, replacement of Notary Imas Fatimah, SH, Number: 173 dated 30 November 1985 as amended several times, most recently by Notary Deed of Nanda Fauz Iwan, SH, Mkn, Number: 03 dated 14 May 2020.
7. Decree of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP01/DK-INDONESIARE/II/2025 dated February 19, 2025 concerning the Division of Duties of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama;
8. Decision of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP04/DK-INDONESIARE/II/2025 dated February 19, 2025 concerning the Establishment of the Remuneration and Nomination Committee of the Company (Persero) PT Reasuransi Indonesia Utama.

Nomination and Remuneration Committee Charter

The Board of Commissioners has prepared a Nomination and Remuneration Committee Charter as a work guideline for the Nomination and Remuneration Committee in carrying out its duties and responsibilities. The Charter was ratified and signed by all members of the Board of Commissioners on November 06, 2023.

Criteria for Nomination and Remuneration Committee Members

1. General Requirements
 - a. Have high integrity, ability, knowledge, good integrity, sufficient work experience, and be able to communicate effectively.
 - b. Has no personal interests/relationships that could have a negative impact on the Company or conflict of interest.
2. Skills Requirements
 - a. Company Executive Officers responsible for human resources, or employee representatives serving as Committee members, must have knowledge of the Company's remuneration system, nominations, and succession plans;
 - b. In the event that the Company forms a separate Nomination and Remuneration Committee, the membership of each Committee is as intended in letter A Composition of Membership of the Nomination and Remuneration Committee;
 - c. In the event that the Company forms a separate Nomination and Remuneration Committee, the Company's Executive Officer or employee representative shall be:
 - Remuneration Committee members must have knowledge of the Company's remuneration system; and

- Anggota Komite nominasi harus memiliki pengetahuan mengenai sistem nominasi dan rencana suksesi (*succession plan*) Perusahaan.
 - Nomination Committee members must have knowledge of the Company's nomination system and succession plans.
3. Anggota Komite Nominasi dan Remunerasi yang berasal dari Pihak Independen harus memenuhi ketentuan sebagai berikut:
- a. Memenuhi seluruh kompetensi yang disyaratkan;
 - 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.
3. Members of the Nomination and Remuneration Committee who are Independent Parties must fulfill the following provisions:
- a. Meet all required competencies;
 - b. Meet independence criteria;
 - c. Able to maintain company confidentiality
 - d. Pay attention to the applicable code of ethics;
 - e. Not neglecting the implementation of duties and responsibilities as a Committee; and
 - f. Other requirements stipulated in accordance with applicable regulations.

Pengangkatan dan Pemberhentian Komite Nominasi dan Remunerasi

Ketua dan anggota Komite Nominasi dan Remunerasi diangkat dan diberhentikan berdasarkan hasil keputusan rapat Dewan Komisaris.

Appointment and Dismissal of the Nomination and Remuneration Committee

The Chair and members of the Nomination and Remuneration Committee are appointed and dismissed by the Board of Commissioner meeting.

Komposisi Anggota Komite Nominasi dan Remunerasi

Komposisi keanggotaan Komite Nominasi dan Remunerasi Perusahaan terdiri dari ketua yang merangkap sebagai anggota yang merupakan anggota Dewan Komisaris dan anggota yang merupakan Komisaris Independen Perusahaan atau pejabat eksekutif Perusahaan yang membawahi bidang sumber daya manusia.

Composition of Nomination and Remuneration Committee Members

The membership composition of the Company's Nomination and Remuneration Committee 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.

Berikut komposisi dan dasar hukum pengangkatan Komite Nominasi dan Remunerasi Indonesia Re per 31 Desember 2024:

The following is the composition and legal basis for the appointment of the Indonesia Re Nomination and Remuneration Committee as of December 31, 2024:

Nama Name	Jabatan Position	Jabatan di Indonesia Re Position in Indonesia Re	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Dadang Iskandar*	Ketua Chairman	Komisaris Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-05/DK-INDONESIARE/I/2024 Tanggal 26 Januari 2024 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-05/DK-INDONESIARE/I/2024 Dated January 26, 2024	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner
Lie Suratno**	Ketua Chairman	Komisaris Independen Independent Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-04/DK-INDONESIARE/II/2025 tanggal 19 Februari 2025. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-04/DK-INDONESIARE/II/2025 Dated February 19, 2025.	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner
Julian Noor	Anggota Member	Komisaris Utama President Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-17/DK-INDONESIARE/XI/2021 Tanggal 16 November 2021 Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-17/DK-INDONESIARE/XI/2021 Dated November 16, 2021.	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner

Nama Name	Jabatan Position	Jabatan di Indonesia Re Position in Indonesia Re	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Reza Yamora Siregar	Anggota Member	Komisaris Independen Independent Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-04/DK-INDONESIARE/I/2023 Tanggal 02 Januari 2023. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-04/DK-INDONESIARE/I/2023 Dated January 02, 2023.	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissioner

- * masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024
 ** diangkat sebagai Anggota Komite Nominasi dan Remunerasi terhitung sejak tanggal 19 Februari 2025.
 * The term of office has ended as of October 17, 2024.
 ** Appointed as Nomination and Remuneration Committee effective February 19, 2025.

Bapak Dadang Iskandar telah berakhir masa jabatannya sebagai Ketua Komite Nominasi dan Remunerasi seiring berakhirnya jabatan yang bersangkutan sebagai anggota Dewan Komisaris PT Reasuransi Indonesia Utama (Persero) pada tanggal 17 Oktober 2024, sedangkan untuk penggantian Ketua Komite Nominasi dan Remunerasi telah digantikan oleh Bapak Lie Suratno melalui KEP-04/DK-INDONESIARE/II/2025 tanggal 19 Februari 2025.

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.

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.

Aspek Independensi Independence Aspect	Julian Noor	Reza Yamora Siregar	Dadang Iskandar*	Lie Suratno **
Tidak memiliki hubungan kepengurusan di Perusahaan Does not have a management relationship in the Company	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan Does not have a share ownership relationship in the Company	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang, dewan Komisaris dan Direksi Does not have a familial relationship with the shareholders, Board of Commissioners and Board of Directors	√	√	√	√

- * masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024
 ** diangkat sebagai Anggota Komite Audit terhitung sejak tanggal 19 Februari 2025.
 * The term of office has ended as of October 17, 2024.
 ** Appointed as Audit Committee effective February 19, 2025.

Masa Jabatan Anggota Komite Nominasi dan Remunerasi

Masa kerja anggota Komite yang bukan merupakan anggota Dewan Komisaris Perusahaan sama dengan masa kerja anggota Dewan Komisaris yang ditetapkan dalam Anggaran

Mr. Dadang Iskandar's term as the Chairman of the Nomination and Remuneration Committee ended when his position as a member of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) came to an end on October 17, 2024. Meanwhile, the position of Chairman of the Nomination and Remuneration Committee has been taken over by Mr. Lie Suratno through KEP-04/DK-INDONESIARE/II/2025 dated February 19, 2025.

Profile of Nomination and Remuneration Committee Members

An explanation regarding the profile of the Chairman and Members of the Nomination and Remuneration Committee is presented in the Company Profile chapter of this Annual Report.

Independence of Nomination and Remuneration Committee Members

Committees formed by the Board of Commissioners must act independently and professionally and are free from conflicts of interest, influence, or pressure from any party in carrying out their duties and responsibilities.

Term of Office of Nomination and Remuneration Committee Members

The term of office of Committee members who are not members of the Company's Board of Commissioners is the same as the term of office of members of the Board of Commissioners as stipulated in the Articles of Association.

Dasar Perusahaan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

Sementara anggota komite yang merupakan anggota Dewan Komisaris/Dewan Pengawas BUMN, berhenti dengan sendirinya apabila masa jabatannya sebagai anggota Dewan Komisaris/Dewan Pengawas BUMN berakhir.

Tugas dan Tanggung Jawab Komite Nominasi dan Remunerasi

Komite Remunerasi dan Nominasi bertugas dan bertanggung jawab membantu Dewan Komisaris dalam hal:

Bidang Remunerasi:

1. Memastikan bahwa Perusahaan telah memiliki sistem 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, kewajiban, 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;
4. Menyampaikan hasil evaluasi dan rekomendasi kepada Dewan Komisaris mengenai:
 - a. Struktur dan besaran remunerasi;
 - b. Kebijakan remunerasi bagi Direksi dan Dewan Komisaris untuk disampaikan kepada RUPS;
 - c. 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

Company Principles, without reducing the right of the Board of Commissioners to dismiss them at any time.

Meanwhile, committee members who are members of the Board of Commissioners/Supervisory Board of SOE automatically stop when their term of office as a member of the Board of Commissioners/Supervisory Board of SOE ends.

Duties and Responsibilities of the Nomination and Remuneration Committee

The Remuneration and Nomination Committee is tasked and responsible for assisting the Board of Commissioners in:

Remuneration Field:

1. Ensure that the Company has a transparent remuneration system and applies the principle of prudence in providing remuneration, both fixed and variable remuneration;
2. Evaluate remuneration policies based on performance, risk, fairness, targets, and long-term strategies of the Company, the fulfillment of reserves as stipulated in statutory provisions, and the Company's future income potential;
3. Conduct regular evaluations of the implementation of remuneration policies;
4. Submit evaluation results and recommendations to the Board of Commissioners regarding:
 - a. Structure and amount of remuneration;
 - b. Remuneration policy for the Board of Directors and Board of Commissioners to be submitted to the GMS;
 - c. Remuneration policy for employees as a whole to be submitted to the Board of Directors;
5. Ensure that remuneration policies are in accordance with statutory provisions;
6. Evaluate the Committee's charter periodically in accordance with developments in statutory provisions.

Nomination Field:

1. Prepare and provide recommendations regarding systems and procedures for assessing, selecting, and/or replacing members of the Board of Directors, members of the Board of Commissioners, and Executive Officers of the Company with the Board of Commissioners;
2. Provide recommendations regarding prospective members of the Board of Directors and/or prospective members of the Board of Commissioners to the Board of Commissioners for submission 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. 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

Hingga akhir tahun buku 2024, Komite Nominasi dan Remunerasi menggelar rapat sebanyak 1 (Satu) kali rapat. Berikut rinciannya.

Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda
22 Maret 2024 March 22, 2024	Pembahasan <i>Nominated Talent</i> PT Reasuransi Indonesia Utama (Persero) Discussion of Nominated Talent at PT Reasuransi Indonesia Utama (Persero)

Adapun tingkat kehadiran masing-masing anggota komite adalah sebagai berikut:

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Kehadiran (%) Percentage of Attendance (%)
Dadang Iskandar*	Ketua Chairman	1	1	100
Julian Noor	Anggota Member	1	1	100
Reza Yamora Siregar	Anggota Member	1	1	100

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Nominasi dan Remunerasi terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Nomination and Remuneration Committee effective February 19, 2025.

Pelaksanaan Program Kerja Komite Nominasi dan Remunerasi

Uraian realisasi pelaksanaan tugas Komite Nominasi dan Remunerasi disampaikan melalui tabel di bawah ini.

No.	Program	Realisasi Realization
1	Membantu Dewan Komisaris dalam melakukan pengawasan atas penerapan kebijakan remunerasi dan nominasi yang ditetapkan Direksi Assist the Board of Commissioners in supervising the implementation of remuneration and nomination policies determined by the Board of Directors	- Mengevaluasi efektivitas pelaksanaan Remunerasi dan Nominasi melalui penilaian atas kecukupan pengendalian intern serta pelaksanaan fungsi kepatuhan secara terintegrasi. - Memberikan rekomendasi kepada Dewan Komisaris untuk penyempurnaan kebijakan Remunerasi dan Nominasi. - Memantau penerapan kebijakan Remunerasi dan Nominasi dan tindak lanjut hasil evaluasi penerapan kebijakan Remunerasi dan Nominasi - Melakukan evaluasi atas Piagam Komite Nominasi dan Remunerasi - Evaluate the effectiveness of the implementation of Remuneration and Nomination through assessing the adequacy of internal control and implementing the compliance function in an integrated manner. - Provide recommendations to the Board of Commissioners to improve Remuneration and Nomination policies. - Monitor the implementation of Remuneration and Nomination policies and follow up on the results of evaluating the implementation of Remuneration and Nomination policies - Evaluating the Remuneration and Nomination Committee Charter

5. Periodically evaluate the Committee's charter in accordance with developments in statutory provisions.

Rights and Authorities of the Nomination and Remuneration Committee

The Committee can access records or information about employees, funds, assets, and other resources belonging to the Company that are related to the authority and/or implementation of duties as the Nomination and Remuneration Committee.

Nomination and Remuneration Committee Meeting

Until the end of the 2024 financial year, the Nomination and Remuneration Committee held 1 (one) meeting. Here are the details.

The attendance level of each committee member is as follows:

Remuneration of the Nomination and Remuneration Committee

The description of the realization of the duties of the Nomination and Remuneration Committee is presented in the table below:

No.	Program	Realisasi Realization
2	Menyusun Laporan Berkala Kegiatan Komite Nominasi dan Remunerasi Prepare periodic reports on the activities of the Remuneration and Nomination Committee	- Menyusun laporan kegiatan triwulanan. - Menyusun dan menyampaikan program kerja tahun 2025. - Menyusun laporan kegiatan tahun 2024. - Prepare quarterly activity reports. - Prepare and deliver the 2025 work program. - Prepare 2024 activity report
3	Peningkatan kompetensi Komite Nominasi dan Remunerasi Competency Improvement of the Remuneration and Nomination Committee	- Mengikuti <i>workshop/seminar</i>. - Melakukan <i>benchmark</i>. - Participate in workshops/seminars. - Perform benchmarks
4	Melaksanakan penugasan khusus yang diberikan oleh Dewan Komisaris. Carrying out special assignments given by the Board of Commissioners	-

Pengembangan Kompetensi Komite Nominasi dan Remunerasi

Competency Improvement of the Nomination and Remuneration Committee

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Dadang Iskandar*	Recognizing Emerging Risks and Opportunities in Portfolio Diversification	GRC Manajemen	03 April 2024 Online April 03, 2024, Online
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference	24 - 25 Juli 2024, Jakarta July 24-25, 2024 Jakarta
Lie Suratno**	Sertifikasi Nasional CRGP - ATKRT (Level IV) CRGP National Certification - ATKRT (Level IV)	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting
Julian Noor	Refreshment Programme Tim Penilaian Kemampuan dan Kepatutan Perusahaan Perasuransian, Penjaminan dan Dana Pensiun Tahun 2024 Refreshment Program for the Assessment Team of the Fit and Proper Test for Insurance Companies, Guaranteeing, and Pension Funds 2024.	OJK	05 Maret 2024 Via Zoom Meeting
	For Attending Digital and Risk Management in Insurance 2024 "Insuring Tomorrow Navigating The Digital Frontier in Life Insurance"	AAJI	15 - 17 Mei 2024 di Bandung May 15 - 17, 2024 in Bandung
	Rapat Koordinasi Nasional Pengawasan Intern Tahun 2024 - Mengawal Penuntasan Pembangunan Jangka Menengah untuk Kesenambungan Pembangunan. National Coordination Meeting on Internal Supervision 2024 - Overseeing the Completion of the Medium-Term Development for Sustainable Development.	BPKP	22 Mei 2024 di Jakarta May 22, 2024 in Jakarta
	1 st ReIndo Syariah Conference (RSC)	RCS	27 Juni 2024 di Jakarta June 27, 2024 in Jakarta
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	Securing Stability & Unravelling Risk Impacting The Insurance Landscape	General Insurance Association of Indonesia	12 Oktober 2024 di Bali October 12, 2024 in Bali

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Reza Yamora Siregar	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta
	2 Days Workshop (Online) Risk Assessment Technique ISO 31010	GRC Management	12 -13 Agustus 2024 Zoom Meeting August 12-13, 2024 Zoom Meeting
	Pelatihan Manajemen risiko dengan tema Sustainability for organizational Resilience and Competitive Advantage. Risk Management Training with the theme "Sustainability for Organizational Resilience and Competitive Advantage."	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Nominasi dan Remunerasi terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Nomination and Remuneration Committee effective February 19, 2025.

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 Indonesia Re mengacu pada dasar hukum yang meliputi:

1. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara.
2. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
3. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tanggal 23 Desember 2016 tentang Tata Kelola Perusahaan Yang Baik Bagi Perusahaan Perasuransian yang diubah berdasarkan 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.
4. 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, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah.
5. Anggaran Dasar Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama, Akta Notaris Achmad Bajumi, S.H., pengganti dari Notaris Imas Fatimah, S.H., Nomor: 173 tanggal 30 November 1985 sebagaimana telah beberapa kali diubah, terakhir dengan Akta Notaris Nanda Fauz Iwan, SH, Mkn, Nomor: 03 tanggal 14 Mei 2020.

RISK MONITORING COMMITTEE

The Risk Monitoring Committee was formed to assist the Board of Commissioners in overseeing the implementation of Risk Management prepared by the Board of Directors and in assessing the company's acceptable level of risk tolerance.

Legal Basis

The formation of the Indonesia Re Business Risk Monitoring Committee refers to a legal basis that includes:

1. Minister of State-Owned Enterprise Regulation Number: PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
2. Minister of State-Owned Enterprises Regulation No. PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises;
3. Financial Services Authority Regulation Number 73/POJK.05/2016 dated 23 December 2016 concerning Good Corporate Governance for Insurance Companies as amended based on 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.
4. Financial Services Authority Circular Number: 14/SEOJK.05/2019 dated July 22, 2019 concerning the Formation, Membership Composition, and Term of Service of Committees on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies;
5. Articles of Association of the Limited Liability Company (Persero) PT Reasuransi Indonesia Utama, Notary Deed of Achmad Bajumi, SH, replacement of Notary Imas Fatimah, SH, Number: 173 dated 30 November 1985 as amended several times with the most recent ones by Notary Deed of Nanda Fauz Iwan, SH, Mkn, Number: 03 dated 14 May 2020.

6. Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP02/DK-INDONESIAIRE/II/2022 tanggal 11 Februari 2022 tentang Pengangkatan Sdri. Meryati Bandjarnahor selaku Anggota Komite Pemantau Risiko Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama;
7. Piagam Komite Pemantau Risiko Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama tanggal 06 November 2023;
8. Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP01/DK-INDONESIAIRE/II/2025 tanggal 19 Februari 2025 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 06 November 2023 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 (*conflict of interest*).
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.

6. Decree of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP02/DK-INDONESIAIRE/II/2022 dated February 11, 2022 concerning the Appointment of Sdri. Meryati Bandjarnahor as Member of the Risk Monitoring Committee of the Company (Persero) PT Reasuransi Indonesia Utama;
7. Charter of the Risk Monitoring Committee of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama dated November 06, 2023;
8. Decree of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama Number: KEP01/DK-INDONESIAIRE/II/2025 dated February 19, 2025 concerning the Division of Duties of the Board of Commissioners of the Company (Persero) PT Reasuransi Indonesia Utama.

Risk Monitoring Committee Charter

The Company's Risk Monitoring Committee Charter was approved and ratified in November 06, 2023 by all members of the Board of Commissioners. The aim of the preparation is that the Charter can be used as a guideline/ reference for rules and regulations for implementing work, duties and responsibilities in supporting the activities of the Board of Commissioners.

Criteria for Risk Monitoring Committee Members

1. General Requirements
 - a. Have high integrity, ability, knowledge, good integrity, sufficient work experience and be able to communicate effectively.
 - b. Has no personal interests/relationships that could have a negative impact on the Company or conflict of interest.
2. Skills Requirements
 - a. Members of the Risk Monitoring Committee are considered to have expertise in the field of risk management and/or actuarial if meet the following criteria:
 - Have knowledge and/or education in the field of risk management and/or actuarial; and
 - Have at least 3 (three) years of work experience in the field of risk management and/or actuarial.
 - b. Risk Monitoring Committee members who have expertise in finance, economics and/or insurance must meet the following criteria:
 - Have knowledge and/or education in the fields of finance, economics and/or insurance; and
 - Have work experience of at least 3 (three) years in the fields of finance, economics and/ or insurance.

- c. Anggota Komite Pemantau Risiko yang berasal dari Pihak Independen harus memenuhi ketentuan sebagai berikut:
- Memenuhi seluruh kompetensi yang disyaratkan;
 - Memenuhi kriteria independensi;
 - Mampu menjaga rahasia perusahaan
 - Memperhatikan kode etik yang berlaku;
 - Tidak mengabaikan pelaksanaan tugas dan tanggung jawab sebagai Komite;
 - Persyaratan lain yang ditetapkan sesuai peraturan yang berlaku.

- c. Members of the Risk Monitoring Committee who come from Independent Parties must fulfill the following provisions:
- Meet all required competencies;
 - Meet independence criteria;
 - Able to maintain company secrets
 - Pay attention to the applicable code of ethics;
 - Not neglecting the implementation of duties and responsibilities as a Committee;
 - Other requirements stipulated in accordance with applicable regulations.

Pengangkatan dan Pemberhentian Komite Pemantau Risiko

Anggota Komite diangkat dan diberhentikan berdasarkan hasil keputusan rapat Dewan Komisaris dan dituangkan kedalam Keputusan Dewan Komisaris.

Appointment and Dismissal of the Risk Monitoring Committee

Committee members are appointed and dismissed based on the decisions of the Board of Commissioners' meeting and are stated in the Board of Commissioners' Decision.

Komposisi Anggota Komite Pemantau Risiko

Berikut komposisi dan dasar hukum pengangkatan Komite Pemantau Risiko:

Composition of Risk Monitoring Committee Member

The following is the composition and legal basis for the appointment of the Risk Monitoring Committee:

Nama Name	Jabatan Position	Jabatan di Indonesia Re Position in Indonesia Re	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Julian Noor	Ketua Chairman	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-15/DK-INDONESIARE/XI/2021 Tanggal 16 November 2021. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-15/DK-INDONESIARE/XI/2021 dated November 16, 2021.	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissione
Reza Yamora Siregar	Anggota Member	Komisaris Independen Independent Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-03/DK-INDONESIARE/I/2023 Tanggal 02 Januari 2023. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-03/DK-INDONESIARE/I/2023 dated January 02, 2023.	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissione
Dadang Iskandar*	Anggota Member	Komisaris Independen Independent Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-07/DK-INDONESIARE/IV/2021 Tanggal 30 April 2021. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-07/DK-INDONESIARE/IV/2021 dated April 30, 2021.	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissione
Lie Suratno**	Anggota Member	Komisaris Independen Independent Commissioner	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-02/DK-INDONESIARE/II/2024 Tanggal 19 Februari 2025. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-02/DK-INDONESIARE/II/2024 dated February 19, 2025.	Mengikuti masa jabatan sebagai Komisaris Following the term of office as commissione
Meryati Bandjarnahor	Anggota Member	Pihak Independen Independent Party	Surat Keputusan Dewan Komisaris Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama Nomor: KEP-02/DK-INDONESIARE/II/2022 Tanggal 11 Februari 2022. Decree of the Board of Commissioners of PT Reasuransi Indonesia Utama (Persero) Number: KEP-02/DK-INDONESIARE/II/2022 dated February 11, 2022.	Sesuai SK Based on Decree

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Pemantau Risiko terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Risk Monitoring Committee effective February 19, 2025.

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

Explanations regarding the profiles of the Chairman and Members of the Risk Monitoring Committee are presented in the Company Profile section of this Annual Report.

Independensi Anggota Pemantau Risiko

Aspek Independensi Aspect of Independence	Julian Noor	Reza Yamora Siregar	Dadang Iskandar*	Lie Suratno**	Meryati Bandjarnahor
Tidak memiliki hubungan kepengurusan di Perusahaan Does not have management relationship in the Company	✓	✓	✓	✓	✓
Tidak memiliki hubungan kepemilikan saham di Perusahaan Does not have share ownership relationship in the Company	✓	✓	✓	✓	✓
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan Direksi Does not have familial relationship with the shareholders, Board of Commissioners, and Board of Directors	✓	✓	✓	✓	✓

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Pemantau Risiko terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Risk Monitoring Committee effective February 19, 2025.

Independence of Risk Monitoring Committee Members

Masa Jabatan Anggota Komite Pemantau Risiko

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 memberhentikannya sewaktu-waktu.

Anggota Pemantau Risiko yang merupakan anggota Dewan Komisaris/Dewan Pengawas BUMN, berhenti dengan sendirinya apabila masa jabatannya sebagai anggota Dewan Komisaris/Dewan Pengawas BUMN berakhir.

Term of Office for Members of Risk Monitoring Committee

The term of office of other Committee members who are not members of the Board of Commissioners of the Company is the same as the term of office of members of the Board of Commissioners stipulated in the Company's Articles of Association, without prejudice to the right of the Board of Commissioners to dismiss them at any time.

Members of the Risk Monitoring Committee who are members of the Board of Commissioners/Supervisory Board of SOE automatically cease their membership when their term of office as a member of the Board of Commissioners/Supervisory Board of SOE expires.

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. Evaluate the effectiveness of risk management, including assessing the level of risk tolerance the company is able to assume;
2. Conduct periodic evaluations of the implementation of risk management;
3. Periodically evaluate the charter of the Risk Monitoring Committee in accordance with developments in applicable laws and regulations;
4. Identify other matters that, in the opinion of the Risk Monitoring Committee, require the attention of the Board of Commissioners;
5. Undertake other assignments from the Board of Commissioners as long as these assignments are in accordance with and have been stipulated in the charter of the Risk Monitoring Committee.

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

Sepanjang tahun 2024, Komite Pemantau Risiko telah menyelenggarakan rapat sebanyak 12 kali dengan agenda dan frekuensi kehadiran sebagai berikut:

Tanggal Rapat Meeting Date	Agenda Rapat	Meeting Agenda
18 Januari 2024 January 18, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Desember 2023.	Discussion of PRU Committee analysis of risk management as of December 31, 2023
19 Februari 2024 February 19, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Januari 2024.	Discussion of PRU Committee analysis of risk management as of January 31, 2024
20 Maret 2024 March, 18 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 29 Februari 2024.	Discussion of PRU Committee analysis of risk management as of February 29, 2024
19 April 2024 April 19, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Maret 2024.	Discussion of PRU Committee analysis of risk management as of March 31, 2024
25 Mei 2024 May 25, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 30 April 2024.	Discussion of PRU Committee analysis of risk management as of April 30, 2024
21 Juni 2024 June 21, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Mei 2024.	Discussion of PRU Committee analysis of risk management as of May 31, 2024
26 Juli 2024 July 26, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 30 Juni 2024.	Discussion of PRU Committee analysis of risk management as of June 30, 2024
26 Agustus 2024 August 26, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Juli 2024.	Discussion of PRU Committee analysis of risk management as of July 31, 2024
20 September 2024 September 20, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Agustus 2024.	Discussion of PRU Committee analysis of risk management as of August 31, 2024
24 Oktober 2024 October 24, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 30 September 2024.	Discussion of PRU Committee analysis of risk management as of September 30, 2024
18 November 2024 November 24, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 31 Oktober 2024.	Discussion of PRU Committee analysis of risk management as of October 31, 2024
20 Desember 2024 December 20, 2024	Pembahasan analisis Komite PRU atas manajemen risiko per 30 November 2024.	Discussion of PRU Committee analysis of risk management as of November 30, 2024

Adapun tingkat kehadiran masing-masing anggota komite adalah sebagai berikut:

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Kehadiran (%) Percentage of Attendance (%)
Julian Noor	Ketua Chairman	12	12	100
Reza Yamora Siregar	Anggota Member	12	12	100
Dadang Iskandar *	Anggota Member	9	9	100
Lie Suratno**	Anggota Member	3	3	100
Meryati Bandjarnahor	Anggota Member	12	12	100

Rights and Authorities of the Risk Monitoring Committee

The Committee may access all risk data faced by the Company, the level of risk tolerance assumed by the company, the effectiveness of risk management implementation, and other data related to the authority and/or implementation of its duties as the Risk Monitoring Committee.

Meetings of the Risk Monitoring Committee

Throughout the year 2024, the Risk Monitoring Committee held 12 meetings with the following agendas and attendance frequencies:

The attendance level of each committee member is as follows:

Nama Name	Jabatan Position	Jumlah Rapat Number of Meetings	Jumlah Kehadiran Number of Attendance	Persentase Kehadiran (%) Percentage of Attendance (%)

- * masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024
 ** diangkat sebagai Anggota Komite Pemantau Risiko terhitung sejak tanggal 19 Februari 2025.
 * The term of office has ended as of October 17, 2024.
 ** Appointed as Risk Monitoring Committee effective February 19, 2025.

Remunerasi Komite Pemantau Risiko

Sesuai Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara dan No. KEP-02/DK-INDONESIARE/II/2022 Tanggal 11 Februari 2022 tentang Pemberhentian dan Pengangkatan Anggota Komite Pemantau Risiko Perusahaan Perseroan (Persero) PT Reasuransi Indonesia Utama, ditetapkan remunerasi Komite Pemantau Risiko adalah 20% dari gaji Direktur Utama setiap bulannya dan dibebankan kepada anggaran Perusahaan.

Remuneration of the Risk Monitoring Committee

In accordance with the Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 concerning the Organization and Human Resources of State-Owned Enterprises and No. KEP-02/DK-INDONESIARE/II/2022 dated February 11, 2022, concerning the Dismissal and Appointment of Members of the Risk Monitoring Committee of PT Reasuransi Indonesia Utama, it is established that the remuneration for the Risk Monitoring Committee is 20% of the monthly salary of the President Director, charged to the Company's budget.

Pelaksanaan Program Kerja Komite Pemantau Risiko

Uraian realisasi pelaksanaan tugas Komite Pemantau Risiko disampaikan melalui tabel di bawah ini.

Implementation of the Work Program of the Risk Monitoring Committee

The description of the realization of the Risk Monitoring Committee's tasks is presented through the table below.

No.	Program Kerja Work Program	Realisasi Realization
1	Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan manajemen risiko Assist the Board of Commissioners in supervising the implementation of risk management	- Menilai efektivitas penerapan manajemen risiko, termasuk menilai toleransi risiko yang dapat diambil oleh Perusahaan. - Memberikan masukan mengenai hal-hal yang perlu mendapat perhatian kepada Dewan Komisaris dalam rangka pemberian nasihat kepada Direksi terkait pengelolaan investasi dan risiko. - Menganalisis dan memberikan rekomendasi atas laporan hasil evaluasi <i>Legal, Compliance, Risk Management Division</i> - Assessed the effectiveness of risk management implementation, including assessing the level of risk tolerance the company is able to assume. - Provided 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. - Analyzed and provided recommendations on the evaluation report of the Legal, Compliance, Risk Management Division
2	Mendukung upaya peningkatan kinerja <i>Legal, Compliance, Risk Management Division</i> Supporting efforts to improve the performance of the Legal, Compliance, Risk Management Division	- Membahas dengan <i>Legal, Compliance and Risk Management Division</i> yang meliputi: - Risiko bisnis yang merupakan risiko-risiko yang diterima perusahaan melalui kegiatan usaha reasuransinya atau risiko yang terkait dengan risiko <i>underwriting</i>. - 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. - Melakukan pemantauan terhadap tindak lanjut atas hasil <i>review Divisi Legal, Compliance and Risk Management</i>. - Memantau penerapan prinsip tata kelola Perusahaan yang baik (<i>Good Corporate Governance/GCG</i>). - Melakukan evaluasi atas Piagam Komite Pemantau Risiko - Discussed with the Legal, Compliance and Risk Management. Division which includes; - Business risks, which 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 risks, risks present in every aspect of a company and do not originate from business activities, but have the potential to threaten the survival of the Company - Monitored the follow-up on the results of the Legal, Compliance and Risk Management Division reviews. - Monitored the implementation of good corporate governance(GCG) principles - Evaluated the Risk Monitoring Committee Charter

No.	Program Kerja Work Program	Realisasi Realization
3	Menyusun Laporan Berkala Kegiatan Komite Pemantau Risiko Prepare Periodic Reports on the Activities of the Risk Monitoring Committee	- Menyusun laporan kegiatan triwulanan. - Menyusun dan menyampaikan program kerja tahun 2025 - Menyusun laporan kegiatan tahun 2024 - Prepared quarterly activity reports. - Prepared and submitted a work program for 2025 - Compiled an activity report for 2024
4	Peningkatan kompetensi Komite Pemantau Risiko Risk Monitoring Committee competency improvement	- Mengikuti <i>workshop/seminar</i>. - Melakukan <i>benchmark</i> - Participated in workshops/seminars. - Conducted benchmarking
5	Melaksanakan penugasan khusus yang diberikan Dewan Komisaris Carry out special assignments given by the Board of Commissioners	-

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	<i>Refreshment Programme</i> Tim Penilaian Kemampuan dan Kepatutan Perusahaan Perasuransian, Penjaminan dan Dana Pensiun Tahun 2024 Refreshment Program for the Assessment Team of the Fit and Proper Test for Insurance Companies, Guaranteeing, and Pension Funds 2024.	OJK	05 Maret 2024 Via Zoom Meeting March 05, 2024 Via Zoom Meeting
	For Attending Digital and Risk Management in Insurance 2024 "Insuring Tomorrow Navigating The Digital Frontier in Life Insurance"	AAJI	15 - 17 Mei 2024 di Bandung May 15-17, 2024 in Bandung
	Rapat Koordinasi Nasional Pengawasan Intern Tahun 2024 - Mengawal Penuntasan Pembangunan Jangka Menengah untuk Kesenambungan Pembangunan. National Coordination Meeting on Internal Supervision 2024 - Overseeing the Completion of the Medium-Term Development for Sustainable Development.	BPKP	22 Mei 2024 di Jakarta May 22, 2024 in Jakarta
	1 st ReIndo Syariah Conference (RSC)	RCS	27 Juni 2024 di Jakarta June 27, 2024 in Jakarta
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	Securing Stability & Unravelling Risk Impacting The Insurance Landscape	General Insurance Association of Indonesia	12 Oktober 2024 di Bali October 12, 2024 in Bali
Reza Yamora Siregar	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	2 Days Workshop (Online) Risk Assessment Technique ISO 31010	GRC Management	12 -13 Agustus 2024 Zoom Meeting August 12-13, 2024 Zoom Meeting
	Pelatihan Manajemen risiko dengan tema Sustainability for organizational Resilience and Competitive Advantage. Risk Management Training with the theme "Sustainability for Organizational Resilience and Competitive Advantage."	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting

Nama Name	Pendidikan/Pelatihan/Seminar Education/Training/Seminar	Penyelenggara Organizer	Waktu dan Tempat Time and Place
Dadang Iskandar*	Recognizing Emerging Risks and Opportunities in Portfolio Diversification	GRC Manajemen	03 April 2024 Online April 03, 2024 Online
	Accelerating Transformation In Insurance Industry : Driving Growth Strengthening Resilience	IndonesiaRe International Conference	2024 24 - 25 Juli 2024 Jakarta 2024 July 24-25, 2024 Jakarta
Lie Suratno**	Sertifikasi Nasional CRGP - ATKRT (Level IV) CRGP National Certification - ATKRT (Level IV)	LSPMR	12 -13 Desember 2024 Zoom Meeting December 12-13, 2024 Zoom Meeting
Meryati Bandjarnahor	Recognizing Emerging Risks and Opportunities in Portfolio Diversification	GRC Management	13 April 2024 Zoom Meeting April 13, 2024 Zoom Meeting
	Pelatihan Manajemen risiko dengan tema Sustainability for organizational Resilience and Competitive Advantage.	LSPMR	12 - 13 Desember 2024 Bali December 12-13, 2024 Bali

* masa jabatan telah berakhir terhitung sejak tanggal 17 Oktober 2024

** diangkat sebagai Anggota Komite Pemantau Risiko terhitung sejak tanggal 19 Februari 2025.

* The term of office has ended as of October 17, 2024.

** Appointed as Risk Monitoring Committee effective February 19, 2025.

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 No. 19 Tahun 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 tanggal 17 Oktober 2014 tentang Perasuransian;
4. Peraturan Otoritas Jasa Keuangan No.05/2019 tentang Tata Kelola Perusahaan yang Baik bagi Perusahaan Perasuransian;
5. Peraturan Menteri Badan Usaha Milik Negara Nomor: PER-2/MBU/03/2023 tanggal 3 Maret 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
6. Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara;
7. 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;

INTEGRATED GOVERNANCE COMMITTEE

The Integrated Governance Committee is established to assist the Board of Commissioners in evaluating the implementation of Integrated Governance, at least through assessing the adequacy of internal controls and the integrated compliance function, and to provide 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 following legal bases:

1. Law No. 19 of 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 dated October 17, 2014, concerning Insurance;
4. Financial Services Authority Regulation No. 05/2019 concerning Good Corporate Governance for Insurance Companies;
5. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 dated March 3, 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
6. Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 concerning the Organization and Human Resources of State-Owned Enterprises;
7. Financial Services Authority Regulations Number: 43/POJK.05/2019 concerning Amendments to the Regulation of the Financial Services Authority Number: 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies

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 Dewan Komisiner 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 Komisiner 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 Komisiner 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.
8. Circular Letter of the Financial Services Authority No. 14/SEOJK.05/2019 concerning the Establishment, Membership Composition, and Term of Office of Committees at the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies;
 9. Decision 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 Test for Mr. Julian Noor as the Candidate for President Commissioner/Independent Commissioner of PT Reasuransi Indonesia Utama;
 10. Decision 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 Test for Mr. Setiawan as the Candidate for President Commissioner and Independent Commissioner of PT Asuransi Asei Indonesia;
 11. Decision 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 Test for Mr. Eko Wari Santoso as the Candidate for Independent Commissioner of PT Reasuransi Syariah Indonesia;
 12. Decision of the Board of Commissioners of the State-Owned Enterprise (Persero) PT Reasuransi Indonesia Utama Number: KEP-09/DK-INDONESIARE/XII/2022 dated December 30, 2022, concerning the Appointment of Ms. Meryati Bandjarnahor as a Member of the Integrated Governance Committee of the State-Owned Enterprise (Persero) PT Reasuransi Indonesia Utama.

Pedoman Komite Tata Kelola Terintegrasi

Piagam Komite Tata Kelola Terintegrasi Perusahaan telah disahkan pada tanggal 06 November 2023 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 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*).

Guidelines for the Integrated Governance Committee

The Charter of the Integrated Governance Committee of the Company was ratified on November 6, 2023, by all members of the Board of Commissioners. The preparation aims to ensure that the Charter can be used as a guideline/reference for the orderly execution of work, duties, and responsibilities in supporting the activities of the Board of Commissioners.

Criteria for Members of the Integrated Governance Committee

1. General Requirements
 - a. Having high integrity, capability, knowledge, good integrity, sufficient work experience, and effective communication skills;
 - b. Has no personal interests/relationships that may have a negative impact on the Company and conflicts of interest.

2. Persyaratan Keahlian

Anggota Komite Tata Kelola Terintegrasi memiliki pengetahuan dan pemahaman yang memadai tentang:

- Tata kelola perusahaan yang baik;
- peraturan yang terkait dengan bidang usaha asuransi dan reasuransi.

3. Anggota Komite Tata Kelola Terintegrasi yang berasal dari Pihak Independen harus memenuhi ketentuan sebagai berikut:

- Memenuhi seluruh kompetensi yang disyaratkan;
- Memenuhi kriteria independensi;
- Mampu menjaga rahasia perusahaan;
- Memperhatikan kode etik yang berlaku;
- Tidak mengabaikan pelaksanaan tugas dan tanggung jawab sebagai Komite; dan
- Persyaratan lain yang ditetapkan sesuai peraturan yang berlaku yang terkait dengan bidang usaha asuransi dan reasuransi.

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:

- Seorang Komisaris Independen yang menjadi Ketua pada salah satu Komite pada Entitas Utama, sebagai ketua merangkap anggota;
- Komisaris Independen yang mewakili dan ditunjuk dari LJK dalam Konglomerasi Keuangan, sebagai anggota;
- Seorang pihak independen, sebagai anggota; dan
- 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 2024, susunan keanggotaan Komite Tata Kelola Terintegrasi terdiri dari 5 (lima) orang dengan komposisi sebagai berikut:

Nama Name	Jabatan Position	Jabatan di Indonesia Re Position in Indonesia Re	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Julian Noor	Ketua Chairman	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Surat Keputusan Dewan Komisaris No. KEP-19/DK-INDONESIARE/XI/2021 Tanggal 16 November 2021 Decree of the Board of Commissioners No. KEP-19/DK-INDONESIARE/XI/2021 dated November 16, 2021	Mengikuti masa jabatan sebagai Komisaris Independen PT. RIU Following the term of office as Independent Commissioner of PT. RIU

2. Expertise Requirements

Members of the Integrated Governance Committee have adequate knowledge and understanding of:

- Good corporate governance;
- regulations related to the insurance and reinsurance business.

3. Members of the Integrated Governance Committee who come from Independent Parties must meet the following requirements:

- Fulfill all required competencies;
- Fulfill independence criteria;
- Able to maintain company confidentiality;
- Adhere to applicable codes of ethics;
- Not neglect the implementation of duties and responsibilities as Committee members; and
- Other requirements as stipulated by applicable regulations related to the insurance and reinsurance business.

Appointment and Termination of the Integrated Governance Committee

Committee members are appointed and dismissed based on the decisions of the Board of Commissioners' meeting and are documented in the Board of Commissioners' Decree.

Composition of the Integrated Governance Committee Members

The Integrated Governance Committee consists of at least:

- An independent Commissioner who serves as the Chairman of one of the Committees at the Main Entity, holding both the Chairman and member positions;
- Independent Commissioners representing and appointed from the Financial Conglomerate, as members;
- One independent party, as a member; and
- Sharia Supervisory Board Members from the Financial Conglomerate, as members.

The membership of Independent Commissioners representing and appointed from the Financial Conglomerate in the Integrated Governance Committee can be permanent or non-permanent, as needed by the Financial Conglomerate.

As of December 31, 2024, the composition of the Integrated Governance Committee consists of 5 (five) individuals, with the following composition:

Nama Name	Jabatan Position	Jabatan di Indonesia Re Position in Indonesia Re	Dasar Pengangkatan Basis of Appointment	Masa Jabatan Term of Office
Setiawan	Anggota Member	Komisaris Independen PT ASEI Independent Commissioner of PT ASEI	Surat Keputusan Dewan Komisaris No. KEP-10/DK-INDONESIARE/XII/2022 Tanggal 30 Desember 2022 Decree of the Board of Commissioners No. KEP-10/DK-INDONESIARE/XII/2022 dated December 30, 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 Tanggal 30 Desember 2022 Decree of the Board of Commissioners No. KEP-10/DK-INDONESIARE/XII/2022 dated December 30, 2022	Mengikuti masa jabatan sebagai Komisaris Independen PT RSI Following the term of office as Supervisory Board of PT RSI
Jaenal Effendi	Anggota Member	Dewan Pengawas PT RSI Supervisory Board of PT RSI	Surat Keputusan Dewan Komisaris No. KEP-10/DK-INDONESIARE/XII/2022 Tanggal 30 Desember 2022 Decree of the Board of Commissioners No. KEP-10/DK-INDONESIARE/XII/2022 dated December 30, 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-09/DK-INDONESIARE/XII/2022 Tanggal 30 Desember 2022 Decree of the Board of Commissioners No. KEP-09/DK-INDONESIARE/XII/2022 dated December 30, 2022	Mengikuti pengangkatan sebagai komite pemantau risiko 11 Februari 2022 s.d 11 Februari 2025 Following the 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.

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.

Aspek Independensi Aspects of Independence	Julian Noor	Setiawan	Eko Wari Santoso	Jaenal Effendi	Meryati Bandjarnahor
Tidak memiliki hubungan kepengurusan di Perusahaan Has no management relationship in the Company	√	√	√	√	√
Tidak memiliki hubungan kepemilikan saham di Perusahaan Has no share ownership relationship in the Company	√	√	√	√	√
Tidak memiliki hubungan keluarga dengan pemegang saham, Dewan Komisaris dan Direksi Has no family relationship with shareholders, Board of Commissioners and Directors	√	√	√	√	√

Masa Jabatan Anggota Komite Tata Kelola Terintegrasi

Masa jabatan anggota komite lain yang merupakan anggota Dewan Komisaris/Dewan Pengawas BUMN berhenti dengan sendirinya apabila masa jabatannya sebagai anggota Dewan Komisaris/Dewan Pengawas BUMN berakhir.

Profile of Integrated Governance Committee Members

Explanations regarding the profiles of the Chairman and Members of the Integrated Governance Committee are presented in the Company Profile section of this Annual Report.

Independence of Integrated Governance Committee Members

The committee formed by the Board of Commissioners must act independently, autonomously, and professionally, free from conflicts of interest, influence, or pressure from any party, in carrying out its duties and responsibilities.

Term of Office for Members of the Integrated Governance Committee

The term of office for other committee members who are members of the Board of Commissioners/Supervisory SOE automatically ceases when their term of office as a member of the Board of Commissioners/Supervisory Board of SOE expires.

Masa kerja anggota Komite lain 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 memberhentikannya sewaktu-waktu.

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.

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.

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.

Pada tahun 2024, Komite Tata Kelola Terintegrasi melangsungkan rapat sebanyak dua (2) kali dengan agenda dan frekuensi kehadiran sebagai berikut:

The term of office of other Committee members who are not members of the Board of Commissioners of the Company is the same as the term of office of members of the Board of Commissioners stipulated in the Company's Articles of Association, without prejudice to the right of the Board of Commissioners to dismiss them at any time.

Duties and Responsibilities of the Integrated Governance Committee

The Integrated Governance Committee has duties and responsibilities, at least:

1. Evaluate the implementation of Integrated Governance, at least through assessing the adequacy of internal controls and the integrated compliance function;
2. Provide recommendations to the Board of Commissioners of the Main Entity for the improvement of the Integrated Governance Guidelines;
3. Hold regular meetings with the Integrated Internal Audit Unit to monitor the implementation of internal audits in each Working Unit within the Financial Conglomerate;
4. Hold regular meetings with the Integrated Compliance Unit to monitor and evaluate the implementation of compliance functions in each Working Unit within the Financial Conglomerate;
5. Periodically evaluate the charter of the Integrated Governance Committee in accordance with developments in legal regulations;
6. Identify other matters that, in the opinion of the Audit Committee, require the attention of the Board of Commissioners.

Rights and Authorities of the Integrated Governance Committee

The Committee may access records or information related to the Company's implementation of integrated governance related to the authority and/ or implementation of the duties of the Integrated Governance Committee.

Meetings of the Integrated Governance Committee

The Committee must hold Committee meetings at least 1 (one) time every 6 (six) months, either directly, through teleconferencing, video conferencing, or other electronic media, with pre-approved agendas for each meeting.

In 2024, the Integrated Governance Committee held meetings twice with the following agendas and attendance frequencies:

Tanggal Rapat Meeting Date	Agenda Rapat Meeting Agenda	Peserta Rapat Meeting Participants
20 Maret 2024 March 20, 2024	- Kinerja Keuangan LHU Desember 2023 (<i>Unaudited</i>) - Laporan Tata Kelola periode Februari 2024 - Pemaparan Regulasi baru OJK dan Peraturan baru Menteri BUMN - Financial Performance of LHU December 2023 (<i>Unaudited</i>) - Governance Report for the period of February 2024 - Presentation of new OJK regulations and new Minister of State-Owned Enterprises regulations	4 Orang 4 Persons
30 Mei 2024 May 30, 2024	- Resume LHU Konsolidasi dan Laporan Pelaksanaan Komite Tata Kelola Terintegrasi per April 2024; - Identifikasi Tata Kelola PT Asuransi Asei Indonesia dan PT Reasuransi Syariah Indonesia - Summary of Consolidated LHU and Report on the Implementation of the Integrated Governance Committee as of April 2024; - Identification of Governance for PT Asuransi Asei Indonesia and PT Reasuransi Syariah Indonesia	5 Orang 5 Persons

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 Number of Attendance	Persentase Kehadiran (%) Percentage of Attendance (%)
Julian Noor	Ketua Chairman	2	2	100
Setiawan	Anggota Member	2	2	100
Eko Wari Santoso	Anggota Member	2	2	100
Jaenal Effendi	Anggota Member	2	1	50
Meryati Bandjarnahor	Anggota Member	2	2	100

Pelaksanaan Program Kerja Komite Tata Kelola Terintegrasi

Uraian realisasi pelaksanaan tugas Komite Tata Kelola Terintegrasi disampaikan melalui tabel di bawah ini.

Implementation of the Work Program of the Integrated Governance Committee

The description of the realization of the Integrated Governance Committee's tasks is presented through the table below.

No.	Program Kerja Work Program	Realisasi Realization
1	Membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan tata kelola terintegrasi Assisting 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 Komite Tata Kelola Terintegrasi a. Evaluated 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. Provided recommendations to the Board of Commissioners to improve the Integrated Governance Guidelines. c. Monitored the implementation of integrated governance guidelines and followed-up on the results of the evaluation of the implementation of integrated governance. d. Evaluated the Integrated Corporate Governance Committee Charter
2	Menyusun Laporan Berkala Kegiatan Komite Tata Kelola Terintegrasi Preparing Periodic Reports on Integrated Governance Committee Activities	a. Telah Menyusun laporan kegiatan triwulan I dan Triwulan II Pada tahun 2024. b. Telah Menyusun Program Kerja Komite Tata Kelola Terintegrasi Tahun 2025. c. Telah Menyusun Laporan Kegiatan Tahun 2024. a. Have prepared the activity report for the first and second quarters of 2024. b. Have prepared the Work Program for the Integrated Governance Committee 2025. c. Have prepared the Activity Report 2024.
3	Peningkatan kompetensi Komite Tata Kelola Terintegrasi Competency improvement of Integrated Governance Committee	Telah Mengikuti <i>workshop</i> /seminar pada tahun 2024. Have participated in workshops/seminars in 2024.

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	<i>Refreshment Programme</i> Tim Penilaian Kemampuan dan Keputusan Perusahaan Perasuransian, Penjaminan dan Dana Pensiun Tahun 2024 Refreshment Program for the Assessment Team of the Fit and Proper Test for Insurance Companies, Guaranteeing, and Pension Funds 2024.	OJK	05 Maret 2024 Via Zoom Meeting March 05, 2024 Via Zoom Meeting
	For Attending Digital and Risk Management in Insurance 2024 "Insuring Tomorrow Navigating The Digital Frontier in Life Insurance"	AAJI	15 - 17 Mei 2024 di Bandung May 15-17, 2024 in Bandung
	Rapat Koordinasi Nasional Pengawasan <i>Intern</i> Tahun 2024 - Mengawal Penuntasan Pembangunan Jangka Menengah untuk Kesenambungan Pembangunan. National Coordination Meeting on Internal Supervision for 2024 - Overseeing the Completion of the Medium-Term Development for Sustainable Development.	BPKP	22 Mei 2024 di Jakarta May 22, 2024 in Jakarta
	1 st ReIndo Syariah Conference (RSC)	RCS	27 Juni 2024 di Jakarta June 27, 2024 in Jakarta
	Accelerating Transformation In Insurance Industry: Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
	Securing Stability & Unravelling Risk Impacting The Insurance Landscape	General Insurance Association of Indonesia	12 Oktober 2024 di Bali October 12, 2024 in Bali
	Accelerating Transformation In Insurance Industry: Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24 - 25, 2024 in Jakarta
Setiawan	Indonesia Rendezvous	AAUI	10 - 12 Oktober di Bali October 10-12, 2024 in Bali
Eko Wari Santoso	Accelerating Transformation In Insurance Industry: Driving Growth Strengthening Resilience	IndonesiaRe International Conference 2024	24 - 25 Juli 2024 di Jakarta July 24-25, 2024 in Jakarta
	Indonesia Rendezvous	AAUI	10 - 12 Oktober di Bali October 10 - 12 in Bali
	Opportunities and Challenges in the Energy Transition Era	Webinar APARI & AAMAI - Carbon Credit Insurance	16 Oktober 2024 Online October 16, 2024 Online
Jaenal Effendi	Qualified Risk Governance Professional (QRGP)	LSPMR	17 Juli 2024 Jakarta July 17, 2024 Jakarta
	<i>Workshop</i> Pra-Ijtima' Sanawi Dewan Pengawas Syariah IX Tahun 2024 Pre-Ijtima' Sanawi Workshop of Sharia Supervisory Board IX Year 2024	DSN	24 September 2024 Jakarta September 24, 2024 Jakarta
Meryati Bandjarnahor	Recognizing Emerging Risks and Opportunities in Portfolio Diversification	GRC Management	13 April 2024 Online April 13, 2024 Online
	Pelatihan Manajemen risiko dengan tema Sustainability for organizational Resilience and Competitive Advantage. Risk Management Training with the theme "Sustainability for Organizational Resilience and Competitive Advantage."	LSPMR	12 - 13 Desember 2024 di Bali December 12-13, 2024 in Bali

SEKRETARIS PERUSAHAAN

CORPORATE SECRETARY

Pengangkatan Sekretaris Perusahaan merupakan bagian dari implementasi tata kelola perusahaan yang baik. Sekretaris Perusahaan memiliki peran yang penting dalam kegiatan Perusahaan, seperti 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 dibawah Direksi.

The appointment of the Corporate Secretary is part of the implementation of good corporate governance. The said position has an important role in facilitating communication between company organs, relations between the Company and Stakeholders, and ensuring compliance with applicable regulations. The function of the Corporate Secretary is to answer directly to the Board of Directors.

Profil Sekretaris Perusahaan



Aji Irawan
Sekretaris Perusahaan
Corporate Secretary

Profile of the Corporate Secretary

Warga Negara Citizen	Indonesia	Indonesia
Domisili Domicile	Tangerang Selatan	South Tangerang
Riwayat Pendidikan Education History	- Universitas Gadjah Mada, Magister Hukum Bisnis, Kampus Jakarta (2021-2023) - Sarjana Hukum Universitas Diponegoro (2003-2007)	- Gadjah Mada University, Master of Business Law, Jakarta Campus (2021-2023). - Bachelor of Law, Diponegoro University (2003-2007)
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 Concurrent Position	Tidak memiliki rangkap jabatan	Does not have concurrent positions
Pengalaman Kerja Work Experience	- Sekretaris Perusahaan & Legal Manager, PT Wicaksana Overseas International Tbk (DKSH Holding Group) (Maret 2020 – Oktober 2022) - PT Sawit Sumbermas Sarana Tbk - Corporate Secretary (November 2018 -Februari 2020) - Advokat, 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 Acquisition, 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 – October 2022) - PT Sawit Sumbermas Sarana Tbk - Corporate Secretary (November 2018-Februari 2020) - Attorney, 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 Acquisition, PT Infratech Indonesia (United Engineers Pte Ltd Group) (March 2008 – October 2008)
Hubungan Afiliasi Affiliation Relationship	Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, maupun Pemegang Saham Utama	Has no affiliation with the Board of Commissioners, the Board of Directors, or Major Shareholders.

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 (*liaison officer*);
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.

Struktur Organisasi

Berikut adalah bagan struktur organisasi Sekretaris Perusahaan Indonesia Re:



Function of the Corporate Secretary

The Company has established the functions of the Corporate Secretary, which include:

1. Ensuring that the Company complies with regulations regarding disclosure requirements in line with the implementation of GCG principles;
2. Providing information needed by the Board of Directors and Board of Commissioners/Supervisory Board periodically and/or upon request;
3. Acting as a liaison officer;
4. Organizing and maintaining company documents, including but not limited to the Shareholders List, Special List, and minutes of Board of Directors meetings, Board of Commissioners meetings, and General Meetings.

Organizational Structure

The following is the organizational structure chart of the Corporate Secretary of Indonesia Re:

Hingga akhir 2024 pejabat Sekretaris Perusahaan adalah:

Until the conclusion of 2024, the Corporate Secretary official is:

Nama Name	Jabatan Position
Aji Irawan	Sekretaris Perusahaan Corporate Secretary
Candy Fitara Prameswari	Corporate Communication Department Head
Arthur Daniel P. Sitorus	Corporate Secretary & Protocoler Department Head

Kualifikasi Sekretaris Perusahaan

Sekretaris Perusahaan Indonesia Re harus memiliki kualifikasi sebagai berikut:

1. Pendidikan
Sarjana (S1) semua jurusan, diutamakan dari Fakultas Hukum.
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;

Qualifications of the Corporate Secretary

The Corporate Secretary of Indonesia Re must have the following qualifications:

1. Education
Bachelor's degree (S1) in any field, preferably from the Faculty of Law.
2. Work Experience Having 8 (eight) years of experience in the fields of Law/Public Relations, preferably in insurance/ reinsurance/other financial services companies, with at least 5 (five) years in managerial positions.
3. Understanding
 - Understanding of insurance/reinsurance business processes and public relations;
 - Understanding of various aspects in the legal field;
 - Good understanding of office management issues;

- 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;
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, dan pihak-pihak lainnya untuk memperoleh informasi yang relevan dalam rangka memberikan masukan kepada Direksi untuk menyusun strategi dan mengembangkan produk-produk;
6. Mengelola hubungan dengan pemegang saham dan seluruh pemangku kepentingan;
7. Membuat analisis dan memberikan opini hukum atas masalah-masalah yang berkaitan dengan litigasi maupun non-litigasi dan kerja sama dengan pihak ketiga;
8. Memberikan masukan-masukan kepada Direksi mengenai pengembangan organisasi Perusahaan;

- Good understanding of protocol and secretariat matters;
 - Strong management skills to oversee the division effectively.
4. Personal Qualities
- Having integrity, maturity, dynamism, and flexibility;
 - Having excellent communication, diplomacy, and interpersonal skills;
 - Having resilience to stress/conflict situations;
 - Having good logical thinking and comprehensive problem-solving skills;
 - Having high interest and attention to public relations issues;
 - Having potential for effective leadership at the divisional level;
5. Other Qualifications
- Having high business sense;
 - Proficient in computer usage to support job tasks;
 - Proficient in English, both spoken and written.

Appointment and Termination of the Corporate Secretary

The appointment and termination of the Corporate Secretary are carried out by the Board of Directors based on the Company's internal mechanisms with the approval of the Board of Commissioners.

Duties and Responsibilities

The Corporate Secretary has the following duties and responsibilities:

1. Organizing the Annual and Extraordinary General Meetings of Shareholders;
2. Organizing and participating in the preparation of the Company's Annual Reports;
3. Creating and preparing relevant procedures and policies as regulated in the Corporate Governance Guidelines issued by the OJK;
4. Keeping abreast of developments in the insurance and banking industries, especially regulations directly and indirectly related to Indonesia Re's products;
5. Establishing and maintaining relationships with regulatory authorities in the insurance field, and other parties to obtain relevant information for providing input to the Board of Directors in developing strategies and products;
6. Manage relationships with shareholders and all stakeholders;
7. Conducting analysis and providing legal opinions on issues related to litigation and cooperation with third parties;
8. Providing input to the Board of Directors regarding the development of the Company's organization;

9. Menyelenggarakan rapat-rapat kerja untuk melakukan <i>review</i> kinerja Perusahaan dan pemasaran serta unit-unit kerja lainnya, produk, biaya operasional, dan produktivitas pegawai; 10. Memastikan bahwa Perseroan mematuhi peraturan tentang persyaratan keterbukaan sejalan dengan penerapan prinsip-prinsip <i>Good Corporate Governance</i>; 11. 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; 12. Memimpin, mengelola, mengembangkan dan melaksanakan strategi dan program kehumasan baik melalui website maupun media publikasi Indonesia Re lainnya;	9. Holding working meetings to review the Company's performance, marketing, and other work units, products, operational costs, and employee productivity; 10. Ensuring that the Company complies with regulations regarding disclosure requirements in line with the implementation of Good Corporate Governance principles; 11. Drafting the agenda for Board of Directors meetings based on proposals/directives from Board Members, preparing Meeting Minutes, and then administering and distributing the Minutes if deemed necessary; 12. Leading, managing, developing, and implementing public relations strategies and programs through Indonesia Re's website and other publications;

Pelaksanaan Tugas Tahun 2024

Selama tahun 2024, Sekretaris Perusahaan PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "Perusahaan") telah melaksanakan tugas sesuai dengan tugas dan tanggung jawabnya antara lain sebagai berikut:

Bidang Corporate Secretary & Protocoller

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 2024;
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. Memastikan komunikasi yang efektif dalam menyampaikan kepentingan perusahaan kepada pihak pemerintah;
8. 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 dan pemangku kepentingan publik lainnya;
9. Mengelola hubungan eksternal dengan asosiasi industri atau lembaga lainnya;

Implementation of Duties in 2024

During 2024, the Corporate Secretary of PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "the Company") carried out duties in accordance with their duties and responsibilities, including but not limited to the following::

Corporate Secretary & Protocoller

1. Approving any information and communication concepts to be conveyed to external parties;
2. Keeping abreast of legislative regulations related to insurance business, Good Corporate Governance (GCG), and other relevant regulations;
3. Providing and delivering information to the Board of Directors and Board of Commissioners regarding GCG issues;
4. Preparing and organizing the Annual Financial Statements Approval General Meetings of the Parent and Subsidiary Companies for the 2024 fiscal year;
5. Monitoring and scheduling official travel agendas for the Directors;
6. Monitoring various corporate secretarial and protocol activities related to the Board of Directors and Board of Commissioners;
7. Ensuring effective communication in conveying the company's interests to government parties.
8. Maintaining good relations between the Company and Regulators (OJK), Shareholders (Ministry of SOEs), Government agencies (e.g., Prosecutor's Office, Ministry of Law and Human Rights, Ministry of Finance, BPKP), rating agencies (Fitch Rating & PEFINDO), and supporting professions and other public stakeholders;
9. Managing external relationships with industry associations or other institutions;

10. Mengorganisir buku-buku bacaan, company profile, laporan tahunan media cetak, dan sumber informasi lainnya yang bermanfaat bagi internal melalui perpustakaan Indonesia Re;
11. Mempersiapkan dan menyelenggarakan Rapat Direksi dan Rapat Gabungan antara Direksi serta Dewan Komisaris secara berkala;
12. Memastikan terlaksananya pelayanan pengiriman/ekspedisi dokumen dokumen Perusahaan kepada pihak eksternal;
13. Mengorganisir pendataan, pemeliharaan, dan penataan arsip-arsip Perusahaan;
14. Melaksanakan penyempurnaan pedoman kearsipan Perusahaan;
15. Melaksanakan dan pendokumentasian Rapat Umum Pemegang Saham (RUPS), rapat Direksi, dan rapat Komite-komite Perusahaan;
16. Melaksanakan program pengenalan bagi anggota Dewan komisaris (program Induksi) yang baru diangkat yaitu Program Induksi bagi Komisaris Independen Perusahaan.
17. Penyediaan kebutuhan perlengkapan pendukung pekerjaan Direksi;
18. Menjadi ketua dalam kegiatan Indonesia Re International Conference;
19. Menjadi penanggung jawab atas pelaksanaan Company Anniversary ke 39 PT Reasuransi Indonesia Utama (Persero);
20. Menjaga hubungan baik dengan pemegang saham (*shareholders relationship management*);
21. Menjaga hubungan baik dengan pemangku saham (*stakeholders relationship management*) antara lain dengan mengundang DPR RI, KPPU, LPEI, Jamdatun, BPKP, OJK dsb 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. Memproyeksikan seluruh kegiatan bisnis dan operasional Perusahaan kepada pihak internal dan eksternal melalui channel media komunikasi Perusahaan;
6. Menjalani 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. Meningkatkan persepsi, menjaga image, menciptakan reputasi yang baik bagi Perusahaan;

10. Organizing reading materials, company profiles, annual reports in print media, and other sources of information beneficial for internal use through Indonesia Re's library;
11. Preparing and organizing Board of Directors meetings and Joint Meetings between the Board of Directors and Board of Commissioners periodically;
12. Ensuring the delivery/expedition of Company documents to external parties;
13. Organizing the data collection, maintenance, and arrangement of Company archives;
14. Implementing improvements to the Company's archiving guidelines;
15. Implementing and documenting General Meetings of Shareholders (GMS), Board of Directors meetings, and Company Committee meetings;
16. Implementing an induction program for newly appointed Board of Commissioners members, namely the Induction Program for Independent Company Commissioners;
17. Providing the necessary equipment support for the Directors' work;
18. Serving as the chairperson for the Indonesia Re International Conference;
19. Responsible for the implementation of the 39th Company Anniversary of PT Reasuransi Indonesia Utama (Persero);
20. Maintaining good relations with shareholders (*shareholders relationship management*).
21. Maintaining good relations with stakeholders (*stakeholders relationship management*), including inviting the Indonesian House of Representatives, KPPU, LPEI, Jamdatun, BPKP, OJK, etc., to several Corporate Company activities

Corporate Communication:

1. Implementing Public Relations functions;
2. Compiling the Company's Annual Report;
3. Managing and developing Indonesia Re's corporate communication materials such as financial report publications, holiday advertisements, news coverage, etc.;
4. Conducting activities that support the implementation of transparency principles, especially those related to Indonesia Re's performance through communication to stakeholders;
5. Projecting all business and operational activities of the Company to internal and external parties through the Company's communication media channels;
6. Establishing communication and maintaining relations with Association Public Relations parties, Ministries, regulators, Indonesia Re's relations, and the public;
7. Ensuring the implementation of all activities related to Corporate Communication including company activity documentation;
8. Enhancing perception, maintaining image, creating a good reputation for the Company.

UNIT AUDIT INTERNAL

INTERNAL AUDIT UNIT

Unit Audit Internal merupakan fungsi yang melakukan evaluasi dan meningkatkan efektivitas pengelolaan risiko Perusahaan. Karena itu, audit internal merupakan bagian dari struktur Satuan Pengawas Internal Perusahaan. 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.

Piagam Audit

Piagam Audit Internal sebagai pedoman dan tata tertib kerja unit Audit Internal telah disahkan pada tanggal 20 Desember 2024, 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.

Profil Kepala Audit Internal



Alison E. Ritonga
Chief Internal Audit

Warga Negara Citizen	Indonesia	Indonesia
Domisili Domicile	Depok, Jawa Barat	Depok, West Java
Riwayat Pendidikan Education History	Sarjana Akuntansi dari Universitas Sumatera Utara (1997)	Bachelor of Accounting from the University of Sumatera Utara (1997)
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 Concurrent Position	Tidak memiliki rangkap jabatan	Does not have concurrent positions
Pengalaman Kerja Work Experience	- Chief Internal Audit (2021-sekarang) - Kadep. Subsidiary management (April 2021-November 2021) - Kepala Department Strategic Planning (2019-2021) - Kepala Department Risk Management & Strategic Planning (2016-2019) - Treaty Underwriter (2014-2016) - Kepala Seksi Administrasi General Reinsurance (2008-2014) - Kasie. Akuntansi Keuangan (2004-2008) - Auditor - SPI (1998-2004) - Management Trainee (1997-1998)	- Chief of Internal Audit (2021-present) - Head of Department of Subsidiary Management (April 2021-November 2021) - Head of Department of Strategic Planning (2019-2021) - Head of Department of Risk Management & Strategic Planning (2016-2019) - Head of Agreement Underwriter Section (2014-2016) - Head of Administration of General Reinsurance (2008-2014) - Head of Administration of Financial Accounting (2004-2008) - Auditor - SPI (1998-2004) - Management Trainee (1997-1998)
Hubungan Afiliasi Affiliation Relationship	Tidak memiliki hubungan afiliasi dengan Dewan Komisaris, Direksi, maupun Pemegang Saham Utama	Has no affiliation with the Board of Commissioners, the Board of Directors, or Major Shareholders.

The Internal Audit Unit is a function that evaluates and enhances the effectiveness of the Company's risk management. Therefore, internal audit is part of the Company's Internal Oversight Unit structure. Additionally, internal audit is also a corporate unit that carries out assurance activities and management consulting to add value, enhance the Company's operations, assist the Company in achieving its objectives, improve internal controls, and implement risk management.

Audit Charter

The Internal Audit Charter, serving as guidelines and regulations for the Internal Audit Unit's work, was ratified on December 20, 2024 to enhance the effectiveness of the Company's Internal Control System and the leadership's commitment to the functioning of Internal Audit. The Internal Audit Charter includes the vision, mission, authority, duties, and responsibilities of Internal Audit in ensuring the effectiveness of the internal control system.

Profile of the Head of Internal Audit

Jumlah Personel

Personel 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 sesuai dengan peraturan yang berlaku dan memiliki kompetensi yang memadai agar dapat melaksanakan tugas dan tanggung jawabnya.

Nama Name	Jabatan Position	Keahlian/Sertifikasi Expertise / Certification
Alison E. Ritonga	Chief Internal Audit	CA, QIA, CRMP, CRGP, ANZIIF (Assoc) CIP, CIAE
Rini Novitasari	Auditor	AAAIK, PIA, CRMO, CCP, CIAE
A. Rasmoko Duto	Auditor	On process QIA, CIAE, CCP, CRMO
Dewa Teges Surya M.	Auditor	AAAIJ, on process PIA, CCP, CRMO
Yuristi Amitha	Auditor	On process QIA, CCP, CRMO
Amin A. Harahap	Auditor	On process QIA, CRMO

Number of Personnel

The Internal Audit Unit of Indonesia Re consists of 6 (six) individuals, namely 1 (one) Chief Internal Auditor and 5 (five) auditors. All personnel have qualifications in accordance with applicable regulations and possess adequate competencies to carry out their duties and responsibilities.

Kualifikasi/Sertifikasi Audit Internal

Kualifikasi/Sertifikasi Qualifications/Certifications	Jumlah (Orang) Total (Person)
Qualified Internal Auditor (QIA)	1 Orang Person
Profesional Internal Auditor (PIA)	1 Orang Person
Certified Internal Audit Executive (CIAE)	3 Orang Person

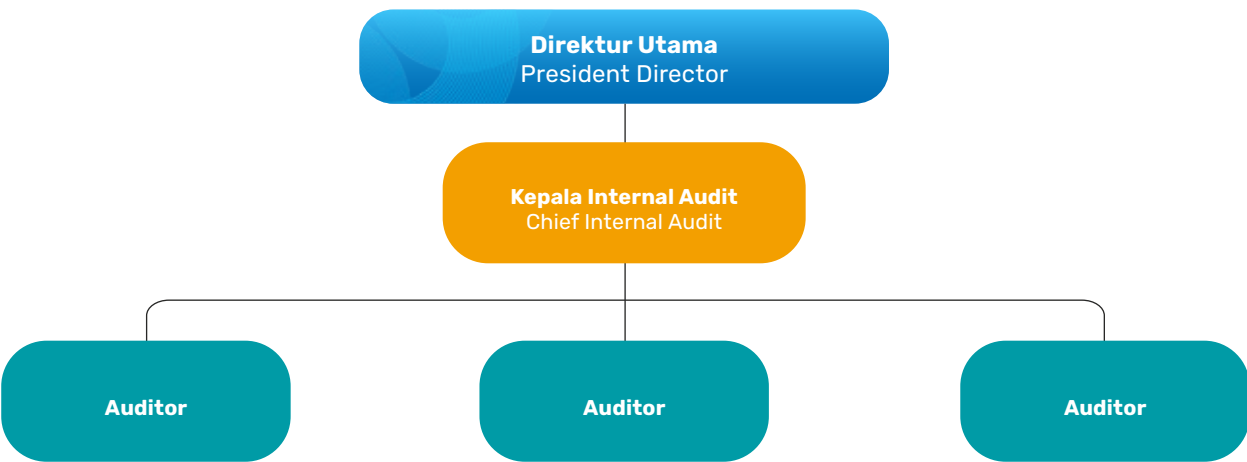
Internal Audit Qualifications/Certifications

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 is directly under 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.

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.

Duties and Responsibilities

The Company has established the duties and responsibilities of Internal Audit as follows:

1. Conducting audits on the implementation of the Company's Internal Control System concerning the application of Good Corporate Governance principles in terms of assessments, policies, and applicable company regulations.
2. Evaluating the effectiveness and efficiency levels of operational activities in utilizing available resources.
3. Evaluating the achievement of the Company's goals and objectives in accordance with the planning.
4. Evaluating internal controls and risk management implementation according to company policies.
5. Supervising and evaluating the audit findings' outcomes and providing improvement suggestions to the auditee.
6. Performing special tasks within the scope of internal control assigned by the Chief Executive Officer.
7. Providing information on task implementation reports to the Board of Commissioners.
8. Collaborating with the Audit Committee in carrying out audit functions.

Rights and Authorities of Internal Audit

In addition to duties and responsibilities, Internal Audit also holds rights and authorities, including:

1. Having access to all relevant documents, records, reports, physical assets, and information.
2. Receiving necessary assistance from employees in various divisions where auditors conduct audits.
3. Obtaining assistance from experts, professionals, and others if deemed necessary from within and/or outside the Company.
4. Verifying and testing the reliability of data and information obtained.
5. The Chief Internal Audit is authorized to evaluate the Internal Audit Charter.

Independence of Internal Audit

The Internal Audit of Indonesia Re shall be independent in carrying out its duties. Internal Audit is free from situations that could threaten the ability of internal audit activities to carry out its responsibilities impartially. Internal auditors, in performing examination activities, can execute their tasks effectively to all organizational units and are directly accountable to the Chief Executive Officer.

Authority to Appoint and Dismiss the Head of Internal Audit Unit

The authority to appoint and dismiss the Head of Internal Audit is vested in the Chief Executive Officer, referring to the Company's internal mechanisms with the approval of the Board of Commissioners.

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.

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.

Ruang Lingkup Kerja Audit Internal

- Audit internal rutin, investigasi, verifikasi fisik aset tetap dan tugas lainnya yang diperlukan oleh manajemen untuk mempertahankan transparansi dan akuntabilitas.
- Evaluasi kepatuhan terhadap peraturan, kebijakan, serta tata kelola yang baik (GCG).
- Penelaahan kehematan/ekonomis dan efisiensi/daya guna kegiatan operasi penggunaan sarana/daya guna yang tersedia.

Code of Ethics for Internal Audit

To regulate ethical conduct in carrying out its duties, Internal Audit Indonesia Re has a code of ethics containing basic principles of behavior that require careful consideration from each auditor in its implementation. Violations of the code of ethics will result in sanctions ranging from warnings to dismissal from audit duties. Therefore, Internal Audit must adhere to and comply with the code of ethics. The standards of behavior for internal auditors are as follows:

1. Integrity

- Performing audits with honesty, diligence, and responsibility;
- Not engaging in illegal activities or actions that may tarnish the profession of Internal Audit;
- Respecting and contributing to the legitimate and ethical goals of the Company.

2. Objectivity

- Not participating in activities or relationships that may interfere with or be perceived as impairing impartial judgments. This participation includes activities or relationships that may conflict with the organization's interests;
- Not accepting anything that may interfere with or be perceived as impairing professional judgment;
- Disclosing all known material facts.

3. Confidentiality

- Maintaining the confidentiality of information received while performing duties, in accordance with applicable regulations.
- Not using information for personal gain or in any way contrary to the law or detrimental to legitimate and ethical organizational goals.

4. Competence

- Only engaging in services consistent with one's knowledge, expertise and experience;
- Conducting internal audit processes according to professional standards published by the Internal Audit Association;
- Enhancing the ability and effectiveness as well as the quality of audit services.

Scope of Internal Audit Work

- Routine internal audits, investigations, physical verification of fixed assets, and other necessary tasks required by management to maintain transparency and accountability.
- Evaluating compliance with regulations, policies, and good governance (GCG).
- Reviewing the economy/efficiency and effectiveness/utilization of operational activities in utilizing available resources.

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.

4. Evaluating the achievement of company objectives and targets in accordance with the Company's Work and Budget Plan (RKAP) and providing recommendations for improvement.
5. Evaluating the effectiveness of Standard Operating Procedures (SOP).
6. Evaluating internal controls and risk management implementation according to company policies.
7. Supervising and evaluating the results of audit findings and providing improvement suggestions to the auditee.
8. Special tasks within the scope of internal control assigned by the Chief Executive Officer.

Pelaksanaan Kegiatan Unit Audit Internal Tahun 2024

Pelaksanaan audit dilakukan dengan menggunakan Audit Berbasis Risiko (*Risk Based Audit*), di mana semua kegiatan audit dimulai dari perencanaan, pelaksanaan dan pelaporan hasil audit berbasis pada profil risiko perusahaan.

Pelaksanaan tugas Internal Audit 2024 sesuai dengan Program kerja Pengawasan Tahunan (PKPT) 2024 yang telah ditandatangani oleh Direksi Utama tanggal 31 Desember 2023.

Implementation of Internal Audit Unit Activities in 2024

The audit follows a Risk-Based approach, commencing with planning, execution, and reporting of findings, all tailored to the Company's risk profile.

The implementation of Internal Audit tasks in 2024 is in accordance with the 2024 Annual Supervision Work Program (PKPT), signed by the Chief Executive Officer on December 31, 2023.

No.	Unit Kerja Work Unit	Objek Audit Audit Object	Waktu Pelaksanaan Implementation Time
1	Finance Division	Pemeriksaan Fisik Kas Physical verification of cash	Minggu ke-1 tiap bulan 1st week every month
2	Legal, Compliance, RM Division	Performance Risk Management	April - Juni 2024 April - June 2024
3	- Legal, Compliance, RM Division - Corporate Secretary Division - Strategic Development Division	Operasional dan Kepatuhan terhadap Regulasi Operational and Regulatory Compliance	April - Juni 2024 April - June 2024
4	HCGA Division	Performance Human Capital	Mei - Juli 2024 May - July 2024
5	- IT Division - HCGA Division	Performance IT	Juli - September 2024 July - September 2024
6	- HCGA Division - Accounting & Tax Division - Corporate Secretary Division	Performance General Affair & Procurement	Juli - September 2024 July - September 2024
7	- Finance Division - Accounting & Tax Division - General Reins. Underwriting Division - Life Reins. Underwriting Division - Finance Division	Utang Piutang, Investasi, dan Perpajakan Accounts Receivable and Payable, Investments, and Taxation,	Juli - September 2024 July - September 2024
8	- General Reins. Underwriting Division - Client Market & Treaty Division - Business Management Division	Performance Reasuransi Umum General Reinsurance Performance	Oktober - Desember 2024 October - December 2024

Penyimpangan Internal

Penyimpangan Internal Internal Deviations	Jumlah Kasus yang Dilakukan Oleh Number of cases committed by		
	Pengurus Management Board of management	Pegawai Tetap Permanent Employee	Pegawai Tidak Tetap Non-permanent Employees
Telah diselesaikan Resolved	Nil	Nil	Nil
Dalam proses penyelesaian di internal In the process of internal resolution	Nil	Nil	Nil
Belum diupayakan penyelesaiannya Not yet resolved	Nil	Nil	Nil
Telah ditindaklanjuti melalui proses hukum Have been followed up through the legal process	Nil	Nil	Nil
Total penyimpanan internal Total internal storage	Nil	Nil	Nil

Internal Deviations

Tindak Lanjut Temuan Auditor

Salah satu fungsi Audit Internal melaporkan hasil pemantauan tindak lanjut perbaikan atas temuan yang signifikan kepada Direktur Utama dan Dewan Komisaris/Dewan Pengawas. Monitoring tindak lanjut audit disampaikan kepada Komite Audit, Direksi dan Dewan Komisaris setiap bulan pada rapat Komite Audit.

Follow-up Actions by Auditors

One of the functions of Internal Audit is to report the monitoring results of follow-up actions on significant findings to the President Director and the Board of Commissioners/Supervisory Board. The monitoring of audit follow-up actions is presented to the Audit Committee, the Board of Directors, and the Board of Commissioners at monthly Audit Committee meetings.

Pelatihan Audit Internal

Dalam rangka meningkatkan kualitas Auditor dari segi pengetahuan audit dan pengembangan audit berbasis risiko, SPI mengirim auditor mengikuti pelatihan, seminar dan pendidikan pada bidang-bidang yang relevan dengan objek pemeriksaan sebagai berikut:

Internal Audit Training

In order to enhance the quality of Auditors in terms of audit knowledge and the development of risk-based auditing, the Internal Audit Unit assigns auditors to attend trainings, seminars, and education programs in areas relevant to the audit subjects, as follows:

Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Waktu Penyelenggaraan Date	Tempat Penyelenggaraan Place	Penyelenggara Organizer
Amin A.Harapah	Sertifikasi Auditor Internal Tingkat Dasar Internal Audit Certification (Basic Level)	19 Februari - 2 Maret 2024 February 19 - March 2, 2024	Jakarta	YPIA
1. Rini Novitasari 2. Agustinus Rasmoko Duto 3. Dewa Teges Surya Maharga 4. Yuristi Amitha	Certified Compliance Professional	5 - 8 Maret 2024 March 5 - 8, 2024	Jakarta	PPM
1. Alison E.Ritonga 2. Rini Novitasari	Forum Edukasi Keterbukaan Informasi Publik Public Information Disclosure Education Forum	23 April 2024 April 23, 2024	Jakarta	IndonesiaRe
1. Rini Novitasari 2. Agustinus Rasmoko Duto 3. Dewa Teges Surya Maharga 4. Yuristi Amitha 5. Amin A.Harapah	Pelatihan sistem manajemen anti penyuapan ISO 37001:2016 Anti-Bribery Management System Training ISO 37001:2016	29 - 30 April 2024 April 29 - 30, 2024	Jakarta	Idea Multiple Management
1. Alison E.Ritonga 2. Rini Novitasari 3. Agustinus Rasmoko Duto 4. Dewa Teges Surya Maharga 5. Yuristi Amitha 6. Amin A.Harapah	Edukasi UU PDP Education on the Personal Data Protection Law (UU PDP)	7 Mei 2024 May 7, 2024	Jakarta	IndonesiaRe

Nama Peserta Participant Name	Jenis Pelatihan Type of Training	Waktu Penyelenggaraan Date	Tempat Penyelenggaraan Place	Penyelenggara Organizer
Alison E. Ritonga	Workshop kebijakan dan transaksi pengelolaan kerugian (<i>cut loss</i>) Workshop on Policies and Transaction Guidelines for Loss Management (<i>Cut Loss</i>)	4 Juni 2024 June 4, 2024	Jakarta	KBUMN
Alison E. Ritonga	Konferensi Auditor Internal Internal Auditor Conference	10 - 11 Juli 2024 July 10-11, 2024	Yogyakarta	YPIA
1. Rini Novitasari 2. Agustinus Rasmoko Duto	Pelatihan dan Sertifikasi CIAE Training and Certification for CIAE (Certified Internal Auditor in Education)	20 -21 Agustus 2024 August 20 -21, 2024	Bogor	BPKP
Yuristi Amitha	National Anti Fraud Conference 2024	5 - 6 September 2024 September 5 - 6, 2024	Bandung	ACFE
Amin A. Harahap	Next Gen Leadership BUMN Muda Series	12 Oktober 2024 October 12, 2024	Jakarta	KBUMN
1. Alison E. Ritonga 2. Rini Novitasari 3. Agustinus Rasmoko Duto	Seminar Hari Antikorupsi Sedunia Seminar on International Anti-Corruption Day	5 Desember 2024 December 5, 2024	Jakarta	IndonesiaRe
Alison E. Ritonga	Seminar Nasional Internal Audit National Seminar on Internal Audit	4 -5 Desember 2024 December 4 -5, 2024	Bali	YPIA

Program Kerja 2025**Work Program in 2025**

No.	Unit Kerja Work Unit	Objek Audit Audit Object	Bulan Pelaksanaan Month of Implementation
1	Finance Division	Pemeriksaan Fisik Kas Physical verification of cash	Minggu ke-1 tiap bulan 1st week every month
2	HCGA Division	Pemeriksaan P3DN, TKDN, dan UMK Koperasi Examination of P3DN (Domestic Product Utilization), TKDN (Domestic Content Level), and Cooperatives' MSMEs	Minggu ke 3 tiap Amin Posisi tiap akhir bulan bulan berikutnya. 3rd week of each Amen Position at the end of the following month.
3	Legal, Compliance, RM Division	Performance Risk Management	Maret - Mei 2025 March - May 2025
4	- Legal, Compliance, RM Division - Corporate Secretary Division - Strategic Development Division - ESG & TJSL Division	Operasional dan Kepatuhan Terhadap Regulasi Operations and Compliance with Regulations	Maret - Mei 2025 March - May 2025
5	- HCGA Division - Accounting & Tax Division - Corporate Secretary Division	Performance HCGA & Procurement	Maret - Mei 2025 March - May 2025
6	- Accounting & Tax Division - Finance Division - Actuary Division - IT Division	Implementasi PSAK 117 (Kontrak Asuransi) Implementation of PSAK 117 (Insurance Contracts)	Juni-Agustus 2025 June-August 2025
7	- IT Division - HCGA Division	Performance IT	Juni - September 2025 June - September 2025
8	- Finance Division - Accounting & Tax Division - General Reinsurance Underwriting Division - Non Life e Client Market & Treaty Division - Business Management Division - Life Reins. Underwriting Division - Tim PAS (Penyelesaian Account Suspend)	Utang Piutang, Nilai & Hasil Investasi dan Perpajakan Accounts Payable & Receivable, Investment Value & Returns, and Taxation.	Juni - September 2025 June - September 2025
9	- Life & Pricing Actuary Division - Actuary - Business Management Division - Finance Division	Pemeriksaan Reasuransi Jiwa Life Reinsurance Audit	September - November 2025
10	- IndonesiaRe Institute Division - HCGA Division - Finance Division	Performance IndonesiaRe Institute	September - November 2025

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:

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. 40 Tahun 2014 tentang Perasuransian;
4. Peraturan Menteri BUMN No. PER-2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
5. Peraturan Otoritas Jasa Keuangan Nomor 73/POJK.05/2016 tentang Tata Kelola Perusahaan yang Baik Bagi Perusahaan Perasuransian;
6. Peraturan Otoritas Jasa Keuangan No. 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. Peraturan Otoritas Jasa Keuangan Republik Indonesia Nomor 23 Tahun 2023 tentang Perizinan Usaha dan Kelembagaan Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah;
8. POJK No. 18/POJK.03/2014 tentang Penerapan Tata Kelola Terintegrasi bagi Konglomerasi Keuangan;
9. 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.

Indonesia Re is committed to implementing compliance aspects and functions in managing compliance risks for every business activity and operation of the Company. This implementation refers to applicable regulations, including:

1. Law No. 19 of 2003 concerning State-Owned Enterprises;
2. Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies;
3. Law of the Republic of Indonesia No. 40 of 2014 concerning Insurance;
4. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 concerning Guidelines for Good Corporate Governance and Significant Corporate Activities of State-Owned Enterprises;
5. POJK No. 73/POJK.05/2016 regarding Good Corporate Governance for Insurance Companies;
6. Financial Services Authority Regulation No. 43/POJK.05/2019 concerning Amendments to the Financial Services Authority Regulation No. 73/POJK.05/2016 on Good Corporate Governance for Insurance Companies;
7. Financial Services Authority of the Republic of Indonesia Regulation No. 23 of 2023 concerning Business Licensing and Institutional Regulations for Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies;
8. POJK No. 18/POJK.03/2014 concerning the Implementation of Integrated Governance for Financial Conglomerates;
9. SEOJK No. 15/SEOJK.03/2015 concerning the Implementation of Integrated Governance for Financial Conglomerates.

This commitment is also supported by the involvement of the Board of Directors in compliance functions. The Board of Directors of Indonesia Re strives to be a role model in compliance implementation, one of which is by signing integrity pacts to run the Company in accordance with GCG principles and compliance with all applicable internal and external regulations.

The Board of Commissioners and the Board of Directors also signed the Anti-Bribery Policy Commitment, monitored and evaluated compliance functions in each subsidiary within the financial conglomerate, and prepared integrated compliance reports.

Dalam pelaksanaannya, fungsi kepatuhan di lingkungan Indonesia Re dipimpin oleh Legal, 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 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*, *knowledge 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 2024 sebagai bentuk dari pencegahan tindak pidana korupsi di lingkungan Perusahaan, Sosialisasi yang dilakukan yakni:

1. Sosialisasi tata cara pengisian LHKPN.
2. Sosialisasi dan Evaluasi Penerapan kepatuhan Persaingan Usaha.
3. Sosialisasi pedoman APU PPT kepada mitra usaha.
4. Sosialisasi Penerapan PDP pada Indonesia Re Group
5. Sosialisasi pedoman pengendalian gratifikasi.
6. Sosialisasi dan Workshop “*Business Judgement Rule*.”
7. Sosialisasi ISO SMAP 37001: 2016.
8. Sosialisasi Pedoman Benturan Kepentingan.
9. Sosialisasi dan Peringatan Hari Antikorupsi Sedunia.

Seluruh sosialisasi di atas diikuti oleh seluruh karyawan Perusahaan dan Indonesia Re Group.

In its implementation, the compliance function at Indonesia Re is led by the Legal, Compliance & Risk Management Division Head. The complete profile is presented in the “Risk Management” section.

The Company has defined the tasks and responsibilities of the Compliance Function, which include managing the compliance management system through the integration of compliance obligations into policies, procedures, and processes to ensure that all company activities, reporting systems, and documentation comply with applicable laws and regulations and evaluating compliance management system policies to ensure they remain effective and responsive to changes.

In order to meet all regulatory requirements and best practices applied in the Indonesia Re environment, the Company’s compliance function continues to monitor Indonesia Re’s commitments to the Financial Services Authority, the Ministry of State-Owned Enterprises, and other regulators together with relevant units. Additionally, the Company’s Compliance Function has also implemented a GRC system aimed at monitoring reporting to regulators and gratuity reports seamlessly, an audit center, knowledge management, and prudential corporate data, which contains monitoring of the Company’s prudential values referring to external regulations. The Company has also conducted antigratuity socialization with the Corruption Eradication Commission (KPK) for all Indonesia Re employees and reinforced it with the signing of Integrity Pacts.

Compliance Information Dissemination

The Company implemented Information Dissemination activities in 2024 as a form of prevention of corruption in the Company’s environment. The socialization activities conducted include:

1. Socialization on the procedures for filling out LHKPN.
2. Socialization and Evaluation of Compliance with Fair Business Competition.
3. Socialization of the APU PPT guidelines to business partners.
4. Socialization of the Implementation of Personal Data Protection (PDP) at Indonesia Re Group.
5. Socialization of gratuity control guidelines.
6. Socialization and workshop on the “*Business Judgment Rule*.”
7. Socialization of ISO SMAP 37001: 2016.
8. Socialization of the Conflict of Interest Guidelines.
9. Socialization and Commemoration of International Anti-Corruption Day.

All of the above socializations are attended by all Company and Indonesia Re Group employees.

PROGRAM ANTI PENCUCIAN UANG, PENCEGAHAN PENDANAAN TERORISME, DAN PENCEGAHAN PENDANAAN PROLIFERASI SENJATA PEMUSNAH MASSAL

ANTI-MONEY LAUNDERING, COUNTERING THE FINANCING OF TERRORISM, AND
PREVENTING THE PROLIFERATION OF WEAPONS OF MASS DESTRUCTION PROGRAM

Indonesia Re telah menerapkan prosedur uji tuntas mitra berdasarkan peraturan perundang-undangan yang berlaku mengenai Program Anti Pencucian Uang, Pencegahan Pendanaan Terorisme, dan Pencegahan Pendanaan Proliferasi Senjata Pemusnah Massal. Penerapan ini diberlakukan ke semua *ceding companies* dan mitra kerja luar negeri. Indonesia Re senantiasa memastikan bahwa klien Perusahaan memiliki legalitas dan terhindar dari bisnis pencucian uang, pendanaan terorisme dan Pencegahan Pendanaan Proliferasi Senjata Pemusnah Massal.

Kebijakan Anti Pencucian Uang

Pemangku kepentingan/pelapor dalam menyampaikan laporan tindakan pelanggaran dapat melalui sarana yang ditujukan kepada:

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
E-mail : wbs@indonesiare.co.id
Website : www.indonesiare.co.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.

Indonesia Re has implemented thorough partner screening procedures based on applicable laws and regulations regarding Anti-Money Laundering, Countering the Financing of Terrorism, and Preventing the Proliferation of Weapons of Mass Destruction programs. This implementation applies to all *ceding companies* and foreign working partners. Indonesia Re always ensures that the Company's clients have legality and are free from money laundering, terrorism financing, and the proliferation of weapons of mass destruction businesses.

Anti-Money Laundering Policy

Stakeholders/reporters can report violations through channels addressed to:

Letter addressed to the Chief Internal Audit, in a sealed envelope labeled "PRIVATE & CONFIDENTIAL," sent to: PT Reasuransi Indonesia Utama (Persero) Indonesia Re Building
Jl. Salemba Raya No. 30 Jakarta Pusat 10430
Attn: Chief Internal Audit
Email: wbs@indonesiare.co.id
Website: www.indonesiare.co.id

Executing Officer

Indonesia Re does not have an AML officer within the Company. This is supported by OJK Regulation No. 23/POJK.01/2019, amendment to OJK Regulation No. 12/POJK.01/2017 concerning the Implementation of AntiMoney Laundering and Counter Financing of Terrorism Programs in the Financial Services Sector. Reinsurance business is not included in the regulated financial services under this regulation as reinsurance business operates on a business-to-business (B2B) basis.

SISTEM PENGENDALIAN INTERNAL

INTERNAL CONTROL SYSTEM

Sistem Pengendalian Internal (SPI) Indonesia Re merupakan dasar bagi kegiatan operasional Perusahaan 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 sekaligus 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 Pemantau 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 direview 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 Organizations of Treadway Commission* (COSO). Pihak audit internal melakukan reviu atas aktivitas Perusahaan,

The Internal Control System (ICS) at Indonesia Re forms the foundation for the Company's sound and secure operational activities. The ICS helps control increasingly complex risks through integrated processes and continuously performed actions and activities by the Company. These activities aim to provide reasonable assurance of achieving organizational objectives, including effective and efficient operations, financial reporting reliability, asset protection, and compliance with applicable laws and regulations.

As a follow-up to the ICS and to ensure the Company's business activities run smoothly, Internal Audit has been specifically established. Internal Audit reports directly to the President Director and performs assurance and consultancy functions related to GCG implementation in the Company.

In carrying out its functions, Internal Audit collaborates with the Audit Committee, Risk Monitoring Committee, and External Auditors. This unit also maintains a coordinative relationship with the Corporate Secretary. Regarding the methods of controlling the Company's internal conditions, Internal Audit has the following authorities:

1. Establishing, modifying, and implementing Internal Audit policies, including determining procedures and the scope of audit work;
2. Having access to all documents, records, employees, and audit object information relevant to its tasks;
3. Verifying and testing the reliability of the information obtained concerning the effectiveness of the audited system;
4. Collaborating with the Audit Committee to provide information about employees, funds, assets, and other company resources related to task execution;
5. Internal Audit does not have authority and responsibility over reviewed or audited activities but is responsible for assessing and analyzing these activities.

Internal Control System Conformity with COSO

In the process of preparing the Annual Audit Plan (PKPT), the Company refers to the framework provided by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The internal audit team reviews the Company's activities, identifies the Company's risks that need to be

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

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 No: PHHARP-AL/049/MRN/JH/2025 tanggal 6 Maret 2025 KAP Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan yang menunjukkan bahwa Perusahaan telah mematuhi dalam semua hal material, pasal-pasal tertentu dalam hukum, peraturan, kontrak, dan persyaratan bantuan.

audited, measures the effectiveness level of internal control implementation in the Company, and determines factors that may influence the success level of audit implementation in the Company while being accountable to management.

Financial Control System

1. Gratuities Control Guidelines

These guidelines provide guidance to all Indonesia Re personnel to understand the legal foundation, general understanding, objectives and benefits, scope of gratuities, awards from business partners, fostering good relationships with business partners, reporting mechanisms, and monitoring and sanctions for violations.

2. Compliance Guidelines for State Officials' Wealth Report (LHKPN)

These guidelines provide a framework for all Indonesia Re personnel to understand the objectives and benefits, general definitions, LHKPN reporting, monitoring of LHKPN reporting, the relationship between the Corruption Eradication Commission (KPK) and the Company, and sanctions for violations.

Operational Control System

1. Underwriting Guidelines

These guidelines provide guidance to the Company's underwriters in the reinsurance business.

2. Guidelines for Procurement of Goods and Services:

These guidelines contain references for procurement implementers in the procurement process of 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 indicated in Compliance Audit Report No: PHHARP-AL/049/MRN/JH/2025 dated 6 Maret 2025, by KAP Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan, which demonstrates the Company has complied in all material respects with certain articles of law, regulations, contracts, and terms of assistance.

Evaluasi Efektivitas Pengendalian Internal Tahun 2024

Indonesia Re telah menetapkan kebijakan Manajemen Risiko sebagaimana diatur dalam Surat Keputusan Direksi No. 00022/HK.04.02/00/IndonesiaRe/05/2024 tanggal 30 Mei 2024 tentang Kebijakan Penerapan Manajemen Risiko PT Reasuransi Indonesia Utama (Persero). Aturan ini menjadi landasan pelaksanaan fungsi dan peran dari masing-masing unit kerja.

Setiap tahun, Perusahaan melakukan evaluasi berkala terhadap penerapan manajemen risiko Indonesia Re. Dari hasil evaluasi, pelaksanaan pengendalian internal tahun 2024 telah berjalan dengan efektif dan sesuai Peraturan OJK No. 44/POJK.05/2020 tanggal 28 Agustus 2020.

Selain itu, pelaksanaan sistem pengendalian internal telah direviu oleh Kantor akuntan Publik (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan yang menyatakan PT Reasuransi Indonesia Utama (Persero) telah memenuhi semua material dan pasal yang berkaitan dengan pengendalian internal perusahaan.

Evaluation of Internal Control Effectiveness in 2024

Indonesia Re has established a Risk Management policy as outlined in the Director's Decree No. 00022/HK.04.02/00/IndonesiaRe/05/2024 dated May 30, 2024, regarding the Policy for the Implementation of Risk Management at PT Reasuransi Indonesia Utama (Persero). This regulation serves as the foundation for the implementation of the functions and roles of each work unit.

Every year, the Company conducts periodic evaluations of the implementation of risk management at Indonesia Re. From the evaluation results, the internal control implementation for the year 2024 has been carried out effectively and in accordance with OJK Regulation No. 44/POJK.05/2020 dated August 28, 2020.

In addition, the implementation of the internal control system has been reviewed by the Public Accounting Firm (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan, which states that PT Reasuransi Indonesia Utama (Persero) has fulfilled all materials and articles relating to the company's internal control.

SISTEM MANAJEMEN RISIKO

RISK MANAGEMENT SYSTEM

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "Perusahaan") senantiasa harus menghadapi kondisi eksternal yang tidak dapat dikontrol atau dikendalikan, termasuk di saat terjadi ketidakpastian. Jika tidak diantisipasi atau dikelola dengan baik, kondisi eksternal berpotensi menjadi kendala atas usaha pencapaian sasaran Perusahaan.

Perusahaan mengelola kondisi tersebut melalui mekanisme manajemen risiko. 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 menggunakan sistem SIMRI (Sistem Informasi manajemen Risiko). Sistem ini akan terus dikembangkan dan dioptimalkan mengikuti kebutuhan Perusahaan.

Dasar Penerapan Manajemen Risiko

Dalam menjalankan sistem manajemen risiko, Perusahaan mengacu pada berbagai 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. 00022/HK.04.02/00/IndonesiaRe/05/2024 tanggal 30 Mei 2024.
7. Permen BUMN No PER 5/MBU/09/2022 Tahun 2022 tentang Penerapan Manajemen Risiko pada Badan Usaha Milik Negara.
8. Permen BUMN No. PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara

PT Reasuransi Indonesia Utama (Persero) ("Indonesia Re," "the Company") must always face external conditions that cannot be controlled or managed, especially during times of uncertainty. If not anticipated or managed properly, these external conditions have the potential to become obstacles to the Company's efforts in achieving its objectives.

The Company manages these conditions through a risk management mechanism. Indonesia Re's Risk Management contributes to increasing the likelihood of achieving set objectives and improving aspects such as occupational health, compliance with regulations, public perception, product quality, reputation, corporate governance, operational efficiency, and others.

Indonesia Re's Risk Management also utilizes technology in the risk management process, specifically through the use of the SIMRI system (Risk Management Information System). This system will continue to be developed and optimized according to the Company's needs.

Basis of Risk Management Implementation

In implementing the risk management system, the Company adheres to various regulations, including:

1. Republic of Indonesia Law No. 19 of 2003 dated June 19, 2003 concerning State-Owned Enterprises;
2. Republic of Indonesia Law No. 40 of 2007 dated August 16, 2007 concerning Limited Liability Companies;
3. Republic of Indonesia Law No. 40 of 2014 dated October 20, 2014 concerning Insurance;
4. Financial Services Authority Regulation No. 44/POJK.05/2020 concerning the Implementation of Risk Management for Non-Bank Financial Institutions;
5. Financial Services Authority Circular Letter No. 8/SEOJK.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. 00022/HK.04.02/00/IndonesiaRe/05/2024 dated May 30, 2024;
7. State-Owned Enterprises Ministerial Regulation No. PER 5/MBU/09/2022 concerning the Implementation of Risk Management in State-Owned Enterprises.
8. Minister of State-Owned Enterprises Regulation No. PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises.

Prinsip-prinsip Manajemen Risiko

Prinsip-prinsip pengelolaan Manajemen Risiko di Indonesia Re mengacu kepada ISO 31000:2018, sebagai berikut:

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 merespons 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 dan informasi yang digunakan. Manajemen risiko secara eksplisit mempertimbangkan segala keterbatasan dan ketidakpastian yang terkait dengan data dan informasi.

Risk Management Principles

The risk management principles at Indonesia Re adhere to ISO 31000:2018, as follows;

1. Integrated

Risk Management is part of all company activities, including planning and implementing strategies, change management, and strategic decision making.

2. Structured and Comprehensive

Risk management must be carried out using a structured and comprehensive approach with a risk governance framework that clearly regulates the authority, roles, and responsibilities of each division of the Company.

3. Contextualized

The Company's principles within the risk management framework and processes set out in policies, procedures, and risk management implementation guidelines must be specifically aligned with the internal and external contexts relevant to the Company's business activities.

4. Inclusive

Risk management must be inclusive, involving stakeholders, especially in managerial decisionmaking at every operational unit. Specifically, risk management must apply the principle of transparency in its processes, including risk reporting that involves all risk owners.

5. Dynamic

Risk management must be sensitive, responsive, and adaptive to changes affecting the company presently and in the future. Risks may emerge, change, or disappear with changes in the internal and external contexts of the company. Risk management must anticipate, detect, recognize, and respond to changes in a timely and appropriate manner. Changes in internal and external contexts are inevitable and may lead to the emergence of new risks or modifications to previously identified risks.

6. Based on the Best Available Information

The risk management process can utilize data sources such as historical data, current observations, and future projections, while considering the accuracy and reliability of the sources and information used. Risk management explicitly considers all limitations and uncertainties associated with data and information. Therefore, decision makers need to consider these limitations. In this regard,

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 penerapan manajemen risiko dan harus sejalan dengan visi, misi, dan strategi Perusahaan yang dalam penyusunannya harus dikoordinasikan dengan fungsi terkait. 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 karyawan serta dilakukan kaji ulang secara berkala dan dimutakhirkan untuk mengakomodasi perubahan atas faktor-faktor yang berdampak terhadap risiko perusahaan.

the role of Division Heads and employees within their respective units is to provide relevant data, information, and perspectives.

7. Cultural Factors and Risk Management

The company's risk management implementation is greatly influenced by the culture and behavior of all employees. Therefore, the company's risk management implementation must be accompanied by an enhancement of the risk management culture, including in leadership, risk management accountability, communication effectiveness in risk management, and reward and sanction mechanisms. The company encourages full commitment to building a risk culture throughout the organization, including consistent socialization, development of risk culture programs, and conducting risk management process cycles according to the PDCA (*plan, do, control, and action*) cycle.

8. Facilitating Continuous Improvement

Risk management implementation must be continuously improved through learning and experiences gained from previous risk management outcomes and used as a basis for continuous improvement.

Risk Management Policy

Risk management policy is a written directive for the implementation of risk management and must align with the Company's vision, mission, and strategy, which in its preparation must be coordinated with relevant functions. The policy includes risk management procedures, which are methods or mechanisms for implementing risk management policy, including policies for risk identification, measurement, control, and monitoring.

The policy and procedures must be designed and implemented considering the characteristics and complexity of business activities, the level of risk to be taken and risk tolerance, risk profile, and regulations established by authorities or healthy corporate practices. Risk management policies and procedures must be adequately documented and communicated to all employees, periodically reviewed, and updated to accommodate changes in factors impacting company risks.

Berdasarkan hal-hal tersebut, kebijakan dalam menjalankan manajemen risiko di lingkungan Perusahaan mencakup hal-hal sebagai berikut:

1. Kebijakan manajemen risiko Perusahaan harus:
 - a. Relevan dengan jenis risiko yang telah ditentukan, baik risiko yang terkait dengan strategi maupun terkait dengan operasional sehari-hari Perusahaan;
 - b. Menjabarkan hubungan antara batas toleransi Perusahaan, regulasi mengenai permodalan, dan metode pemantauan risiko;
 - c. Menjelaskan hubungan antara manajemen risiko dengan tujuan, strategi, dan kondisi terkini Perusahaan.
2. Kebijakan manajemen risiko paling sedikit memuat:
 - a. 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;
 - b. Penetapan metode dan sistem informasi dalam melakukan identifikasi, pengukuran, pengendalian dan pemantauan risiko pada kegiatan usaha Perusahaan, termasuk setiap produk dan transaksi Perusahaan;
 - c. Penetapan risiko yang akan diambil, toleransi risiko, dan limit risiko;
 - d. 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;
 - e. Penetapan kewenangan dan besaran limit secara berjenjang termasuk batasan transaksi yang memerlukan persetujuan Direksi;
 - f. 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;
3. 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 aktuarial dan fungsi pendukung lainnya;
4. 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.

Based on these principles, the policy for implementing risk management in the Company's environment covers the following:

1. The Company's risk management policy must:
 - a. Be relevant to the types of risks identified, both strategic and operational risks of the Company;
 - b. Articulate the relationship between the Company's tolerance limits, capital regulations, and risk monitoring methods;
 - c. Explain the relationship between risk management and the Company's objectives, strategies, and current conditions.
2. The risk management policy must include at least:
 - a. Identification of risks associated with the Company's activities based on the Company's analysis of inherent risks in business activities, including every product and transaction the Company has or will undertake;
 - b. Determination of methods and information systems for identifying, measuring, controlling, and monitoring risks in the Company's business activities, including every product and transaction of the Company;
 - c. Determination of risks to be taken, risk tolerance, and risk limits;
 - d. Specification of data to be reported, report formats, and types of information to be included in risk management implementation reports, reflecting risk exposure considered in decision-making while adhering to the principle of caution;
 - e. Establishment of authority and hierarchical limit amounts, including transaction limits requiring Board approval;
 - f. Establishment of risk profile rankings as the basis for the Company to determine corrective measures for its business activities and specific areas of Company activity and to evaluate the results of risk management policy and strategy implementation;
3. Organizational structure clearly defining 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 function;
4. Business continuity plan policy concerning potential worst-case external and internal conditions, ensuring the Company's business continuity including disaster recovery plans and contingency plans.

Penyusunan kebijakan rencana kelangsungan usaha memenuhi hal-hal antara lain sebagai berikut:

1. Melibatkan berbagai fungsi terkait;
2. Bersifat fleksibel untuk dapat merespons berbagai skenario gangguan yang sifatnya tidak terduga dan spesifik, yaitu gambaran kondisi tertentu dan tindakan yang dibutuhkan segera;
3. Pengujian dan evaluasi rencana kelangsungan usaha secara berkala; dan
4. Direksi harus memutakhirkan rencana kelangsungan usaha berdasarkan hasil pengujian dan evaluasi untuk memastikan efektivitas rencana kelangsungan usaha yang telah disusun.
 - a. 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;
 - b. Penetapan pengembangan produk, tarif premi, underwriting, penyelesaian klaim, retensi sendiri, reasuransi, penggunaan derivatif, diversifikasi/spesialisasi, dan manajemen aset dan liabilitas.

Struktur Manajemen Risiko

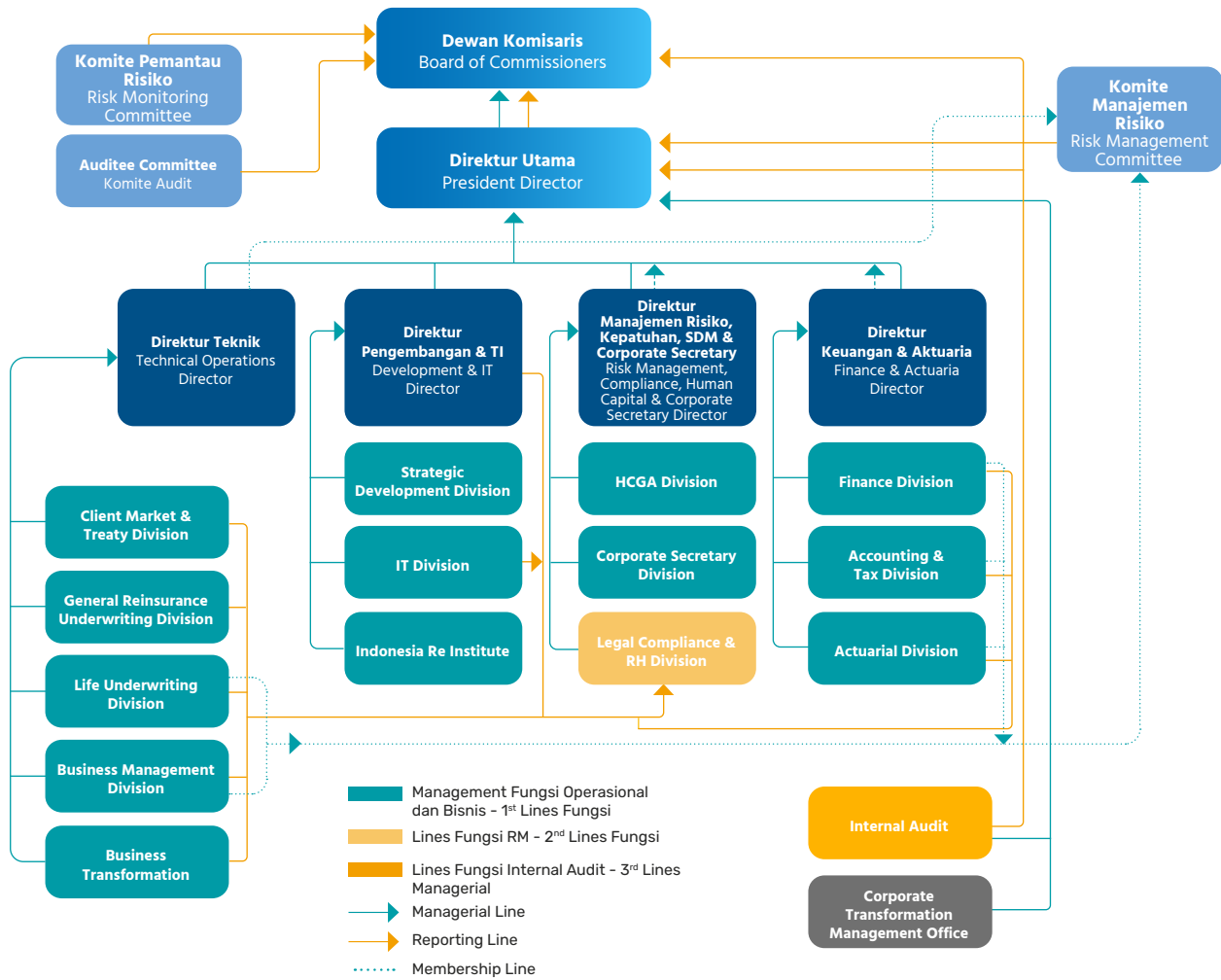
Struktur Organisasi Pengelolaan Risiko Indonesia Re telah dirancang untuk memastikan bahwa divisi yang berfungsi melakukan kegiatan operasional telah terpisah dan independen terhadap divisi yang melakukan fungsi pengendalian intern dan divisi yang melakukan fungsi manajemen risiko. Fungsi manajemen risiko dijalankan oleh *Legal, Compliance & Risk Management Division Head*. Adapun struktur organisasi manajemen risiko Perusahaan adalah sebagai berikut:

The preparation of business continuity plan policy includes, among other things:

1. Involvement of various relevant functions;
2. Flexibility to respond to various scenarios of unforeseen and specific disruptions, namely descriptions of specific conditions and actions needed immediately;
3. Regular testing and evaluation of business continuity plans; and
4. The Board of Directors must update the business continuity plans based on the submission and evaluation results to ensure the effectiveness of the business continuity plans that have been prepared.
 - a. Establishment of internal control systems in the implementation of risk management to ensure compliance with applicable external and internal provisions, the effectiveness and efficiency of the Company's operational activities, the effectiveness of risk culture at every level of the Company's organization, and the availability of accurate, complete, relevant, and timely management and financial information;
 - b. Establishment of product development, premium rates, underwriting, claims settlement, self-retention, reinsurance, derivative use, diversification/specialization, and asset and liability management.

Risk Management Structure

The Risk Management Organizational Structure of Indonesia Re has been designed to ensure that operational activities are separated and independent from divisions performing internal control functions and divisions performing risk management functions. The risk management function is carried out by the *Legal, Compliance & Risk Management Division Head*. The Company's risk management organizational structure is as follows:



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 (sembilan) 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.
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

Types of Risks

Based on the Financial Services Authority Regulation No. 44/POJK.05/2020 regarding the Implementation of Risk Management for Non-Bank Financial Institutions, there are 9 types of risks:

1. Strategic Risk: Risk due to inaccuracies in making and/or implementing a strategic decision and failure to anticipate changes in the business environment.
2. Operational Risk: Risk due to inadequacy and/or non-functioning of internal processes, human error, system failures, and/or external events affecting the Company's operations.
3. Insurance Risk: Risk of the Company's failure to meet obligations to Policyholders, Insureds, or Participants due to inadequacy of Risk selection processes (*underwriting*), premium determination (*pricing*), reinsurance use, and/or claims handling.
4. Credit Risk: Risk due to the failure of other parties to fulfill obligations to the Company, including Credit Risks, namely Credit Risks due to investment placement concentration (Investment concentration risk), Credit

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 Non Bank, 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.

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*).

Risks due to counterparty failure (*counterparty credit risk*), Credit Risks due to settlement failure (*settlement risk*), and Credit Risks due to country risk.

5. Market Risk: Risk to asset, liability, equity, and/or administrative account positions including derivative transactions due to overall market conditions changes.
6. Liquidity Risk: Risk due to the Company's inability to meet maturing obligations from cash flow funding sources and/or from liquid assets that can easily be converted into cash without disrupting the Company's activities and financial condition.
7. Legal Risk: Risk arising from legal claims and/or legal aspects weaknesses.
8. Compliance Risk: Risk due to the Company's noncompliance and/or failure to implement applicable regulations and provisions.
9. Reputation Risk: Risk of declining stakeholder trust stemming from negative perceptions of the Company.

In managing risks as regulated in POJK No. 44/POJK.05/2020 regarding the Implementation of Risk Management for Non-Bank Financial Institutions, Companies must implement Risk Management effectively, which at least includes 4 pillar;

1. Active supervision of the Board of Directors, Board of Commissioners, and Sharia Supervisory Board;
2. Adequacy of risk management policies and procedures and setting risk limits;
3. Adequacy of risk identification, measurement, control, and monitoring processes, and risk management information systems; and
4. Comprehensive internal control systems.

Risk Management Culture

The Company's principles within the risk management framework and process as regulated in risk management policies, procedures, and implementation guidelines must be specifically aligned with the internal and external contexts relevant to the Company's business activities. Corporate risk management implementation must be accompanied by enhancing risk management culture, including in terms of leadership, risk management accountability, effectiveness of risk management communication, and reward and sanction mechanisms.

The Company encourages full commitment to building a risk culture throughout the organization. Among other things, this is done through consistent socialization, development of risk culture programs, and conducting risk management process cycles according to the PDCA (*plan, do, control, and action*) cycle.

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.

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.

Pengukuran *Risk Maturity Index* (RMI) 2023 dilaksanakan selama periode Juli-September 2024 dengan penyerahan laporan RMI Indonesia Re Group (Indonesia Re, Asuransi ASEI Indonesia, dan Reindo Syariah Indonesia) yang selesai pada bulan September 2024. Tingkat *maturity* implementasi manajemen risiko 2023 yang telah diukur berdasarkan Juknis KBUMN No. Juknis KBUMN Nomor SK-8/DKU.MBU/12/2023 tentang Petunjuk Teknis Penilaian Indeks Kematangan Risiko (*Risk Maturity Index*) di Lingkungan Badan Usaha Milik Negara di Indonesia Re menghasilkan nilai ukuran 2,90 (Fase Praktik Yang Baik). Hal tersebut menunjukkan perusahaan telah menerapkan Manajemen Risiko secara konsisten di setiap bagian perusahaan sesuai *framework* manajemen Risiko yang telah ditetapkan dan menerapkan prinsip Manajemen Risiko secara terus menerus

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:

1. Memahami dengan baik jenis dan tingkat risiko yang melekat pada kegiatan usaha Perusahaan.
2. Memberikan arahan yang jelas dalam penerapan manajemen risiko.

Review of Risk Management System Effectiveness

To ensure that risk management is effective and supports organizational performance, 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, aimed at providing directions for improving the risk management system being implemented in the company, with the following objectives:

1. Obtaining an overview of the condition of Risk Management implementation along with identification of aspects in the Risk Management Framework planning.
2. Obtaining data on the extent of the implementation gap of Risk Management in the Company.
3. Obtaining recommendations (*Strengths* and *Opportunities for Improvement*) and at the same time obtaining directions and suggestions for improvements in the future implementation of risk management.

The level of maturity (*Risk Maturity Level*) of risk management needs to be measured to determine the extent of the success of risk management implementation in the Indonesia Re organization. Assessment of risk management maturity levels is also necessary for identifying strengths and weaknesses in organizational instruments that can be used to improve corporate governance and organizational risk management.

The Risk Maturity Index (RMI) 2023 measurement was conducted during the period July-September 2024 with the submission of the Indonesia Re Group RMI report (Indonesia Re, ASEI Indonesia Insurance, and Reindo Syariah Indonesia) completed in September 2024. The maturity level of risk management implementation in 2023, which has been measured based on the Technical Guidelines of State-Owned Enterprises No. SK-8/DKU.MBU/12/2023 concerning Technical Guidelines for Assessing the Risk Maturity Index in State-Owned Enterprises, resulted in a score of 2.90 (Good Practice Phase) for Indonesia Re. This indicates that the company has consistently implemented Risk Management in every part of the organization in accordance with the established Risk Management framework and has continuously applied the principles of Risk Management.

Involvement of the Board of Commissioners and Directors

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 risk management implementation includes:

1. Understanding the types and levels of risk inherent in the Company's business activities.
2. Providing clear guidance in the implementation of risk management.

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.
 - 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.

3. Actively overseeing and mitigating risks.
4. Developing a risk management culture within the Company.
5. Ensuring an adequate organizational structure to support effective risk management implementation.
6. Assigning clear tasks and responsibilities in risk management implementation in each function; and
7. Ensuring the adequacy of the quantity and quality of human resources to support effective risk management implementation.

In carrying out active supervision, the Board of Directors and Board of Commissioners have at least the authority and responsibility to:

1. The Board of Directors and Board of Commissioners are responsible within the scope of their respective authorities to ensure that risk management implementation has been effective according to 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.

Statements by the Board of Directors and/or Board of Commissioners or the Audit Committee on the Adequacy of the Risk Management System

The Board of Directors and Board of Commissioners have actively supervised the implementation of risk management, with an overview of the supervision including:

1. The Board of Directors and Board of Commissioners, within the scope of their respective authorities, ensure that the implementation of risk management has proceeded well according to the characteristics, complexity, and risk profile of the Company as regulated in the Board Manual established by the Board of Directors' Decree No. 00126/60. HK.01.01/01/IndonesiaRe/07/2019 dated July 16, 2019.
2. The Board of Directors and Board of Commissioners, within 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 risk management implementation includes:
 - a. Understanding the types and levels of risk inherent in the Company's business activities.
 - b. Providing clear guidance in the implementation of risk management.
 - c. Actively overseeing and mitigating risks.
 - d. Developing a risk management culture within the Company.
 - e. Ensuring an adequate organizational structure to support effective risk management implementation.

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.	f. Assigning clear tasks and responsibilities in risk management implementation in each function; and g. Ensuring the adequacy of the quantity and quality of human resources to support effective risk management implementation.
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.	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 significantly affecting the Company's business activities.
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 insidental 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.	4. The Board of Directors and Board of Commissioners establish Risk Management policies and their changes, including Risk Management strategies, the level of Risk taken and Risk tolerance, the Risk Management framework, and contingency plans to anticipate abnormal conditions, including: a. Refinement of Risk Management processes periodically or incidentally as a result of changes in external and internal company conditions affecting capital adequacy, risk profile, and the ineffectiveness of Risk Management implementation based on evaluation results. b. Determination of policies and/or business decisions deviating from normal procedures, such as significant business expansion beyond previously established company business plans or taking positions/exposures of Risks exceeding established limits.

DIVISI LEGAL, COMPLIANCE & RISK MANAGEMENT

LEGAL, COMPLIANCE & RISK MANAGEMENT DIVISION

Divisi Legal, Compliance & Risk Management dipimpin oleh seorang Kepala Divisi yang bertanggung jawab langsung kepada Direksi. Berikut adalah profil Kepala Divisi Legal, Compliance & Risk Management.



Gadis Purwanti
Legal, Compliance & Risk Management Division Head

Warga Negara Citizen	Indonesia	Indonesia
Domisili Domicile	Tangerang	Tangerang
Riwayat Pendidikan Education History	Sarjana Biologi dari Institut Teknologi Bandung 1997	Bachelor of Biology from Bandung Institute of Technology 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 - 13 Januari 2023
Rangkap Jabatan Concurrent Position	Tidak memiliki rangkap jabatan	Does not have 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 2021-Juni 2022) - Portfolio Management & Claim Division Head (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) - Assistant 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 2021-June 2022) - Portfolio Management & Claim Division Head (2019-April 2021) - Marine Underwriting Group Head (2014-2019) - Marine Cargo & Hull Underwriter (2006-2014) - Section Head of General Reinsurance Sharia Division (June-November 2004) - Underwriter Marine Cargo (2002-2004) - Assistant Claim Analyst (2000-2002)
Hubungan Afiliasi Affiliation 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.

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.

LEGAL

Explanation of Legal Function

Indonesia Re has set up the Corporate Legal Function within the Company, including but not limited to:

1. Providing accurate and timely legal consultations or opinions on various legal topics to the Divisions and the Company.
2. Research and evaluate various risk factors related to business decisions and operations.

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.
3. Provide input from a legal aspect to the Board of Directors, relating to the company's operations and business development.
 4. Updating and reviewing provisions in the Company related to new laws and regulations.
 5. Manage the Company's documents and licenses.
 6. Prepare work plans and objectives as well as the budget of the Legal Department and be responsible for their implementation.
 7. Ensure the readiness of the legality of a material transaction of the Company.
 8. Communicate and negotiate with external parties (regulators, external advisors, public authorities, etc.) and create a relationship of trust.
 9. Drafting contracts (procurement, business, MoU, etc.).
 10. Handling corporate litigation & dispute resolution.
 11. Defining internal governance policies and regularly monitoring compliance.

PERKARA PENTING PERMASALAHAN HUKUM

Pada tahun 2024, Indonesia Re tidak mempunyai permasalahan hukum yang masuk dalam ranah litigasi, baik itu yang sedang berperkara di Pengadilan Negeri setempat, Pengadilan Tinggi, Mahkamah Agung, Badan Arbitrase Nasional Indonesia (BANI), Arbitrase Luar Negeri, dan Lembaga Alternatif Penyelesaian Sengketa Sektor Jasa Keuangan (LAPS SJK).

LEGAL CASES

In 2024, Indonesia Re has no legal problems that fall into the realm of litigation, whether it is being litigated in the local District Court, High Court, Supreme Court, Indonesian National Arbitration Board (BANI), Foreign Arbitration, and the Financial Services Sector Alternative Dispute Resolution Institution (LAPS SJK).

No.	Pokok Perkara Subject Matter	Status Penyelesaian Completion Status	Pengaruh terhadap Perusahaan Impact on the Company
1	Nil	Nil	Nil
2	Nil	Nil	Nil
3	Nil	Nil	Nil

Sanksi Administratif

Sepanjang tahun 2024, Indonesia Re Group secara umum senantiasa berusaha memenuhi ketentuan regulasi yang berlaku. terdapat satu sanksi administratif diterima Indonesia Re dan telah dicabut pada awal tahun 2025, sedangkan untuk RSI menerima dua sanksi yang juga telah dicabut, sementara Asei tidak menerima sanksi, Indonesia Re Group berkomitmen untuk terus meningkatkan penerapan kepatuhan dan tata kelola perusahaan guna memastikan kepatuhan penuh terhadap regulasi serta menjaga kepercayaan pemangku kepentingan.

Administrative Sanctions

Throughout 2024, Indonesia Re Group generally continued to fulfill the applicable regulatory provisions. one administrative sanction was received by Indonesia Re and was revoked at the beginning of 2025, while RSI received two sanctions which have also been revoked, while Asei received no sanctions. Indonesia Re Group is committed to continuously improving the implementation of compliance and corporate governance to ensure full compliance with regulations and maintain stakeholder trust.

KODE ETIK CODE OF ETHICS

Indonesia Re berpandangan bahwa kredibilitas serta kepercayaan dari publik, pemilik modal, dan pelanggan merupakan faktor yang sangat menentukan bagi perkembangan dan kelangsungan usaha Perusahaan. Hilangnya kredibilitas dan kepercayaan dari para pemangku kepentingan, berpotensi menekan 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.
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.

Indonesia Re views credibility and trust from the public, shareholders, and customers as crucial factors for the Company's development and sustainability. The loss of the Company's credibility and stakeholders' trust has the potential to hinder business opportunities that could threaten the Company's sustainability.

The Company's credibility and the trust it garners from the public are intricately linked to its conduct when engaging with stakeholders. Therefore, the Company's management always adheres to applicable regulations and laws and must uphold high ethical norms and values. The awareness of practicing good ethics will enhance and strengthen the Company's positive image

The Indonesia Re Code of Ethics is used by all Company personnel as a foundation for forming and regulating consistent behaviors in accordance with applicable regulations both inside and outside the Company.

Key Points of the Code of Ethics

The Indonesia Re Code of Ethics and Conduct contains key ethical principles, including:

1. Company's commitment to stakeholders, Indonesia Re Insiders, Shareholders, insured parties, suppliers, customers, the community, and the environment, business partners, government, competitors, and the mass media.
2. Commitment and work behavior of Indonesia Re Insiders as superiors, subordinates, and colleagues.
3. Company's business ethics.
4. Application and enforcement of ethical and behavioral guidelines.

Objectives of the Code of Ethics

The purpose of implementing the Code of Ethics and Conduct within the Company's environment is as follows:

1. Identifying values and ethical standards that align with Indonesia Re's vision and mission.
2. Elaborating the Company's values as ethical foundations to be followed by Indonesia Re Insiders in performing their duties.
3. Serving as a reference for Indonesia Re Insiders' behavior in carrying out their duties and responsibilities and interacting with stakeholders.
4. Explaining in detail ethical standards so that Indonesia Re Insiders can assess desired activities and provide considerations when encountering doubts in actions.

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, beserta 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 HCGA Division yang ditetapkan sesuai ketentuan Perusahaan.

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 2024, tidak terdapat pelanggaran kode etik.

Statement That the Code of Ethics Applies to All Organizational Level

The Code of Ethics held by Indonesia Re applies to all organizational levels and all Indonesia Re Insiders. In order to maintain sustainable commitment, the Company requires every Indonesia Re Insider to comply with the provisions stipulated in the Company's Code of Ethics. This is implemented through the signing of Integrity Pacts by the Board of Supervisors, the Board of Directors, and permanent employees.

Dissemination and Socialization of the Company's Code of Ethics

The Indonesia Re Code of Ethics has been disseminated, socialized, and communicated to the Board of Commissioners, the Board of Directors, and all Company employees. The dissemination and socialization of the Company's Code of Ethics are intended to support Indonesia Re Insiders' awareness and understanding of behaviors that comply with the binding regulations. Every newly recruited employee will receive the Code of Ethics document and sign a statement to comply with all the contents of the Company's Code of Ethics.

Sanctions for Violation of the Code of Ethics

The Company imposes sanctions on Indonesia Re Insiders who violate the Company's Code of Ethics. These sanctions are determined based on the results of reports from the HCGA Division in accordance with the Company's regulations.

The rules for imposing sanctions are as follows:

1. Every Indonesia Re personnel proven to have violated these ethical and behavioral guidelines will be subject to sanctions.
2. Sanctions for employees who violate regulations are determined by the Board of Directors after receiving a report from the Ethics and Conduct Guidelines Implementation and Enforcement Monitoring Committee established in accordance with the Company's regulations.
3. Sanctions for the Board of Directors and the Board of Commissioners who violate regulations are decided by the Shareholders after receiving a report from the Ethics and Conduct Guidelines Implementation and Enforcement Monitoring Committee

Number of Code of Ethics Violations

Throughout the year 2024, there were no violations of the code of ethics.

SISTEM PELAPORAN PELANGGARAN (*WHISTLEBLOWING SYSTEM*)

WHISTLEBLOWING SYSTEM (WBS)

Indonesia Re telah memiliki sistem pelaporan pelanggaran atau *whistleblowing system* (WBS) yang merupakan wadah bagi pemangku kepentingan Indonesia Re untuk mengungkapkan penyimpangan dan malpraktek 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. Perusahaan memiliki tiga saluran untuk menyampaikan 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 : wbs@indonesiare.co.id
- Situs Web : www.indonesiare.co.id
- Whatsapp : +62852 1006 6088

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.

Indonesia Re has established a Whistleblowing System (WBS), which is a platform for stakeholders of Indonesia Re to disclose deviations and malpractices, including suspicious activities. WBS also serves as a communication channel for Company stakeholders to provide information to the Internal Audit regarding unethical or guideline-violating actions in accordance with Company regulations.

WBS is essential in conducting business activities. This is because the Company may face various problems or risks that may arise from violations of ethical behavior codes, applicable laws and regulations, and common practices in the reinsurance industry.

Reporting Violations

The Indonesia Re Whistleblowing System Guidelines regulate the violation reporting system implemented within the Company. The guidelines provide guidance for managing complaints about unlawful behavior, unethical actions submitted confidentially, anonymously, and independently by Indonesia Re Insiders to disclose violations that occur within the Company's environment. The Company has three channels for reporting violation actions:

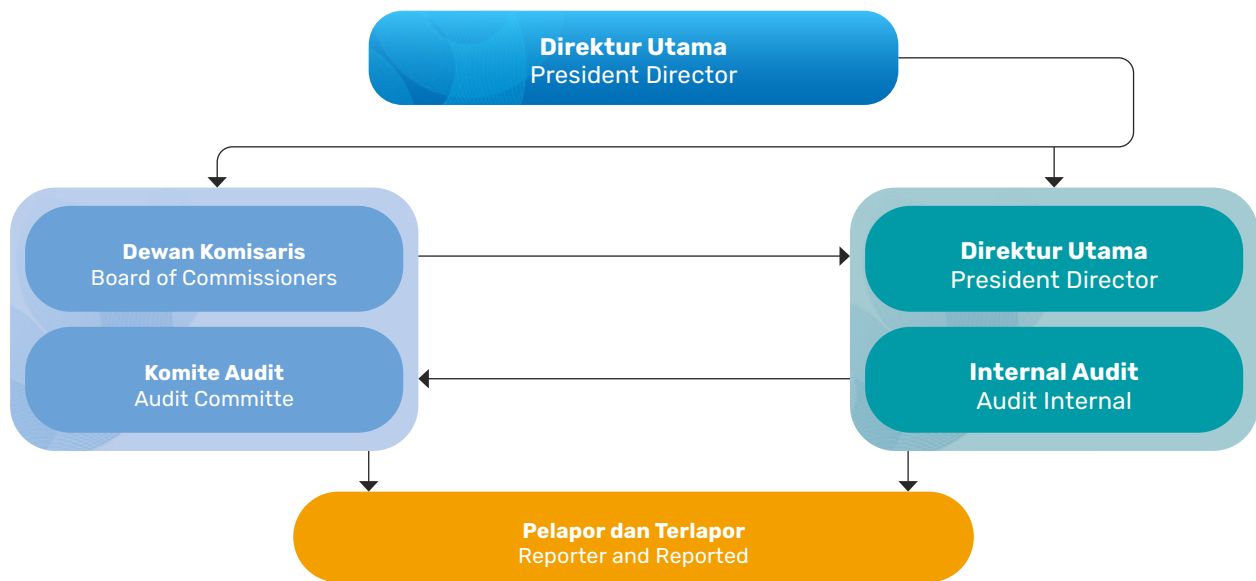
- Letter addressed to the Chief Internal Audit, in a sealed envelope and written in the upper left corner "CONFIDENTIAL," addressed to:
PT Reasuransi Indonesia Utama (Persero) Indonesia Re Building Jl. Salemba Raya No. 30 Central Jakarta 10430 Up: Chief Internal Audit
- E-mail: wbs@indonesiare.co.id
- Website: www.indonesiare.co.id
- Whatsapp : +62852 1006 6088

Scope of Violation Reporting System

The Company has limited the scope of WBS, covering deviations or violations related to business ethics and work ethics, company regulations, Collective Labor Agreements (CLA), legal regulations or legislation, and reinsurance practices.

Struktur Pengelola WBS

WBS Management Structure



Struktur pengelola WBS di lingkungan Indonesia Re, yaitu:

The management structure of the Whistleblowing System (WBS) within Indonesia Re is as follow:

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.

1. Board of Commissioners

The company organ represents the Shareholders, with an independent position, tasked with oversight and providing advice to the Board of Directors in managing the Company's activities, including the implementation of the Corporate Plan, RKAP, in accordance with the Articles of Association and applicable laws and regulations.

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.

2. Board of Directors

The company organ responsible for the full management of the Company and representing the Company both within and outside the court. The Board of Directors, with good faith and full responsibility, leads and manages the Company in accordance with the interests and goals of the Company.

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 & General Affair, Divisi Legal, Compliance & Risk Management serta Divisi Corporate Secretary.

For the effectiveness and as per the Company's needs, the Board of Directors may establish a Compliance Violation Reporting System Management Unit tasked with receiving and following up on any violation reports submitted. The Compliance Violation Reporting System Management Unit consists of elements from the Internal Audit Unit, Human Capital & General Affair Division, Legal, Compliance & Risk Management Division, and Corporate Secretary Division.

3. Komite Audit

Bagian dari organ Dewan Komisaris yang antara lain bertanggung jawab untuk mengelola dan menindaklanjuti laporan tindakan pelanggaran yang dilakukan oleh Direksi.

3. Audit Committee

Part of the Board of Commissioners' organ, responsible for managing and following up on reports of violations committed by the Board of Directors.

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 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.

Indonesia Re juga akan mengupayakan perlindungan hukum kepada pelapor yang beritikad baik sebagaimana ketentuan yang diatur peraturan perundang-undangan yang berlaku.

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:
 - a. Perbuatan terindikasi pelanggaran yang diketahui (*what*);
 - b. Di mana perbuatan tersebut dilakukan (*where*);
 - c. Kapan perbuatan tersebut dilakukan (*when*);
 - d. Siapa saja pihak yang terlibat dalam perbuatan tersebut (*who*);
 - e. Bagaimana perbuatan tersebut dilakukan (*how*).
3. Laporan yang disampaikan harus berhubungan dengan:
 - a. Pelanggaran;
 - b. Pelanggaran hukum (ketentuan perundang-undangan);
 - c. Pelanggaran Peraturan Perusahaan;
 - d. Pelanggaran Kebijakan Perusahaan;
 - e. Pelanggaran Kode Etik, termasuk pelanggaran tata nilai Perusahaan dan benturan kepentingan.

4. Internal Audit

A company organ responsible for managing and following up on reports of violations committed by employees of Indonesia Re.

5. Anti-Bribery Compliance Function

The anti-bribery compliance function has a reporting unit and an Internal Audit Unit (SPI) responsible for implementing the Violation Reporting System.

Protection for Whistleblowers

The Company is committed to providing protection to whistleblowers whose reports are proven to be true. The protection provided by Indonesia Re includes:

1. Guarantee of confidentiality of the whistleblower's identity;
2. Guarantee of confidentiality of the reported content;
3. Guarantee of protection against potential threats, intimidation, punishment, or other unpleasant actions from the reported party.

For internal whistleblowers, the Company assures protection against dismissal, demotion, harassment, or discrimination in any form, as well as any detrimental records in their personal data.

Indonesia Re will also seek legal protection for whistleblowers acting in good faith as per the provisions of applicable laws and regulations.

Reporting Procedure

Indonesia Re regulates that every report submitted by a whistleblower must be accountable and not defamatory, tarnishing the reputation of individuals. Therefore, the reporting must meet the following requirements:

1. Submitted in writing through available media.
2. Must include initial indications of the actionable violation, at minimum covering the following:
 - a. Known actionable violation (*what*);
 - b. Where the violation occurred (*where*);
 - c. When the violation occurred (*when*);
 - d. Parties involved in the violation (*who*);
 - e. How the violation occurred (*how*).
3. The report must be related to:
 - a. Violations;
 - b. Legal violations (legal provisions);
 - c. Violations of Company Regulations;
 - d. Violations of Company Policies;
 - e. Violations of the Code of Ethics, including violations of the Company's core values and conflicts of interest.

Laporan yang disampaikan tersebut diharapkan dilengkapi dengan bukti-bukti yang cukup dan dapat diandalkan.

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.

Para Pemangku Kepentingan (Pelapor) dalam menyampaikan laporan tindakan pelanggaran dapat melalui sarana yang ditujukan kepada:

Surat Mail	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 di pojok 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 Whistleblowing System Management Unit or 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 CONFIDENTIALITY," addressed to: PT Reasuransi Indonesia Utama (Persero) Jl. Salemba Raya No. 30 Central Jakarta 10430 Up: Whistleblowing System Management Unit
E-mail	wbs@indonesiare.co.id
Situs Web	http://indonesiare.co.id
Whatsapp	+62852 1006 6088

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 Dewan Komisaris atau 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 *e-mail* 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, antara lain terkait:

1. Pengaduan yang tidak dapat ditindaklanjuti, maka dimintakan persetujuan kepada Dewan Komisaris/Direksi untuk ditetapkan kasus ditutup;
2. Pengaduan yang dapat ditindaklanjuti, maka akan dimintakan persetujuan kepada Dewan Komisaris/Direksi untuk dilakukan evaluasi dan investigasi;
3. 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.

The submitted report is expected to be accompanied by sufficient and reliable evidence.

If all these requirements are met, the Audit Committee will convene a special meeting to assess and determine whether the reported complaint meets the criteria for further action. This special meeting is held no later than the second week after the report is received.

Stakeholders (whistleblowers) can submit reports of violations through channels directed to:

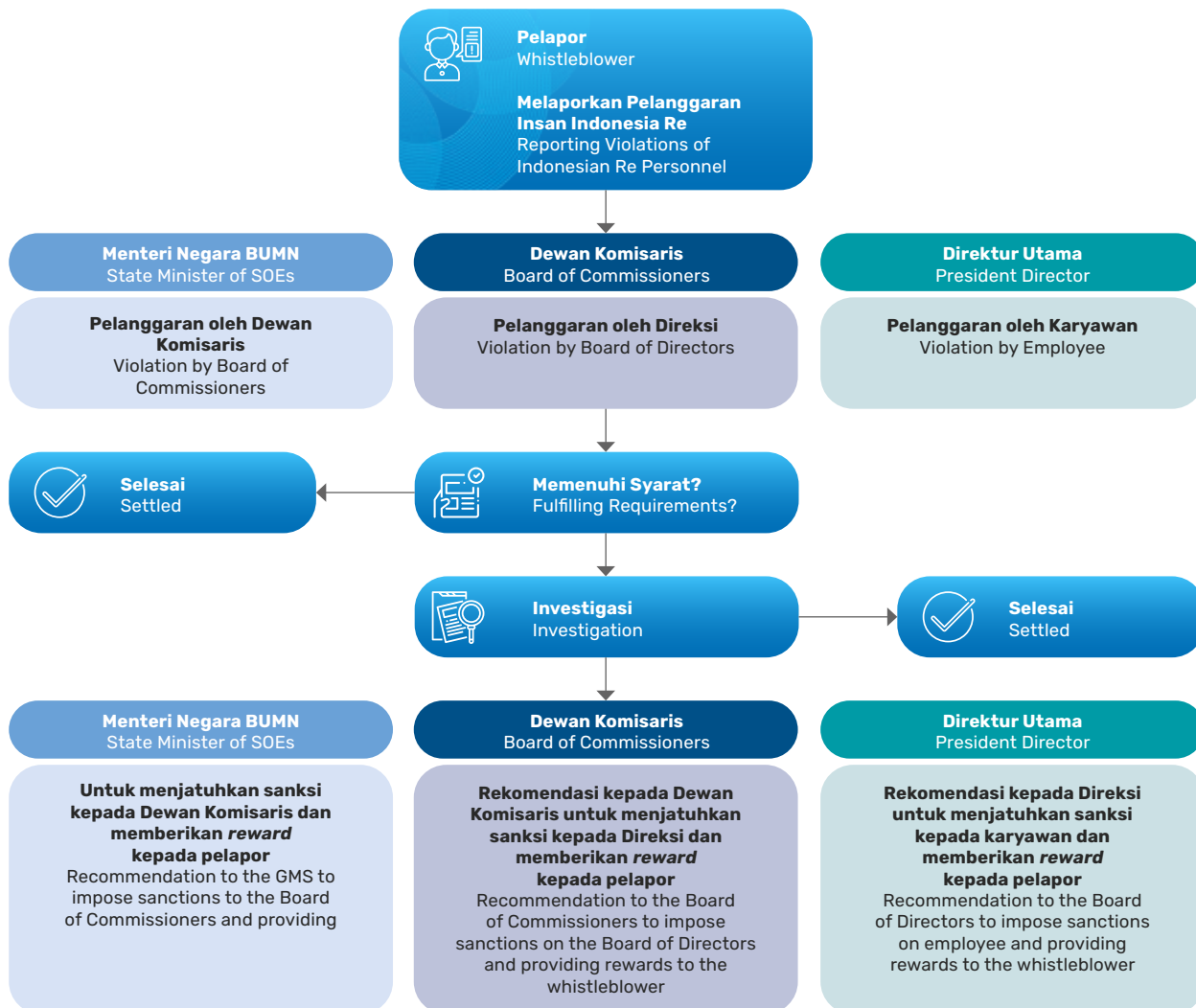
Parties Managing Complaints

Within the Indonesia Re environment, the parties managing complaints are categorized based on the object of the report or complaint. For reports of misconduct by the Board of Directors, they will be managed by the Audit Committee. Meanwhile, for misconduct by Indonesia Re employees, they will be managed by Internal Audit.

The Audit Committee will only follow up on reports that meet the requirements and must monitor complaints through *e-mail* and/or the 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, including:

1. Complaints that cannot be followed up, then approval is requested from the Board of Commissioners/ Directors to close the case;
2. Complaints that can be followed up, approval will be requested from the Board of Commissioners/Directors for evaluation and investigation;
3. If the Audit Committee, considering its limited authority and competence, deems it necessary to seek assistance from Internal Audit/Experts/ Consultants/External Auditors, then the Audit Committee must obtain prior approval from the Board of Commissioners/Directors.

Flowchart Sistem Pelaporan Pelanggaran Flow Chart of the 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 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.

Sanctions for Violators

For violators proven to have committed violations related to the Company's internal regulations, Indonesia Re will impose strict and consistent sanctions. The Audit Committee will recommend to the Industrial Relations department to impose sanctions on the reported party according to company regulations. In the case of violations, actions will be taken on a case-by-case basis. The imposition of sanctions is intended not only to deter perpetrators but also to serve as a warning to others intending to commit 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. *E-mail* 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.

Jumlah Pengaduan yang Masuk dan Diproses

Sepanjang tahun 2024 tidak ada pengaduan yang masuk.

Sanksi/Tindak Lanjut Pengaduan yang Telah Selesai Diproses pada Tahun Buku

Mengingat tidak ada pengaduan yang masuk, dengan demikian tidak ada yang diproses.

Whistleblowing System Socialization

The Reporting Violations Management System Unit is required to conduct this policy's socialization at least once a year, to both employees and stakeholders using the following media:

1. Indonesia Re's intranet.
2. Internal company e-mail.
3. Indonesia Re's website.
4. Face-to-face meetings held during gatherings/ training sessions.
5. Specifically for customers, business partners, and suppliers, notification will be made through circular letters.

Number of Complaints Received and Processed

Throughout 2024, no complaints were received.

Sanctions/Follow-up on Processed Complaints in the Fiscal Year

Considering that no complaints were received, none were processed.

KEBIJAKAN ANTIKORUPSI ANTI-CORRUPTION POLICY

Indonesia Re meyakini bahwa tindakan korupsi tidak sejalan dengan nilai-nilai yang dianut oleh Perusahaan, sekaligus 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.

Untuk 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, Perusahaan telah 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.

Prosedur 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:

"Berperan secara proaktif dalam upaya pencegahan dan pemberantasan korupsi, kolusi dan nepotisme salah satunya tidak akan menerima suatu pemberian atau pembebasan kewajiban dalam bentuk apapun 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 mana pun, yang bertujuan untuk, baik langsung maupun 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

Program dan Sosialisasi

Sedangkan terkait dengan sosialisasi sebagai bentuk dari pencegahan tindak pidana korupsi di lingkungan Perusahaan, yang dilakukan pada tahun 2024 adalah:

1. Sosialisasi tata cara pengisian LHKPN.
2. Sosialisasi dan Evaluasi Penerapan kepatuhan Persaingan Usaha.
3. Sosialisasi pedoman APU PPT kepada mitra usaha.
4. Sosialisasi Penerapan PDP pada Indonesia Re Group

Indonesia Re believes that corrupt actions are inconsistent with the values embraced by the Company and contradict good corporate governance practices. Therefore, the Company implements an anti-corruption policy applicable to all employees without exception, based on Law No. 20 of 2001 concerning Amendments to Law No. 31 of 1999 concerning Eradication of Corruption.

To support this commitment, the Company has an Anti-Corruption guideline. Additionally, it has also been certified under the ISO 37001:2016 Anti-Bribery Management System since 2020 and underwent surveillance certification in 2021 and 2022. In 2023, the Company underwent recertification for ISO 37001:2016 ABMS. ISO 37001:2016 ABMS certification is evidence that Indonesia Re has implemented measures to prevent corruption within the Company.

Procedures for Addressing Corruption Practices

Indonesia Re has various programs aimed at addressing the potential for corruption practices. Among them is the signing of Integrity Pacts by every Employee, which includes the point:

"Actively contribute to efforts to prevent and eradicate corruption, collusion, and nepotism, including refusing to accept any form of gift or obligation relief in any form according to applicable laws and regulations (including but not limited to money, gifts, or facilities) from company business partners or any third parties, with the aim of, directly or indirectly, influencing any decision I make now and in the future."

Another program implemented is the creation of a Pocket Book for ISO 37001:2016 ABMS. The book provides a brief explanation to readers about the Anti-Bribery Management System.

Programs and Socialization

Regarding the socialization as part of preventing corruption in the Company, the activities conducted in 2024 included:

1. Socialization of Procedures for Filling LHKPN.
2. Socialization and Evaluation of Compliance with Fair Business Competition.
3. Socialization of APU PPT Guidelines to business partners.
4. Socialization of PDP Implementation in Indonesia Re Group

5. Sosialisasi pedoman pengendalian gratifikasi.
6. Sosialisasi dan Workshop “*Business Judgement Rule*.”
7. Sosialisasi ISO SMAP 37001: 2016.
8. Sosialisasi Pedoman Benturan Kepentingan.
9. Sosialisasi dan Peringatan Hari Antikorupsi Sedunia.

Kegiatan sosialisasi tersebut diikuti oleh seluruh karyawan Indonesia Re dan juga Indonesia Re Group dan bekerja sama dengan *stakeholder* Perusahaan.

5. Socialization of Gratification Control Guidelines.
6. Socialization and Workshop on Business Judgement Rule.
7. Socialization of ISO SMAP 37001:2016.
8. Socialization of Conflict of Interest Guidelines.
9. Socialization and Commemoration of World Anti-Corruption Day.

These socialization activities were attended by all employees of Indonesia Re and Indonesia Re Group and conducted in collaboration with company stakeholders.

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 mempengaruhi independensi, objektivitas, maupun profesionalisme Insan Indonesia Re.

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 Komisi Pemberantasan Korupsi Republik Indonesia Nomor 2 Tahun 2019 tentang Pelaporan Gratifikasi;
4. Peraturan Menteri BUMN Nomor PER-02/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
5. Peraturan Menteri Badan Usaha Milik Negara No. PER-9/MBU/06/2021 menggantikan 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:

The implementation of a gratification control program by Indonesia Re is part of its commitment to apply business ethics based on GCG principles. Gratification refers to the giving and/or receiving of gifts/souvenirs and entertainment, whether received domestically or internationally, carried out using electronic means or without electronic means, by Company Personnel related to their authority/position in the Company, which may cause conflicts of interest affecting the independence, objectivity, and professionalism of Indonesia Re Personnel.

Legal Basis for Formulation

Indonesia Re refers to the following laws and regulations in formulating the gratification policy applicable in the Company's environment.

1. Law No. 28 of 1999 concerning Clean and Free-of Corruption State Administration (State Gazette of the Republic of Indonesia Year 1999 No. 75, Supplement to the State Gazette of the Republic of Indonesia No. 3851);
2. Law No. 20 of 2001 concerning Amendments to Law No. 31 of 1999 concerning Eradication of Corruption (State Gazette of the Republic of Indonesia Year 2001 No. 134, Supplement to the State Gazette of the Republic of Indonesia No. 4150);
3. Corruption Eradication Commission of the Republic of Indonesia Regulation No. 2 of 2019 concerning Gratification Reporting;
4. Ministry of SOEs Regulation No. PER-02/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
5. Minister of State-Owned Enterprises Regulation No. PER-9/MBU/06/2021 replaces No. PER-05/MBU/2014 dated April 1, 2014, concerning the Gratification Control Program within the Ministry of State-Owned Enterprises.

Basic Principles of Gratification Control

Gratification control is a series of activities aimed at controlling the receipt of gratification by increasing understanding and awareness of transparent and accountable gratification reporting in accordance with laws and regulations.

In carrying out gratification control activities, there are several main principles adopted by the Company, including:

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 is reflected in the mechanism of reporting on the acceptance of gratuities to the Corruption Eradication Commission (KPK). The reporting mechanism serves as a means to test and ensure the legitimacy of the gratuities obtained in connection with one's role as a state official. However, when such reporting enters the process of handling and determining its status by the KPK, the principle of transparency may be set aside in view of the greater interest, namely the protection of the gratuity reporter.
Prinsip Akuntabilitas Principle of Accountability	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 apapun 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 for state officials entrusted with the task and authority in their positions to not accept any form of gifts related to their positions and to report to the Corruption Eradication Commission (KPK) if there are gratuities received 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 entails that the process of receiving reports, gathering information, reviewing/analyzing, and determining the status of gratuity ownership is carried out in accordance with applicable laws and regulations. The determination of gratuity ownership status provided by the Corruption Eradication Commission (KPK) ensures legal certainty regarding the rights and obligations of the reporter regarding received gratuities.
Prinsip Kemanfaatan Principle of Utility	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 relates to the aspect of utilizing gratuity items, whereby gratuity items designated as state property are utilized for the benefit of the state, while gratuities not considered bribes but related to official duties may be utilized for official or social purposes.
Prinsip Kepentingan Umum Principle of Public Interest	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 manifested in the stance of not soliciting or accepting gifts from the public related to services or work performed. If acceptance occurs in certain circumstances, it must be reported to the Corruption Eradication Commission (KPK). Such reporting embodies the attitude of state officials who prioritize public interest over personal gain 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 the refusal of any gifts related to one's position or by reporting any gratuity deemed as bribery to the Corruption Eradication Commission (KPK). Such reporting can break the potential influence on the independence of receiving gratuities in carrying out one's duties and responsibilities.

Prinsip Principle	Penjelasan Explanation
Prinsip Perlindungan Pelapor Gratifikasi Principle of Protection for Gratuity Reporters	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 protecting gratuity reporters is based on Article 15 letter a of Law No. 30 of 2002 concerning the Corruption Eradication Commission, which obliges the Corruption Eradication Commission (KPK) to provide protection to gratuity reporters. In line with this provision, the institution or agency where the gratuity reporter works is also obliged to provide protection and ensure that there is no intimidation or discrimination in employment aspects towards the reporter.

Perusahaan juga sudah menetapkan kategori gratifikasi yang mencakup:

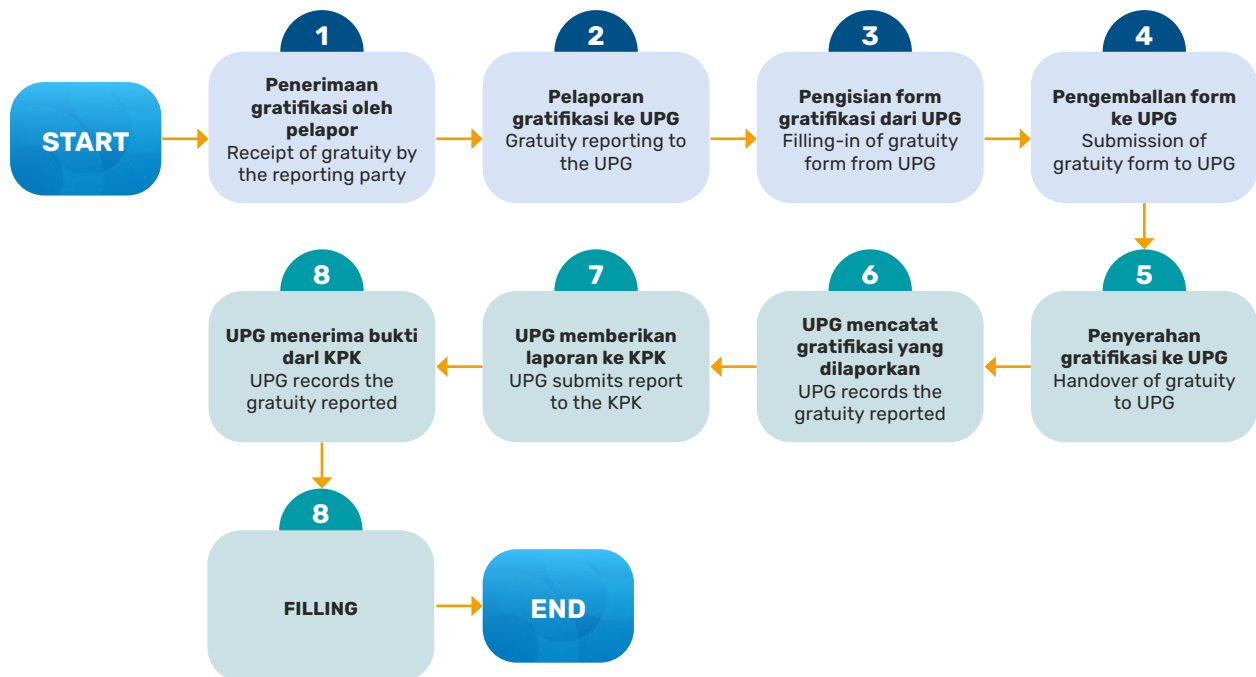
The Company has also established categories of gratification that include:

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: - Mempengaruhi 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 manapun 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. Bribery: Bribery refers to the act of giving or promising something to someone or an official that will influence decisions related to their position, including doing or not doing something in their capacity that contradicts their obligations. Forms of bribery can include money, gifts, goods, job offers to family members, or other forms of compensation. Every individual at Indonesia Re is not allowed to receive or give bribes, namely: - Influencing decisions or directing someone to give or receive bribes. - Offering services for the purpose of personal gain by violating established rules. - Providing extra facilities to others in exchange for personal gain. - Accepting illegal gifts or gratuities or giving them for unauthorized purposes from anyone who wants, will, and/or is currently conducting business with the Company. - Other actions that can be categorized as bribery according to applicable laws and regulations.
Hadiah Gifts	Berbentuk uang atau yang disetarakan yaitu cek, <i>voucher</i>, 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. Gifts in the form of money or its equivalent such as checks, vouchers, promissory notes, goods, or other forms of offerings given by or to someone because of their position: - Every individual at Indonesia Re is not allowed to receive and give gifts in any form that can influence decision-making in violation of existing regulations. - However, gifts and souvenirs valued at no more than Rp1,000,000 (one million Indonesian Rupiah) and related to nonregular social events may be permitted, such as weddings. - In order to maintain or foster business relationships, the Company may incur justifiable expenses at the Company's expense under conditions such as religious holidays, official birthdays, farewell parties for company officials, and expressions of sympathy. - Assistance in the form of goods must display the Indonesia Re logo/name.
Jamuan Bisnis Business Entertainment	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. Employees of Indonesia Re may partake in business-related entertainment events (as company expenses) aimed at fostering cooperation with potential customers, customers, suppliers, and business partners. They can also can provide business entertainment at the Company's expenses, with justifiable costs, and related to Company activities. If entertainment is involved, it should be conducted in a way that avoids creating a negative impression.

Kategori Gratifikasi Gratuity Category	Penjelasan Explanation
Donasi Donation	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. It is a contribution to a party, institution, or organization. Donations for charitable purposes and within reasonable limits may be justified. Donations for other purposes may be made in accordance with applicable laws and regulations.

Alur Sistem Pelaporan Gratifikasi

Flow of the Gratification Reporting System



Sistem Manajemen Anti Penyuapan (ISO 37001:2016)

Pemerintah telah mengambil langkah-langkah untuk mengatasi penyuapan melalui peraturan 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*.

Anti-Bribery Management System (ISO 37001:2016)

The government has taken steps to combat bribery through legislation and international agreements such as the UN Convention against Corruption. Meanwhile, to enhance the role of State-Owned Enterprises (SOEs) as agents of development, which are an extension of the government, several Circular Letters (SE) have been issued to ensure SOE management is based on sound business principles, including:

1. Circular Letter No. SE-05/MBU/2013 concerning the *Roadmap Towards Clean SOEs*;
2. Circular Letter No. SE-02/MBU/11/2016 concerning the *Enforcement of Clean SOE Image*;
3. Circular Letter No. SE-05/MBU/09/2017 concerning *Clean SOE Management*;
4. Circular Letter No. SE-02/MBU/07/2019 dated July 29, 2019, concerning *Clean State-Owned Enterprises Management through the Implementation of Corruption Prevention, Collusion, and Nepotism Prevention, and Conflict of Interest Handling as well as Strengthening Internal Oversight*.

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.

Selain SE yang dimaksud di atas, dalam perjalanannya penerapan, Otoritas Jasa Keuangan (OJK) dan Komisi Pemberantasan Korupsi (KPK) juga mengeluarkan SE yang mengatur mengenai penerapan Sistem Manajemen Anti Penyuapan pada Industri Jasa Keuangan, antara lain:

1. Surat Edaran Nomor 19 Tahun 2021 tentang Pengendalian Gratifikasi terkait Industri Jasa Keuangan
2. Surat Deputi Komisioner Pengawas IKNB II Nomor S-380/NB.2/2021 tanggal 3 Desember 2021 perihal implementasi SMAP pada Industri Keuangan Non Bank

Sehubungan dengan hal tersebut, Indonesia Re telah memperoleh sertifikasi ISO 37001 Sistem Manajemen Anti penyuapan pada tanggal 13 Agustus 2020. Sertifikasi tersebut diberikan pertama kali oleh PT Asricert Indonesia, selanjutnya oleh Sucofindo sampai dengan saat ini. Proses sertifikasi di Indonesia Re mencakup ruang lingkup Direktorat Utama, Direktorat Keuangan dan Aktuaria, direktorat pengembangan TI dan Direktorat Sumber Daya Manusia, Manajemen Risiko, Kepatuhan dan Corporate Secretary.

Pelaksanaan sertifikasi berlangsung sejak bulan Maret hingga Agustus 2020. Proses yang dilakukan mulai dari *gap analysis*, 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.

Sosialisasi Pengendalian Gratifikasi

Telah dilakukan sosialisasi Pengendalian Gratifikasi pada Tahun 2024 dengan dihadiri oleh seluruh karyawan Perusahaan. Sosialisasi ini bermaksud untuk mengingatkan kembali pemahaman terkait definisi gratifikasi, kategori gratifikasi dan cara pelaporan gratifikasi.

For companies implementing the Anti-Bribery Management System (ABMS), ISO 37001:2016 is a concrete form of support for ABMS implementation in SOEs following the issuance of the Minister of SOEs Letter No. S-35/MBU/01/2020 and Letter No. S-17/S/MBU/02/2020 on February 17, 2020, which obligates all SOEs to develop, implement, and certify ISO 37001 ABMS. The implementation of ABMS is not merely due to external demands but rather demonstrates the internal stability and maturity of the organization/company.

In addition to the aforementioned Circular Letters, in the course of its implementation, the Financial Services Authority (OJK) and the Corruption Eradication Commission (KPK) also issued Circular Letters regulating the implementation of the Anti-Bribery Management System in the Financial Services Industry, including:

1. Circular Letter No. 19 of 2021 concerning Gratuities Control related to the Financial Services Industry
2. Deputy Commissioner of Non-Bank Financial Institutions Circular Letter No. S-380/NB.2/2021 dated December 3, 2021, regarding the implementation of ABMS in the NonBank Financial Industry

In connection with this, Indonesia Re obtained ISO 37001 Anti-Bribery Management System certification on August 13, 2020. This certification for the first time was awarded by PT Asricert Indonesia, continue awarded by Sucofindo up to now. The certification process at Indonesia Re includes the Main Directorate, Finance and Actuary, Operations Technical Directorate, IT Development and Human Resources, Risk Management, Compliance and Corporate Secretary Directorate.

The certification process took place from March to August 2020. The process involved gap analysis, awareness training, development of anti-bribery management procedures. In the implementation phase, policy procedure development, anti-bribery management system manual preparation, and feasibility testing were carried out. Subsequently, the review stage, which included internal audits, management reviews, and the final stage was certification. Indonesia Re underwent two audit stages and was declared successful on August 13, 2020.

Gratification Control Socialization

Gratification Control socialization was conducted in 2024, attended by all company employees. The purpose of this socialization is to reinforce understanding of gratification definitions, categories, and reporting procedures.

Laporan Pengelolaan Gratifikasi Tahun 2024

Selama tahun 2024 perusahaan melalui Unit Pengendalian Gratifikasi (UPG) telah menerima 11 (sebelas) laporan penerimaan gratifikasi. Dari 11 laporan tersebut, sebanyak 2 (dua) laporan penerimaan Gratifikasi disampaikan kepada Komisi Pemberantasan Korupsi (KPK). Dari 2 (dua) penerimaan gratifikasi telah dilaporkan tersebut terdapat 1 (satu) laporan dengan hasil milik negara sehingga dilakukan pengelolaan oleh KPK.

PENGELOLAAN LHKPN

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 Lapo konglomerasi PT Reasuransi Indonesia Utama (Persero).

Perusahaan juga sudah memiliki ketentuan internal, yakni Surat Keputusan Direksi No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017.

Wajib Lapo LHKPN

Mengacu pada Surat Keputusan Direksi No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017, wajib lapo 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

Sosialisasi LHKPN

Sosialisasi LHKPN telah dilakukan oleh perusahaan bekerjasama dengan KPK pada tanggal 27 Februari 2024. Acara sosialisasi tersebut dihadiri oleh seluruh wajib lapo LHKPN Indonesia Re Group.

Unit Pengelolaan LHKPN

Unit Pengelolaan LHKPN di Perusahaan adalah Human Capital & General Affair Division.

Pelaporan LHKPN 2024

Berikut adalah rincian pelaporan LHKPN Indonesia Re tahun 2024:

Gratification Management Report for the Year 2024

During the year 2024, the Company through the Gratification Control Unit (UPG) received 11 (eleven) reports of gratification receipt. Of these 11 reports, 2 gratification receipt reports were submitted to the Corruption Eradication Commission (KPK). Out of the 2 (two) reported gratifications, 1 (one) reports were found to belong to the state, thus managed by the KPK.

LHKPN MANAGEMENT

Policy and Legal Basis for LHKPN Reporting

The policy on the Report of Wealth of State Officials (LHKPN) in the Indonesia Re environment refers to applicable laws and regulations concerning LHKPN reporting, both as a State-Owned Enterprise (SOE) and also related to the Mandatory Reporting conglomerate PT Reasuransi Indonesia Utama (Persero).

The Company also has internal provisions, namely Directorate Decision No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 dated August 14, 2017.

Mandatory LHKPN Reporters

Referring to Directorate Decision No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 dated August 14, 2017, mandatory LHKPN reporters in the PT Reasuransi Indonesia Utama (Persero) conglomerate are:

1. 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. Directors of PT Asuransi Asei Indonesia
5. Board of Commissioners of PT Asuransi Asei Indonesia
6. Directors of PT Reasuransi Syariah Indonesia
7. Board of Commissioners of PT Reasuransi Syariah Indonesia

LHKPN Socialization

LHKPN socialization has been conducted by the Company in collaboration with the KPK on February 27, 2024. This socialization event was attended by all mandatory LHKPN reporters from the Indonesia Re Group.

LHKPN Management Unit

The LHKPN Management Unit in the Company is the Human Capital & Corporate Support Division.

LHKPN Reporting 2024

The following are details of the Indonesia Re LHKPN report for the year 2024:

Nama Perusahaan Company Name	Wajib Laporkan (WL) Mandatory Reporting (WL)	Sudah Laporkan Already Reported	Belum Laporkan Not Reported	Tepat Waktu On Time	Terlambat Late	Pelaporan Reporting
PT Reasuransi Indonesia Utama (Persero)	27	26	1	26	-	26
PT Asuransi ASEI Indonesia	6	6	-	5	1	6
PT Reasuransi Syariah Indonesia	6	6	-	6	-	6

Keterangan | Note:

Terdapat 1 pegawai yang belum melaporkan karena seharusnya pegawai tersebut sudah pensiun dan tidak lagi termasuk dalam kategori Wajib Laporkan. Namun, data Wajib Laporkan belum diperbarui sehingga pegawai tersebut masih tercatat sebagai Wajib Laporkan pada tahun 2024.

There is one employee who has not submitted the report, as the individual has actually retired and is no longer categorized as a Mandatory Reporter. However, the Mandatory Reporter data has not been updated, resulting in the employee still being listed as a Mandatory Reporter in 2024.

Sanksi Laporan LHKPN

Berdasarkan Keputusan Direksi No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017, Wajib Laporkan 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 Laporkan 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 Keputusan Direksi No. 00700/60.HK.01.01/00/IndonesiaRe/08/2017 tanggal 14 Agustus 2017.

Sanctions for LHKPN Reports

According to Board of Directors Decision No. 00700/60. HK.01.01/00/IndonesiaRe/08/2017 dated August 14, 2017, Mandatory Reporters who fail to submit their LHKPN by the specified deadline will face disciplinary action sanctions in accordance with the prevailing regulations of the Company.

Procedure for Reporting LHKPN

Reporting of LHKPN is done by Mandatory Reporters individually before March 31 each year online through the website: elhkpn.kpk.go.id. The report follows the format determined and the reporting mechanism outlined in Board of Directors Decision 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 regarding the financial and non-financial conditions of the Company. Several types of reports routinely submitted by the Company include:

1. Corporate Governance Guidelines
2. BOD Manual
3. Code of Ethics and Conduct
4. Gratuity Control Guidelines
5. Whistleblowing Guidelines
6. Integrated Corporate Governance Annual Report
7. Annual Reports
8. Annual Financial Reports
9. Quarterly Financial Reports
10. Financial Ratings
11. Certifications

All these reports are disseminated by the Company through the official Indonesia Re website. In addition to the website, for annually audited financial reports, the Company also provides reports in mass media (newspapers) every year.

INFORMASI PENGGUNAAN TAMBAHAN PENYERTAAN MODAL NEGARA

INFORMATION OF THE USE OF ADDITIONAL STATE EQUITY PARTICIPATION

Hingga berakhirnya tahun buku 2024, Perusahaan tidak menerima Penyertaan Modal Negara.

Until the end of the 2024 fiscal year, the Company did not receive additional capital participation from the State.

PELAKSANAAN PROYEK STRATEGIS NASIONAL/ PENUGASAN LAIN

IMPLEMENTATION OF NATIONAL STRATEGIC PROJECTS/OTHER ASSIGNMENTS

Pada tahun 2024, Indonesia Re tidak terlibat dalam proyek strategis nasional maupun penugasan lain yang bersifat khusus dari pemerintah sebagai pemegang saham. Dengan demikian, rinciannya tidak dapat diuraikan.

In 2024, Indonesia Re was not involved in national strategic projects or other specific assignments from the government as the shareholder. Therefore, the details cannot be elaborated.

EVALUASI RENCANA JANGKA PANJANG PERUSAHAAN

EVALUATION OF THE COMPANY'S LONG-TERM PLAN

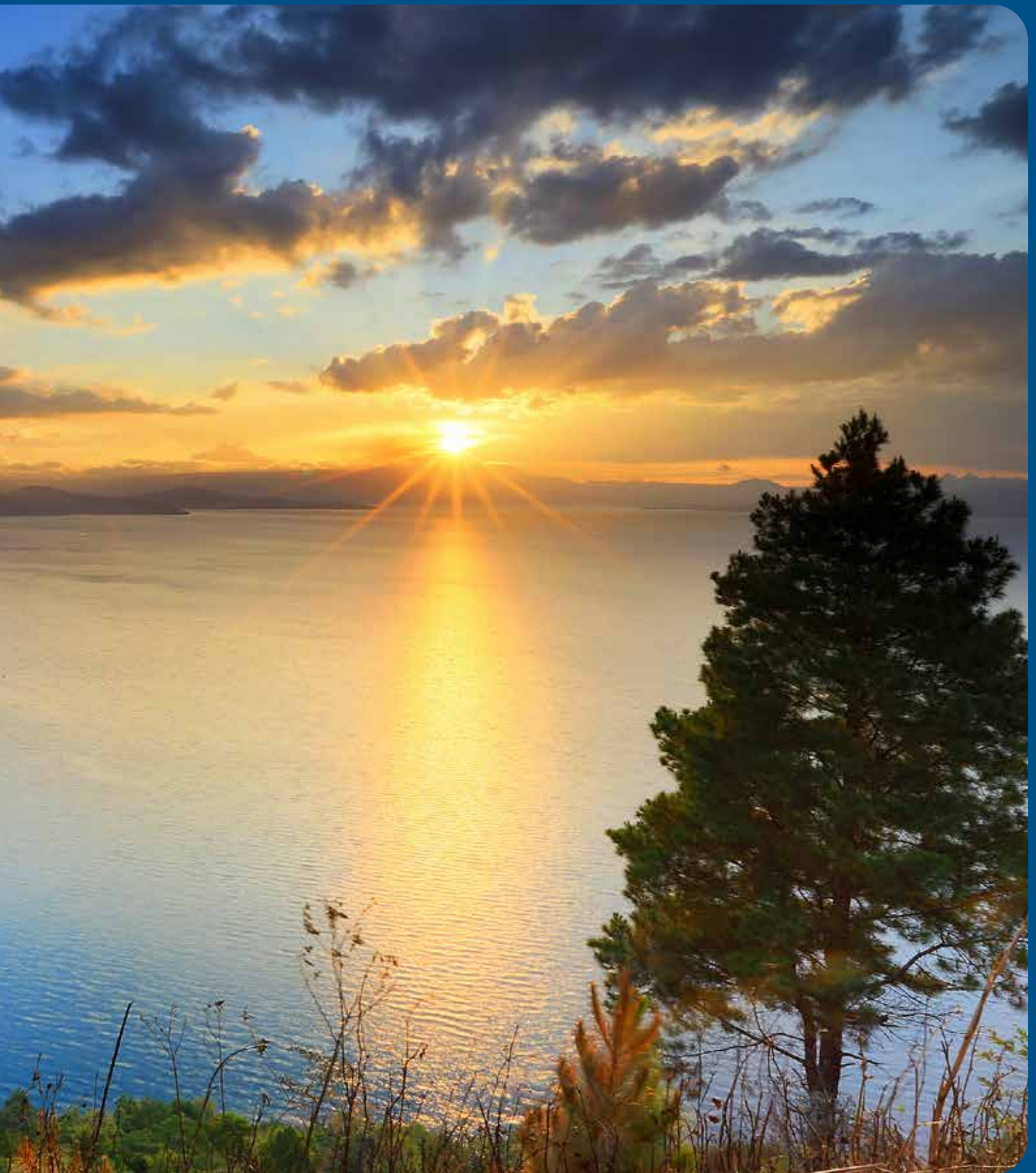
Hingga tahun 2024, tidak ada evaluasi terkait dengan Rencana Jangka Panjang Perusahaan (RJPP). Namun demikian, sepanjang tahun 2024, perusahaan secara aktif membahas penyusunan RJPP 2025–2029, yang saat ini masih dalam proses review sebelum akhirnya disahkan oleh Pemegang Saham.

Until 2024, there were no evaluations related to the Company's Long-Term Plan (RJPP). However, throughout 2024, the company actively discussed the preparation of the RJPP 2025–2029, which is currently still in the review process before finally being authorized by the Shareholders.



TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY



DANAU TOBA

Harmoni keindahan Danau Toba merefleksikan keseimbangan antara bisnis dan lingkungan—fondasi pertumbuhan berkelanjutan yang bermanfaat bagi semua.

Lake Toba's harmonious beauty reflects the balance between business and the environment—a cornerstone of sustainable growth that benefits all.

KINERJA EKONOMI DAN TATA KELOLA KEBERLANJUTAN

SUSTAINABLE ECONOMIC AND GOVERNANCE PERFORMANCE



Perseroan juga turut mendukung inisiatif Pemerintah dalam meningkatkan inklusi keuangan.

The Company also supports the Government's initiatives to increase financial inclusion.

PENDEKATAN MANAJEMEN

Perseroan telah memetakan beberapa aspek material dalam kinerja ekonomi. Dalam kinerja ekonomi, komitmen Perseroan dalam kebijakannya untuk terus berinovasi dalam meningkatkan kinerja keuangan. Strategi dan program kerja disesuaikan dengan kapasitas dan kapabilitas Perseroan serta tantangan yang ada.

Pendekatan Manajemen dilakukan dalam strategi, program kerja serta kegiatan yang tertuang dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2024 dan Rencana Jangka Panjang Perusahaan (RJPP).

Perseroan telah memiliki kebijakan dan indikator-indikator yang material untuk kinerja ekonomi, dari perencanaan, pelaksanaan program hingga proses evaluasi manajemen yang dapat dilakukan secara berkala.

PERBANDINGAN TARGET DAN REALISASI OPERASIONAL DAN KEUANGAN

Rencana Kerja dan Anggaran Perusahaan (RKAP) yang menjadi acuan Direksi dan karyawan sepanjang tahun.

Secara berkala baik bulanan, triwulanan, semesteran dan tahunan, Perseroan melakukan pemantauan dan evaluasi terhadap realisasi pencapaian target dan pelaksanaan strategi yang telah ditetapkan. Proses evaluasi terhadap pencapaian target dilakukan berjenjang mulai dari unit kerja sampai pada level direktorat.

MANAGEMENT APPROACH

The Company has mapped several material aspects of economic performance. In economic performance, the Company's policy is to continue to innovate to improve financial performance. The strategy and work program are adjusted to the Company's capacity, capabilities, and existing challenges.

The Management Approach is carried out in the strategy, work program, and activities contained in the 2024 Company Work and Budget Plan (RKAP) and the Company's Long-Term Plan (RJPP).

The Company has policies and indicators that are material for economic performance, from planning and program implementation to the management evaluation process, which can be carried out periodically.

COMPARISON OF OPERATIONAL AND FINANCIAL TARGETS AND REALIZATIONS

The Company Work and Budget Plan (RKAP) is a reference for the Board of Directors and employees throughout the year.

Periodically, monthly, quarterly, semi-annually, and annually, the Company monitors and evaluates the realization of target achievement and implementation of the strategies that have been set. The evaluation process for target achievement is carried out in stages, starting from the work unit to the directorate level.

Pada tahun 2024, beberapa indikator utama untuk target, realisasi dan pencapaian yang dapat disampaikan sebagai berikut:

In 2024, several key indicators for targets, realizations, and achievements that can be conveyed are as follows:

Tahun Year	Target, Realisasi, dan Pencapaian Pendapatan <i>Underwriting</i> - Bersih Target, Realization and Achievement Underwriting Income - Net			Target, Realisasi, dan Pencapaian Hasil Investasi - Bersih Target, Realization and Achievement Investment Income - Net			Target, Realisasi, dan Pencapaian Laba (Rugi) - Bersih Target, Realization and Achievement Profit (Loss) For The Year - Net		
	Target	Realisasi Realization	Pencapaian Achievement	Target	Realisasi Realization	Pencapaian Achievement	Target	Realisasi Realization	Pencapaian Achievement
2024	3.292.867	3.509.098	106,57%	306.981	440.194	143,39%	67.536	72.779	107,76%
2023	4.003.835	3.389.674	84,66%	315.225	321.014	101,84%	40.208	56.040	139,38%
2022	4.104.882	4.171.959	101,63%	330.162	348.590	105,58%	80.085	-219.019	-273,48%

NILAI EKONOMI LANGSUNG DIHASILKAN DAN DIDISTRIBUSIKAN

Indonesia Re berperan penting dalam menciptakan nilai ekonomi yang langsung dihasilkan melalui pendapatan dari premi reasuransi, hasil investasi, dan pendapatan lainnya yang berasal dari layanan keuangan yang diberikan. Pendapatan ini mencerminkan kontribusi langsung Perseroan dalam mendukung stabilitas sektor asuransi dengan menyediakan perlindungan terhadap risiko yang lebih besar dan kompleks. Selain itu, melalui pengelolaan portofolio investasi yang strategis, juga berkontribusi pada pertumbuhan ekonomi dengan mengalokasikan dana ke instrumen keuangan yang produktif, seperti obligasi, ekuitas, dan proyek infrastruktur yang berkelanjutan.

Nilai ekonomi Indonesia Re yang dihasilkan, kemudian didistribusikan kepada berbagai pemangku kepentingan. Salah satu distribusi utama adalah dalam bentuk pembayaran klaim reasuransi kepada perusahaan asuransi yang mengalami kerugian besar, sehingga membantu menjaga stabilitas keuangan industri asuransi. Selain itu, mendistribusikan nilai ekonomi kepada karyawan melalui pembayaran gaji, tunjangan, dan program kesejahteraan yang meningkatkan kualitas hidup tenaga kerja. Pemegang saham juga mendapatkan manfaat dari nilai ekonomi yang dihasilkan melalui dividen dan apresiasi nilai saham, yang mencerminkan kinerja dan profitabilitas Perseroan dalam jangka panjang.

Lebih lanjut, Indonesia Re turut berkontribusi pada pembangunan ekonomi dan sosial melalui pembayaran pajak kepada Pemerintah serta investasi dalam program Tanggung Jawab Sosial Perusahaan (TJSL). Pajak yang dibayarkan membantu mendukung pembangunan infrastruktur, layanan publik, dan kebijakan ekonomi nasional. Sementara itu, melalui inisiatif TJSL, perusahaan reasuransi dapat berperan dalam mendukung pendidikan, pengelolaan risiko bencana,

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

Indonesia Re plays an essential role in creating economic value directly generated through income from reinsurance premiums, investment returns, and other income derived from financial services provided. This income reflects the Company's direct contribution to supporting the stability of the insurance sector by protecting against more significant and more complex risks. In addition, strategic investment portfolio management also contributes to economic growth by allocating funds to productive financial instruments, such as bonds, equities, and sustainable infrastructure projects.

The economic value generated by Indonesia Re is then distributed to various stakeholders. One of the main distributions is in the form of reinsurance claim payments to insurance companies that experience significant losses, thereby helping to maintain the financial stability of the insurance industry. In addition, it distributes economic value to employees through salary payments, allowances, and welfare programs that improve the quality of life of the workforce. Shareholders also benefit from the economic value generated through dividends and stock appreciation, which reflect the Company's performance and profitability in the long term.

Furthermore, Indonesia Re contributes to economic and social development through tax payments to the Government and investments in Corporate Social Responsibility (CSR) programs. Taxes paid help support infrastructure development, public services, and national economic policies. Meanwhile, through CSR initiatives, reinsurance companies can play a role in supporting education, disaster risk management, and environmental sustainability,

dan keberlanjutan lingkungan, yang secara tidak langsung memperkuat ketahanan ekonomi dan sosial masyarakat. Dengan sistem distribusi nilai ekonomi yang seimbang dan berkelanjutan, Perseroan tidak hanya memperkuat bisnisnya, tetapi juga berkontribusi pada pertumbuhan ekonomi yang inklusif.

Berikut nilai ekonomi langsung yang dihasilkan dan didistribusikan:

indirectly strengthening the community's economic and social resilience. With a balanced and sustainable economic value distribution system, the Company strengthens its business and contributes to inclusive economic growth.

The following are the direct economic values generated and distributed:

Dalam Rp juta kecuali dinyatakan lain | In Rp million, unless otherwise stated

Keterangan Description	2024	2023	2022
A. Nilai Ekonomi yang Dihasilkan Generatic Economic Value			
Pendapatan <i>Underwriting</i> – neto <i>Underwriting Income</i> – net	3.509.099	3.389.675	4.171.959
Hasil Investasi – bersih <i>Investment Income</i> – net	440.194	321.015	348.590
Total Nilai Ekonomi yang Dihasilkan Total Generatic Economic Value	3.949.293	3.710.690	4.520.549
B. Nilai Ekonomi yang Didistribusikan Distributed Economic Value			
Gaji dan Tunjangan <i>Salaries and Benefits</i>	265.378	262.987	235.036
Beban Usaha <i>Operating Expenses</i>	130.902	116.208	133.984
Beban <i>Underwriting</i> – bersih <i>Underwriting Expenses</i> – net	3.389.603	3.212.057	4.048.030
Beban Lain-lain – bersih <i>Others Expenses</i> – net	150.829	105.082	344.243
Pembayaran (Manfaat) Pajak <i>Tax Expenses (Benefit)</i>	(62.597)	(47.292)	(24.075)
Dana untuk TJSL <i>TJSL Fund</i>	2.399	5.607	2.348
Dividen <i>Dividend</i>	-	-	-
Total Nilai Ekonomi yang Didistribusikan Total Distributed Economic Value	3.876.514	3.654.650	4.739.567
C. Nilai Ekonomi yang Ditahan (A) - (B) Retained Economic Value	72.779	56.040	(219.019)

KONTRIBUSI KEPADA PEMERINTAH

Sebagai salah satu Perusahaan reasuransi, Indonesia Re memiliki peran strategis dalam mendukung stabilitas ekonomi nasional. Salah satu kontribusi utama yang diberikan kepada Pemerintah adalah melalui pembayaran pajak dan kepatuhan terhadap regulasi keuangan yang ditetapkan. Pajak yang dibayarkan, baik dalam bentuk pajak penghasilan badan, pajak pertambahan nilai (PPN), maupun pajak lainnya, menjadi salah satu sumber pendapatan negara yang digunakan untuk mendanai pembangunan infrastruktur, layanan kesehatan, pendidikan, serta program kesejahteraan masyarakat. Dengan kepatuhan terhadap regulasi perpajakan dan keuangan, Indonesia Re tidak hanya menjalankan kewajiban hukumnya, tetapi juga berkontribusi langsung pada keberlanjutan ekonomi nasional.

Perseroan juga turut mendukung inisiatif Pemerintah dalam meningkatkan inklusi keuangan, misalnya dengan memperkenalkan produk reasuransi yang mendukung asuransi mikro, asuransi pertanian, serta perlindungan terhadap bencana alam. Dengan demikian, mendukung upaya Pemerintah dalam menciptakan sistem keuangan yang lebih stabil dan inklusif.

CONTRIBUTION TO THE GOVERNMENT

As a reinsurance company, Indonesia Re has a strategic role in supporting national economic stability. One of the main contributions to the Government is through tax payments and compliance with established financial regulations. Taxes paid, whether in the form of corporate income tax, value-added tax (VAT), or other taxes, are one of the sources of state revenue used to fund infrastructure development, health services, education, and community welfare programs. By complying with tax and financial regulations, Indonesia Re not only carries out its legal obligations but also contributes directly to the sustainability of the national economy.

The Company also supports the Government's initiatives to increase financial inclusion by introducing reinsurance products that support micro insurance, agricultural insurance, and protection against natural disasters. Thus, it supports the Government's creation of a more stable and inclusive financial system.

Lebih jauh, Indonesia Re telah berkontribusi dalam program sosial dan pembangunan berkelanjutan yang sejalan dengan prioritas Pemerintah. Melalui program tanggung jawab sosial, Perseroan berpartisipasi dalam berbagai inisiatif, seperti mitigasi risiko bencana, edukasi keuangan bagi masyarakat, serta dukungan terhadap program lingkungan dan keberlanjutan.

ANTIKORUPSI PADA TAHUN 2024

Indonesia Re mempunyai komitmen kuat mengenai antikorupsi dari seluruh jajaran organisasi, mulai dari manajemen puncak hingga karyawan di semua tingkatan. Langkah pertama dalam membentuk budaya antikorupsi, dengan menerapkan kebijakan anti-korupsi yang jelas, tegas, dan sesuai dengan regulasi yang berlaku. Kebijakan ini harus mencakup kode etik Perseroan, mekanisme pelaporan pelanggaran (*whistleblowing system*), serta sanksi yang diberlakukan bagi pelanggar. Indonesia Re juga telah menerapkan Sistem Manajemen Anti Penyuapan (SMAP) dan melakukan sertifikasi ISO 37001 SMAP pada tahun 2024 yang dilakukan oleh pihak independen/badan sertifikasi.

Selain itu, Perseroan selalu menanamkan prinsip transparansi dalam setiap aspek operasionalnya, seperti dalam proses pengadaan, pengelolaan keuangan, dan pengambilan keputusan bisnis, guna mencegah praktik-praktik yang berpotensi menimbulkan konflik kepentingan dan penyalahgunaan wewenang. Dengan membentuk sistem yang mendorong transparansi, akuntabilitas, dan pengawasan yang ketat, perusahaan tidak hanya melindungi diri dari risiko hukum dan reputasi, tetapi juga menciptakan lingkungan bisnis yang lebih sehat dan berkelanjutan.

Di Indonesia Re, fungsi kepatuhan termasuk mengenai antikorupsi, dipimpin oleh Legal, Compliance and Risk Management Division Head.

Peraturan dan perundangan-undangan yang menjadi landasan di Indonesia Re antara lain sebagai berikut:

1. Undang-undang Republik Indonesia no.40 tahun 2007 tentang Perseroan Terbatas;
2. Undang-undang Republik Indonesia no.40 tahun 2014 tentang Perasuransian;
3. Peraturan Menteri Badan Usaha Milik Negara Nomor PER-2/MBU/03/2023 Tahun 2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan Badan Usaha Milik Negara;
4. Peraturan Otoritas Jasa Keuangan (POJK) 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.
5. Surat Edaran Otoritas Jasa Keuangan (SE0JK) No.14/SE0JK.05/2016 tentang Pembentukan, Susunan Keanggotaan dan Masa Kerja Komite pada Dewan Komisaris Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi dan Perusahaan Reasuransi Syariah.

Furthermore, Indonesia Re has contributed to social programs and sustainable development that align with the Government's priorities. Through the social responsibility program, the Company participates in various initiatives, such as disaster risk mitigation, financial education for the community, and support for environmental and sustainability programs.

ANTI-CORRUPTION IN 2024

Indonesia Re is strongly committed to anti-corruption at all levels of the organization, from top management to employees. The first step in forming an anti-corruption culture is implementing a clear, firm anti-corruption policy that complies with applicable regulations. This policy must include the Company's code of ethics, a whistleblowing system, and sanctions imposed on violators. Indonesia Re has also implemented an Anti-Bribery Management System (SMAP) and obtained ISO 37001 SMAP certification in 2024, which was carried out by an independent party/ certification body.

In addition, the Company always instills the principle of transparency in every aspect of its operations, such as the procurement process, financial management, and business decision-making, to prevent practices that have the potential to cause conflicts of interest and abuse of authority. By establishing a system that encourages transparency, accountability, and strict supervision, the Company protects itself from legal and reputational risks and creates a healthier and more sustainable business environment.

At Indonesia Re, the Legal, Compliance, and Risk Management Division Head leads the compliance function, including anti-corruption.

The regulations and laws that form the basis of Indonesia Re include the following:

1. Law of the Republic of Indonesia no. 40 of 2007 concerning Limited Liability Companies;
2. Law of the Republic of Indonesia no. 40 of 2014 concerning Insurance;
3. Regulation of the Minister of State-Owned Enterprises Number PER-2/MBU/03/2023 of 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
4. Regulation of the Financial Services Authority (POJK) No. 43/POJK.05/2019 concerning Amendments to Regulation of the Financial Services Authority No. 73/POJK.05/2016 concerning Good Corporate Governance for Insurance Companies.
5. Circular Letter of the Financial Services Authority (SE0JK) No.14/SE0JK.05/2016 concerning the Establishment, Membership Composition, and Term of Work of the Committee on the Board of Commissioners of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies and Sharia Reinsurance Companies.

6. POJK N0.18/POJK.03/2014 tentang Penerapan Tata Kelola Terintegrasi bagi Konglomerasi Keuangan.
7. Peraturan Otoritas Jasa Keuangan (POJK) Nomor 23 Tahun 2023 tentang Perizinan Usaha dan Kelembagaan Perusahaan Asuransi, Perusahaan Asuransi Syariah, Perusahaan Reasuransi, dan Perusahaan Reasuransi Syariah.

Beberapa kebijakan dan sistem yang mendukung kepatuhan dan anti korupsi dalam Indonesia Re yang telah diterapkan:

1. ISO 37001 SMAP Sistem Manajemen Anti Penyuapan di Indonesia Re yang telah disertifikasi oleh pihak independen/badan sertifikasi.
2. Kebijakan Sistem *Whistleblowing* merupakan sistem pelaporan bagi para pemangku kepentingan untuk menyampaikan laporan terhadap tindakan yang mencurigakan kepada Indonesia Re. Laporan ini akan ditindak lanjuti oleh divisi Internal Audit dan pelapor dijamin akan kerahasiaannya. Pada tahun 2024, tidak ada pelaporan dalam *Whistleblowing system* Perseroan.
3. Kode Etik merupakan pedoman etika dan perilaku Indonesia Re yang terdiri dari komitmen Perusahaan terhadap stakeholders Indonesia Re, komitmen dan perilaku karyawan, etika bisnis dan penerapan dan penegakan etika dan perilaku. Penerapan dilakukan dengan penandatanganan Pakta Integritas di internal Indonesia Re.
4. Sistem Pengendalian Internal merupakan sistem pengendalian internal Indonesia Re terhadap kegiatan operasional dan bisnis Perusahaan, seperti divisi Internal Audit dan divisi Manajemen Risiko.
5. Kebijakan Gratifikasi merupakan kebijakan terhadap hadiah, suap, jamuan bisnis maupun donasi yang tidak bertentangan dengan peraturan dan perundang-undangan yang berlaku.
6. Pelaporan LHKPN merupakan pedoman untuk internal Indonesia Re, pihak yang wajib dalam penyampaian Laporan Harta Kekayaan Penyelenggara Negara (LHKPN). Pada tahun 2024, dari 34 pihak yang wajib lapor dalam LHKPN, terdapat satu orang yang belum menyampaikan laporannya, sehingga nilai pencapaian adalah 97,06%.
7. Kebijakan Anti Pencucian Uang merupakan kebijakan yang diterapkan di Indonesia Re mengenai pencucian uang antara lain dengan *customer due diligence*.

Selama tahun 2024, Perseroan melalui unit pengendalian gratifikasi (UPG) telah menerima sebelas laporan penerimaan gratifikasi. Dari sebelas laporan tersebut, sebanyak dua laporan penerimaan gratifikasi disampaikan kepada Komisi Pemberantasan Korupsi (KPK).

6. POJK N0.18/POJK.03/2014 concerning the Implementation of Integrated Governance for Financial Conglomerates.
7. Regulation of the Financial Services Authority (POJK) Number 23 of 2023 concerning Business Licensing and Institutions of Insurance Companies, Sharia Insurance Companies, Reinsurance Companies, and Sharia Reinsurance Companies.

Several policies and systems that support compliance and anti-corruption in Indonesia Re have been implemented:

1. ISO 37001 SMAP is an anti-bribery management system certified by an independent party or certification body in Indonesia.
2. Whistleblowing System Policy allows stakeholders to report any suspicious activities related to Indonesia Re. The Internal Audit division will investigate these reports, and the identity of the whistleblower will be kept confidential. In 2024, there were no reports submitted through the Company's whistleblowing system.
3. Code of Ethics serves as a guideline for the ethical behavior of Indonesia Re. It outlines the Company's commitments to its stakeholders, the expected conduct of employees, business ethics, and the enforcement of these standards. Compliance is ensured through the signing of an Integrity Pact by all employees of Indonesia Re.
4. Internal Control System is designed to oversee Indonesia Re's operational and business activities, including the functions of the Internal Audit and Risk Management divisions.
5. Gratification Policy regulates gifts, bribes, business entertainment, and donations, ensuring they comply with applicable laws and regulations.
6. LHKPN Reporting is a guideline for internal use within Indonesia Re, focusing on the mandatory submission of State Officials' Wealth Report or known as LHKPN. In 2024, out of the 34 parties required to report in the LHKPN, one individual had not submitted their report, resulting in an achievement value of 97.06%.
7. Anti-Money Laundering Policy addresses issues related to money laundering and includes protocols for customer due diligence.

In 2024, the Company, through the Gratification Control Unit (UPG), received eleven reports of receiving gratuities. Of these, two were submitted to the Corruption Eradication Commission (KPK).

DAMPAK EKONOMI TIDAK LANGSUNG

Dalam mendukung Tujuan Pembangunan Berkelanjutan, Perseroan dalam siklus bisnisnya bekerja sama dengan perusahaan lokal maupun internasional. Indonesia Re mendefinisikan pemasok lokal adalah pemasok yang berdomisili di Indonesia sesuai dengan wilayah operasional Perseroan.

Pada tahun 2024, Perseroan telah bekerja sama dengan perusahaan lokal yang dapat disampaikan sebagai berikut:

INDIRECT ECONOMIC IMPACT

To support the Sustainable Development Goals, the Company collaborates with both local and international businesses throughout its operations. Indonesia Re defines local suppliers as those based in Indonesia, aligned with the Company's operational areas.

In 2024, the Company partnered with local companies, which can be summarized as follows:

Indikator Indicators	Satuan Unit	2024	2023	2022
Jumlah Pemasok Lokal Number of local suppliers	Pemasok Supplier	154	113	95
% Pemasok Lokal terhadap seluruh pemasok % local suppliers to total suppliers		100%	100%	100%
Nilai Pengadaan Procurement values	Rupiah IDR	82.000.000.000	51.000.000.000	19.000.000.000

KINERJA SOSIAL KEBERLANJUTAN SOCIAL SUSTAINABILITY PERFORMANCE



Kami menyediakan perlindungan reasuransi untuk proyek-proyek energi terbarukan, infrastruktur ramah lingkungan, serta asuransi berbasis indeks untuk mitigasi dampak perubahan iklim.

We provide reinsurance protection for renewable energy projects, environmentally friendly infrastructure, and index-based insurance to mitigate the impacts of climate change.



PENDEKATAN MANAJEMEN

Indonesia Re telah memetakan manusia dalam konteks keberlanjutan menjadi bagian dari prinsip-prinsip mendasar SDGs yang berperan dalam menyeimbangkan dimensi ekonomi, sosial dan lingkungan. Sejalan dengan hal itu, keberlanjutan usaha juga dipengaruhi oleh partisipasi dan keterlibatan karyawan, masyarakat dan konsumen sebagai bagian proses bisnis Perseroan. Oleh karena itu, diperlukan pendekatan yang tepat untuk mengelola isu-isu pada aspek sosial kemasyarakatan, ketenagakerjaan dan konsumen, sehingga berkontribusi terhadap pencapaian kinerja dan keberlanjutan perusahaan.

Sementara itu, kinerja keberlanjutan terkait dengan aspek sosial mencakup informasi inisiatif dan program-program tanggung jawab sosial Perseroan di bidang ketenagakerjaan, kemasyarakatan, dan produk dan pelayanan konsumen.

KESETARAAN KESEMPATAN KERJA DAN KEBERAGAMAN

Indonesia memiliki komitmen dalam keberagaman dan kesempatan berkarir serta menjamin keadilan dan kesetaraan dalam lingkungan kerja.

Seluruh proses yang melibatkan karyawan sejak rekrutmen, penempatan hingga penilaian kinerja dan program pengembangan kompetensi sepenuhnya didasarkan pada pertimbangan yang objektif terkait kebutuhan di unit kerja masing-masing, serta profil kompetensi individu setiap karyawan, sehingga semua proses kegiatan bisnis terkait

MANAGEMENT APPROACH

Indonesia Re has mapped humans in the context of sustainability as part of the SDGs' fundamental principles that balance the economic, social, and environmental dimensions. In line with this, the participation and involvement of employees, communities, and consumers in the Company's business process influence the business sustainability. Therefore, an appropriate approach is needed to manage issues in the social, employment, and consumer aspects so as to contribute to the achievement of the Company's performance and sustainability.

Meanwhile, sustainability performance related to the social aspect includes information on the Company's social responsibility initiatives and programs in employment, community, and consumer products and services

EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY

Indonesia is committed to diversity and career opportunities, ensuring justice and equality in the work environment.

The entire process involving employees, from recruitment to performance assessment and competency development programs, is entirely based on objective considerations related to the needs of each work unit. It is also based on individual competency profiles to ensure business activity processes are carried out professionally and accountable.

dengan karyawan dilakukan secara profesional dan bisa dipertanggungjawabkan secara akuntabel. Dalam hal untuk pekerja kontrak atau pekerja alih daya dan pekerja lepas Perseroan, telah diatur dalam Surat Perjanjian Kerjasama No.017/RM.01.01/04/Indonesia Re/03.2023.

Komitmen Indonesia Re tidak ada diskriminasi dalam bentuk apapun berdasarkan suku, agama, ras, gender, maupun aspek lain yang tidak relevan dengan kinerja karyawan. Perseroan juga telah mempunyai kebijakan dalam perekrutan untuk pegawai yang berkebutuhan khusus (disabilitas) dan pegawai dari lingkungan sekitar Perseroan. Sepanjang tahun 2024, tidak ada insiden diskriminasi yang terjadi serta adanya rekrutmen karyawan dari lingkungan sekitar Perseroan sebanyak 1 orang.

Pada tahun 2024, jumlah karyawan Indonesia Re sebanyak 268 orang atau mengalami peningkatan 5,1% jika dibandingkan tahun 2023. Sedangkan untuk keberagaman, komposisi laki-laki Indonesia Re di tahun 2024 sebesar 55% dan perempuan 45%. Dalam kepemimpinan, komposisi perempuan setingkat kepala divisi sebesar 21%.

Regarding contract workers, outsourced workers, and freelance workers of the Company, it has been regulated in the Cooperation Agreement Letter No. 017/RM.01.01/04/Indonesia Re/03.2023.

Indonesia Re's commitment is that there is no discrimination in any form based on ethnicity, religion, race, gender, or other aspects that are not relevant to employee performance. The Company also has a policy of recruiting employees with special needs (disabilities) and employees from the Company's surrounding environment. Throughout 2024, there were no incidents of discrimination, and there was one employee recruitment from the Company's surrounding environment.

Throughout 2024, there were no incidents of discrimination. In 2024, the number of Indonesia Re employees was 268, an increase of 5.1% compared to 2023. As for diversity, the composition of Indonesia Re men in 2024 was 55%, and women 45%. In leadership, the composition of women at the division head level is 21%.

Jabatan Position	Jenis Kelamin Gender		Rentang Usia (tahun) Age Group (years old)				
	Laki-laki Male	Perempuan Female	<26	26 - 35	36 - 45	46 - 55	> 55
Division Head	11	3	0	1	6	8	0
Department Head	31	15	0	14	16	13	2
Functional Department Head	1	1	0	0	0	2	0
Unit Head	14	5	0	1	6	9	3
Functional Unit Head	24	18	0	13	13	16	0
Staff	30	22	1	23	10	16	2
Functional Staff	13	29	11	27	4	0	0
Perjanjian Kerja Waktu Tertentu (PKWT) Fixed-Term Employment Agreement	22	29	20	29	1	1	0
Total	146	122	32	108	56	65	7

TENAGA KERJA PAKSA DAN TENAGA KERJA ANAK

Perseroan selalu tunduk dan patuh terhadap Undang-undang No. 13 Tahun 2003 tentang Ketenagakerjaan dalam pengelolaan karyawan. Dalam mempekerjakan karyawan dengan batas usia minimal karyawan 18 tahun, sedangkan jam kerja yang disepakati adalah 8 (delapan) jam 1 (satu) hari dan 40 (empat puluh) jam 1 (satu) minggu untuk 5 (lima) hari kerja dalam 1 (satu) minggu, sesuai dengan pasal 77 Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan.

FORCED LABOR AND CHILD LABOR

The Company always complies with Law No. 13 of 2003 concerning Manpower in employee management. It employs employees with a minimum age limit of 18 years, and the agreed working hours are eight hours a day and forty hours a week, for five working days in one week. This regulation is by Article 77 of Law No. 13 of 2003 concerning Manpower.

Untuk itu, Indonesia Re memastikan bahwa tidak ada tenaga kerja di bawah umur dan tenaga kerja paksa yang bekerja di Perseroan.

Data mengenai sumber daya manusia terutama rentang usia di Indonesia Re, dapat dilihat di bab profil perusahaan, sub bab sumber daya manusia, di halaman 50 Laporan Keberlanjutan ini.

KOMITMEN DALAM KESEJAHTERAAN

Indonesia Re selalu mematuhi sesuai ketentuan peraturan yang berkaitan dengan tenaga kerja. Landasan Perseroan dalam komitmen kesejahteraan berdasarkan prinsip dasar hubungan ketenagakerjaan sesuai dengan Undang-Undang Republik Indonesia No.13 Tahun 2003 tentang Ketenagakerjaan. Hubungan antara Perseroan dengan Karyawan juga diwujudkan dalam Serikat Pekerja Indonesia Re yang berdiri berdasarkan bukti pencatatan Serikat Pekerja No.704/SP/JP/2017 tanggal 13 Maret 2017. Hubungan industrial antara karyawan dan Perusahaan tertuang dalam Perjanjian Kerja Bersama (PKB) yang merupakan aspirasi dari karyawan dan telah mendapat review dan persetujuan dari Direksi.

Dalam hal kesejahteraan pegawai, Perseroan membagi karyawan menjadi dua kategori, yaitu pegawai tetap dan pegawai kontrak. Namun berbagai bentuk kesejahteraan pegawai diberikan berdasarkan ketentuan undang-undang serta ketentuan internal antara lain berdasarkan tingkatan jabatan, lama bekerja, serta pencapaian-pencapaian secara individu.

Indonesia Re telah mempunyai standarisasi sistem kompensasi dan remunerasi yang diterapkan Perseroan bertujuan untuk meningkatkan motivasi yang mampu mendorong produktivitas dan kinerja setiap individu. Komitmen dalam memberikan kompensasi kepada karyawan berdasarkan kepada penilaian hasil kinerja tahunan dan pencapaian KPI Perseroan.

Kesejahteraan Pegawai di Perseroan

Employee Welfare in the Company

Manfaat	Benefit	Karyawan Tetap Permanent Employee	Karyawan Kontrak Contract
Gaji Pokok	Basic Salary	Ya Yes	Ya Yes
Tunjangan Hari Raya	Hari Raya Allowance	Ya Yes	Ya Yes
Tunjangan Cuti	Leave Allowance	Ya Yes	Ya Yes
Tunjangan Kesehatan	Health Allowance	Ya Yes	Ya Yes
Tunjangan Pensiun	Retirement Allowance	Ya Yes	Tidak Ada None
Tunjangan Masa Kerja	Length of Service Allowance	Ya Yes	Tidak Ada None

LINGKUNGAN KERJA YANG LAYAK DAN AMAN

Indonesia Re yang sedang melakukan renovasi gedung kantor harus memastikan bahwa lingkungan kerja tetap layak dan aman bagi seluruh pegawai serta pemangku

Indonesia Re ensures that there are no underage workers or forced laborers working in the Company.

Human resource data containing information on age ranges can be seen in the company profile chapter, human resources sub-chapter, on page 50 of this Sustainability Report.

COMMITMENT TO WELFARE

Indonesia Re always complies with the provisions of labor regulations. The Company's foundation in welfare commitment is based on the basic principles of employment relations by the Law of the Republic of Indonesia No. 13 of 2003 concerning employment. The relationship between the Company and its Employees is also manifested in the Indonesian Re Workers Union, which was established based on evidence of the registration of the Workers Union No.704/SP/JP/2017 dated March 13, 2017. Industrial relations between employees and the Company are stated in the Joint Labor Agreement (PKB), which is the aspiration of employees and has received review and approval from the Board of Directors.

In terms of employee welfare, the Company divides employees into two categories, namely permanent employees and contract employees. However, various forms of employee welfare are provided based on statutory and internal provisions, including job level, length of service, and individual achievements.

Indonesia Re has implemented a standardized compensation and remuneration system aimed at increasing motivation and encouraging each individual's productivity and performance. The company's commitment to providing compensation to employees is based on the assessment of annual performance results and the achievement of the Company's KPI.

A DECENT AND SAFE WORKING ENVIRONMENT

Indonesia Re, which is renovating its office building, must ensure that the working environment remains decent and safe for all employees and other stakeholders. Careful planning is

kepentingan lainnya. Dalam proses ini, perencanaan yang matang diperlukan untuk meminimalkan gangguan terhadap operasional bisnis sekaligus menjaga kenyamanan dan produktivitas pegawai.

Salah satu langkah utama adalah melakukan evaluasi risiko secara menyeluruh guna mengidentifikasi potensi bahaya yang dapat timbul selama renovasi, seperti kebisingan, debu, atau gangguan akses.

Lebih jauh, Indonesia Re berharap, dalam momen renovasi ini, ke depannya untuk menciptakan lingkungan kerja yang lebih modern, nyaman, dan mendukung produktivitas. Dengan menerapkan desain ruang yang ergonomis, pencahayaan alami yang optimal, serta fasilitas penunjang kesejahteraan karyawan, seperti area hijau dan ruang istirahat yang memadai, sehingga Perseroan dapat meningkatkan kepuasan dan keterlibatan karyawan. Dengan memastikan bahwa setiap tahap renovasi memperhatikan aspek keamanan, kesehatan, dan kenyamanan, perusahaan tidak hanya menciptakan lingkungan kerja yang layak tetapi juga membangun budaya kerja yang lebih inklusif, inovatif, dan berorientasi pada keberlanjutan.

Pada tahun 2024, tidak ada kecelakaan kerja yang terjadi di seluruh lingkungan kerja Perseroan (*zero accident*).

needed to minimize disruption to business operations while maintaining employee comfort and productivity.

One of the main steps is to conduct a thorough risk evaluation to identify potential hazards that may arise during the renovation, such as noise, dust, or access disruption.

Furthermore, Indonesia Re hopes that the renovation in the future will create a more modern, comfortable, and productivity-supporting work environment. The Company can increase employee satisfaction and engagement by implementing ergonomic space design, optimal natural lighting, and facilities to support employee welfare, such as green areas and adequate break rooms. By ensuring that every stage of renovation pays attention to safety, health, and comfort aspects, the Company not only creates a decent work environment but also builds a more inclusive, innovative, and sustainability-oriented work culture.

By 2024, there were no work accidents in all of the Company's work environments (*zero accidents*).

Jenis	Type	2024	2023	2022
Ringan	Light	Nihil None	Nihil None	Nihil None
Sedang	Medium	Nihil None	Nihil None	Nihil None
Berat	Severe	Nihil None	Nihil None	Nihil None

SISTEM MANAJEMEN KESELAMATAN DAN KESEHATAN KERJA

Indonesia Re telah menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3) sebagai bentuk komitmen, dukungan manajemen, dan partisipasi karyawan secara aktif dalam menyelenggarakan keselamatan kerja di setiap aspek karyawan. Dalam rangka menindaklanjuti penerapan Undang-Undang No. 13 Tahun 2003 tentang Ketenagakerjaan yang mewajibkan perusahaan untuk menetapkan sistem manajemen keselamatan dan kesehatan kerja yang terintegrasi dengan sistem manajemen Perseroan.

Perseroan mempunyai kebijakan dan sistem manajemen keselamatan dan kesehatan kerja (SMK3) yang tertuang dalam Surat Keputusan Direksi No. 00055/60.HK.01.01/03/IndonesiaRe/05/2021.

Selain itu, dalam pengelolaan lingkungan kerja yang aman selama renovasi, Perseroan telah menerapkan standar Keselamatan dan Kesehatan Kerja (K3) yang ketat. Hal ini mencakup penyediaan jalur evakuasi yang jelas, pemasangan rambu-rambu peringatan di area konstruksi, serta koordinasi dengan kontraktor agar pekerjaan renovasi dilakukan dengan memperhatikan aspek keamanan. Penggunaan bahan bangunan yang ramah lingkungan dan minim polusi juga

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM

Indonesia Re has implemented an Occupational Safety and Health Management System (SMK3) as a form of commitment, management support, and active employee participation in organizing occupational safety in every aspect of employees. This is to follow up on the implementation of Law No. 13 of 2003 concerning Manpower, which requires companies to establish an occupational safety and health management system that is integrated with the Company's management system.

The Company has an occupational safety and health management policy and system (SMK3) as stated in the Decree of the Board of Directors No. 00055/60. HK.01.01/03/IndonesiaRe/05/2021.

In addition, the Company has implemented strict occupational safety and health (K3) standards in managing a safe work environment during renovation. This includes providing clear evacuation routes, installing warning signs in construction areas, and coordinating with contractors so that renovation work is carried out with attention to safety aspects. Using environmentally friendly and low-pollution building materials is also essential to reduce negative impacts on employee

menjadi pertimbangan penting untuk mengurangi dampak negatif terhadap kesehatan karyawan serta keberlanjutan lingkungan. Selain itu, komunikasi yang transparan mengenai progres renovasi dan langkah-langkah mitigasi risiko perlu dilakukan secara berkala agar karyawan tetap merasa aman dan terinformasi.

PELATIHAN DAN PENINGKATAN KOMPETENSI SDM

Indonesia Re dalam menghadapi tantangan global seperti perubahan iklim, regulasi ESG (*Environmental, Social, and Governance*), serta inovasi di sektor keuangan, membangun budaya pelatihan yang berkelanjutan bagi pegawai menjadi aspek fundamental dalam memastikan Perseroan tetap kompetitif. Pelatihan yang berkelanjutan tidak hanya mencakup peningkatan keterampilan teknis dalam underwriting, manajemen risiko, dan analisis keuangan, tetapi juga memperkuat pemahaman mengenai praktik bisnis yang bertanggung jawab. Dengan menyediakan program pelatihan yang terstruktur—melalui *workshop*, sertifikasi profesional, dan kolaborasi dengan institusi keuangan global—Indonesia Re dapat memastikan bahwa pegawai memiliki kompetensi yang selaras dengan tren industri dan regulasi yang berkembang.

Komitmen Perseroan dalam memberikan kesempatan bagi seluruh pegawai untuk meningkatkan kompetensi dan mengikuti pelatihan-pelatihan secara individual. Indonesia Re setiap tahunnya, memberikan alokasi biaya secara khusus untuk pendidikan dan pelatihan setiap karyawan. Alokasi dana tahun 2024 untuk pendidikan dan pelatihan sebesar Rp3,15 miliar, meningkat/menurun jika dibandingkan tahun 2023 sebesar Rp3,07 miliar.

health and environmental sustainability. In addition, transparent communication regarding renovation progress and risk mitigation steps must be carried out periodically so employees feel safe and informed.

HR TRAINING AND COMPETENCY IMPROVEMENT

Indonesia Re is facing global challenges such as climate change, ESG (*Environmental, Social, and Governance*) regulations, and innovation in the financial sector; building a culture of continuous employee training is a fundamental aspect in ensuring the Company remains competitive. Continuous training includes improving technical skills in underwriting, risk management, and financial analysis and strengthening understanding of responsible business practices. By providing structured training programs—through workshops, professional certifications, and collaboration with global financial institutions—Indonesia Re can ensure that employees have competencies that align with industry trends and evolving regulations.

The Company is committed to providing opportunities for all employees to improve their competencies and participate in individual training. Every year, Indonesia allocates a special budget for education and training for each employee. The 2024 fund allocation for education and training is IDR3.15 billion, increasing from IDR3.07 billion in 2023.

Uraian Description	Jumlah Karyawan yang Memperoleh Pelatihan Number of Employee attended training	Jam Pelatihan Training Hours	Rata-rata Jam Pelatihan Setiap Karyawan Average Training Hours per Employee
Keseluruhan <i>All Employees</i> Berdasarkan Jenis Kelamin By Gender	232	6.527	28,13
Laki-laki Male	270	3.596	13,32
Perempuan Female	221	2.931	13,26
Berdasarkan Jabatan By Position			
Dewan Komisaris & Direksi Board of Commissioners and Board of Directors	7	816	116,57
Division Head	13	707	54,38
Department Head & Setingkat Department Head and equivalent	46	1.489	32,37
Unit Head & Setingkat Unit Head and equivalent	53	1.136	21,43
Staff & Functional Staff	72	2.293	31,85

KOMITMEN UNTUK MEMBERIKAN LAYANAN ATAS PRODUK/JASA YANG SETARA KEPADA KONSUMEN

Indonesia Re sebagai perusahaan reasuransi, berkomitmen pada prinsip keadilan dan keberlanjutan, dan senantiasa memastikan bahwa setiap produk dan layanan yang kami tawarkan dapat diakses secara setara oleh seluruh mitra

COMMITMENT TO PROVIDING EQUAL PRODUCT/SERVICE SERVICES TO CONSUMERS

As a reinsurance company, Indonesia Re is committed to the principles of fairness and sustainability and always ensures that all partners and stakeholders can access every product and service we offer equally. We understand

dan pemangku kepentingan. Kami memahami bahwa dalam industri reasuransi, transparansi dan konsistensi dalam penyediaan layanan sangat penting untuk menjaga kepercayaan dan stabilitas pasar. Oleh karena itu, kami terus mengembangkan kebijakan yang mengutamakan kesetaraan dalam proses underwriting, penyelesaian klaim, serta dukungan terhadap klien tanpa diskriminasi berdasarkan ukuran perusahaan, sektor industri, atau lokasi geografis mereka.

Untuk mewujudkan layanan yang setara, Indonesia Re menerapkan standar operasional yang objektif dan berbasis data dalam menilai risiko serta menyusun solusi reasuransi yang sesuai bagi setiap klien. Pendekatan berbasis analisis ini memastikan bahwa semua pihak mendapatkan perlakuan yang adil dalam proses penjaminan ulang. Selain itu, kami menyediakan berbagai skema reasuransi yang fleksibel agar dapat memenuhi kebutuhan perusahaan asuransi dengan berbagai skala dan model bisnis.

Dengan demikian, kami tidak hanya memperkuat ketahanan industri asuransi secara keseluruhan, tetapi juga membantu menciptakan ekosistem keuangan yang lebih inklusif dan berkelanjutan.

Indonesia Re juga berkomitmen untuk meningkatkan literasi serta aksesibilitas terhadap produk dan layanan reasuransi melalui berbagai inisiatif edukasi dan pelatihan bagi mitra kami. Dengan berbagi wawasan dan praktik terbaik di industri, kami memastikan bahwa setiap klien memiliki pemahaman yang setara tentang solusi perlindungan yang tersedia. Kami percaya bahwa layanan yang setara bukan hanya tentang memberikan perlakuan yang sama, tetapi juga tentang menyediakan sumber daya dan dukungan yang dibutuhkan agar semua pihak dapat mengambil keputusan yang tepat sesuai dengan kebutuhan mereka. Dengan komitmen ini, kami terus berupaya untuk menjadi mitra reasuransi yang terpercaya dan bertanggung jawab dalam mendukung pertumbuhan industri asuransi yang lebih adil dan berkelanjutan.

INOVASI PENGEMBANGAN PRODUK/JASA KEUANGAN BERKELANJUTAN

Indonesia Re terus mengembangkan inovasi dalam produk dan layanan keuangan berkelanjutan. Kami memahami bahwa risiko global, seperti perubahan iklim, bencana alam, dan ketidakstabilan ekonomi, menuntut solusi reasuransi yang lebih adaptif dan proaktif. Oleh karena itu, Perseroan telah berinvestasi dalam teknologi analitik canggih, pemodelan risiko berbasis data, serta skema reasuransi yang mendukung praktik bisnis yang lebih berkelanjutan. Dengan pendekatan ini, kami tidak hanya membantu klien mengelola risiko dengan lebih efektif, tetapi juga mendorong penerapan prinsip-prinsip keberlanjutan di seluruh industri asuransi.

that transparency and consistency in service provision are essential to maintaining market trust and stability in the reinsurance industry. Therefore, we continue to develop policies prioritizing equality in the underwriting process, claim settlement, and client support without discrimination based on company size, industry sector, or geographic location.

To realize equal services, Indonesia Re applies objective and data-based operational standards in assessing risks and developing appropriate reinsurance solutions for each client. This analysis-based approach ensures that all parties are treated fairly in reinsurance. In addition, we provide a variety of flexible reinsurance schemes to meet the needs of insurance companies with various scales and business models.

Thus, we strengthen the insurance industry's resilience as a whole and help create a more inclusive and sustainable financial ecosystem.

Indonesia Re is also committed to increasing literacy and accessibility to reinsurance products and services through various education and training initiatives for our partners. By sharing insights and best practices in the industry, we ensure that every client has an equal understanding of the protection solutions available. Equal service is about providing equal treatment and the resources and support needed so that all parties can make the right decisions according to their needs. With this commitment, we strive to be a trusted and responsible reinsurance partner in supporting the growth of a fairer and more sustainable insurance industry.

INNOVATION IN SUSTAINABLE FINANCIAL PRODUCT/SERVICE DEVELOPMENT

Indonesia Re continues to develop innovations in sustainable financial products and services. We understand that global risks, such as climate change, natural disasters, and economic instability, demand more adaptive and proactive reinsurance solutions. Therefore, the Company has invested in advanced analytical technology, data-based risk modeling, and reinsurance schemes that support more sustainable business practices. With this approach, we help clients manage risk more effectively and encourage the implementation of sustainability principles throughout the insurance industry.

Inovasi produk dan layanan Perseroan mencakup pengembangan solusi reasuransi yang mendukung transisi menuju ekonomi hijau dan inklusif. Kami menyediakan perlindungan reasuransi untuk proyek-proyek energi terbarukan, infrastruktur ramah lingkungan, serta asuransi berbasis indeks untuk mitigasi dampak perubahan iklim terhadap sektor pertanian dan kelautan. Selain itu, kami bekerja sama dengan berbagai lembaga riset dan regulator untuk menciptakan standar baru dalam penjaminan risiko yang lebih berkelanjutan. Dengan mengintegrasikan aspek *Environmental, Social, and Governance* (ESG) dalam kebijakan underwriting kami, kami memastikan bahwa setiap keputusan bisnis tidak hanya berorientasi pada profitabilitas, tetapi juga pada manfaat jangka panjang bagi masyarakat dan lingkungan.

Kami juga terus berupaya meningkatkan literasi dan kesadaran akan pentingnya keuangan berkelanjutan melalui berbagai program edukasi dan kemitraan strategis. Dengan berbagi wawasan mengenai tren risiko global dan solusi inovatif, kami membantu klien dan mitra industri memahami bagaimana mereka dapat berkontribusi pada ekosistem keuangan yang lebih tangguh dan bertanggung jawab. Melalui inovasi yang berkelanjutan, kami tidak hanya memperkuat ketahanan industri reasuransi, tetapi juga berperan aktif dalam mendukung pertumbuhan ekonomi yang lebih berkelanjutan dan inklusif bagi generasi mendatang.

PRODUK/JASA YANG SUDAH DIEVALUASI KEAMANANNYA BAGI PELANGGAN

Indonesia Re memastikan bahwa setiap produk dan layanan yang kami tawarkan telah melalui evaluasi keamanan yang ketat. Keamanan dalam konteks reasuransi mencakup keandalan skema perlindungan risiko, ketepatan dalam proses penjaminan ulang, serta kepastian dalam penyelesaian klaim. Untuk itu, Perseroan telah menerapkan standar internasional dalam penilaian risiko dan kepatuhan regulasi, guna memastikan bahwa setiap solusi reasuransi yang kami berikan tidak hanya efektif secara finansial, tetapi juga mampu melindungi kepentingan pelanggan secara optimal.

Evaluasi menyeluruh terhadap setiap produk melalui pemantauan berkelanjutan, analisis risiko berbasis data, serta audit berkala yang melibatkan tim ahli aktuaria dan analis risiko. Proses ini memungkinkan kami untuk mengidentifikasi potensi kelemahan dalam desain produk dan melakukan penyempurnaan sebelum produk tersebut diterapkan secara luas. Selain itu, Indonesia Re juga berkolaborasi dengan regulator, asosiasi industri, dan mitra strategis untuk memastikan bahwa layanan yang kami sediakan selaras dengan perkembangan kebijakan dan tantangan industri terbaru. Dengan pendekatan berbasis data dan kehati-hatian ini, kami dapat memberikan solusi reasuransi yang tidak hanya inovatif tetapi juga aman dan andal bagi pelanggan kami.

The Company's product and service innovations include the development of reinsurance solutions that support the transition to a green and inclusive economy. We provide reinsurance protection for renewable energy projects, environmentally friendly infrastructure, and index-based insurance to mitigate the impacts of climate change on the agriculture and marine sectors. In addition, we collaborate with various research institutions and regulators to create new standards in more sustainable risk underwriting. By integrating Environmental, Social, and Governance (ESG) aspects into our underwriting policies, we ensure that every business decision is oriented toward profitability and long-term benefits for society and the environment.

We also continue to strive to increase literacy and awareness of the importance of sustainable finance through various educational programs and strategic partnerships. By sharing insights on global risk trends and innovative solutions, we help clients and industry partners understand how they can contribute to a more resilient and responsible financial ecosystem. Through continuous innovation, we not only strengthen the resilience of the reinsurance industry but also play an active role in supporting more sustainable and inclusive economic growth for future generations.

PRODUCTS/SERVICES THAT HAVE BEEN EVALUATED FOR SECURITY FOR CUSTOMERS

Indonesia Re ensures that our product and service have undergone a rigorous security evaluation. Security in the context of reinsurance includes the reliability of the risk protection scheme, accuracy in the re-underwriting process, and certainty in claim settlement. To that end, the Company has implemented international standards in risk assessment and regulatory compliance to ensure that every reinsurance solution we provide is not only financially effective but also able to optimally protect customer interests.

A thorough evaluation of each product through continuous monitoring, data-based risk analysis, and periodic audits involving a team of actuarial experts and risk analysts. This process allows us to identify potential weaknesses in product design and make improvements before the product is widely implemented. In addition, Indonesia Re also collaborates with regulators, industry associations, and strategic partners to ensure that our services align with the latest policy developments and industry challenges. With this data-driven and prudent approach, we can provide reinsurance solutions that are not only innovative but also safe and reliable for our customers.

Selain pengujian internal yang ketat, Perseroan juga mengutamakan transparansi dalam komunikasi kepada klien terkait keamanan dan manfaat dari setiap produk atau layanan. Kami menyediakan laporan risiko yang komprehensif, simulasi skenario, serta konsultasi proaktif agar pelanggan memiliki pemahaman yang jelas mengenai cakupan perlindungan yang mereka peroleh. Dengan demikian, mereka dapat mengambil keputusan yang tepat sesuai dengan kebutuhan bisnis mereka. Komitmen kami terhadap keamanan produk dan layanan reasuransi ini mencerminkan dedikasi kami dalam membangun industri asuransi yang lebih tangguh, terpercaya, dan berorientasi pada perlindungan jangka panjang bagi seluruh pemangku kepentingan.

LAYANAN NASABAH

Indonesia Re telah memiliki sistem layanan yang terintegrasi melalui nomor telepon 021-3920101, *e-mail* ke cosecretary@indonesiare.co.id, dan menu Layanan Pengaduan Konsumen yang terdapat di *Website* perusahaan; www.indoneisare.co.id. Layanan ini memungkinkan klien untuk memperoleh informasi yang akurat mengenai *underwriting*, klaim, dan konsultasi risiko, serta informasi lain mengenai Indonesia Re. Dengan tim layanan pelanggan yang kompeten dan profesional, kami memastikan bahwa setiap interaksi dengan nasabah ditangani dengan solusi yang tepat guna dan berbasis data.

Sebagai bagian dari upaya meningkatkan pengalaman pelanggan, Perseroan juga menyediakan layanan pengaduan yang dapat diakses dengan mudah oleh mitra kami. Kami memahami bahwa dalam transaksi reasuransi terdapat berbagai dinamika yang dapat menimbulkan tantangan atau ketidaksesuaian. Untuk itu, kami menerapkan mekanisme pengaduan yang transparan dan akuntabel, di mana setiap keluhan akan dicatat, dianalisis, dan diselesaikan dalam jangka waktu yang telah ditentukan.

Kami percaya bahwa membangun hubungan yang kuat dengan pelanggan bukan hanya tentang menyediakan produk reasuransi yang andal, tetapi juga tentang menghadirkan pengalaman layanan yang profesional, responsif, dan berorientasi pada solusi. Dengan pendekatan ini, kami terus berupaya menjadi mitra reasuransi yang terpercaya, yang tidak hanya memberikan perlindungan keuangan tetapi juga nilai tambah melalui layanan yang unggul.

Pada tahun 2024, Perseroan tidak melakukan *survey* pelanggan karena sedang melakukan pemetaan kembali terhadap sistem yang dilakukan.

In addition to rigorous internal testing, the Company also prioritizes transparency in communicating with clients regarding the security and benefits of each product or service. We provide comprehensive risk reports, scenario simulations, and proactive consultations so that customers clearly understand the scope of protection they receive. Thus, they can make the right decisions according to their business needs. Our commitment to the security of reinsurance products and services reflects our dedication to building a more resilient, trusted, and long-term protection-oriented insurance industry for all stakeholders.

CUSTOMER SERVICE

Indonesia Re has an integrated service system through telephone number 021-3920101, e-mail to cosecretary@indonesiare.co.id, and the Consumer Complaint Service menu on the company's website, www.indoneisare.co.id. These services enable clients to obtain accurate information on underwriting, claims, risk consultation, and other details on Indonesia Re. With a competent and professional customer service team, we ensure that every customer interaction is handled with appropriate and data-driven solutions.

As part of its efforts to improve customer experience, the Company also provides a complaint service that can be easily accessed by our partners. We understand that various dynamics can cause challenges or discrepancies in reinsurance transactions. For this reason, we implement a transparent and accountable complaint mechanism, where every complaint will be recorded, analyzed, and resolved within a predetermined period.

We believe that building strong relationships with customers is not only about providing reliable reinsurance products but also about delivering a professional, responsive, and solution oriented service experience. With this approach, we continue to strive to become a trusted reinsurance partner that provides financial protection and added value through superior services.

In 2024, the Company did not conduct a customer survey, as the Company remapped the system.

KINERJA LINGKUNGAN KEBERLANJUTAN ENVIRONMENTAL SUSTAINABILITY PERFORMANCE



Indonesia Re menyadari perannya untuk memberikan dampak positif terhadap lingkungan dengan cara mendorong investasi yang berpihak pada pelestarian lingkungan.

Indonesia Re is aware of its role in having a positive impact on the environment by encouraging investments that support environmental conservation.

PENDEKATAN MANAJEMEN

Kewajiban untuk menjaga kelestarian alam dan lingkungan merupakan tanggung jawab bersama termasuk pelaku usaha dan entitas bisnis, karena hal ini menjadi kesadaran umum bahwa kegiatan usaha memberikan dampak terhadap lingkungan. Pengelolaan usaha dituntut untuk memiliki kepedulian dan tanggung jawab terhadap ekosistem lingkungan. Konsep pembangunan berkelanjutan telah mendorong tercapainya keseimbangan baik aspek ekonomi, sosial maupun lingkungan.

Topik Pengelolaan Lingkungan menjadi topik keberlanjutan yang penting bagi Indonesia Re dan pemangku kepentingan karena Perseroan menjadikan tantangan perubahan iklim yang merupakan tantangan global sebagai hal urgensi yang harus ditangani secara bersama karena akan berdampak pada kehidupan manusia, lingkungan, ekonomi, termasuk akan berdampak pada keberlangsungan bisnis Perseroan.

Indonesia Re berkomitmen untuk menjalankan bisnis berkelanjutan berbasis *Environmental, Social and Governance* (ESG) sebagai bentuk adaptasi Perseroan dalam menangani perubahan iklim yang sekaligus mendukung komitmen Pemerintah dalam mencapai target emisi nol bersih (*Net Zero Emission*).

Komitmen tercantum dan telah diatur dalam Kebijakan Perseroan untuk memberikan kontribusi terhadap pemangku kepentingan dan juga terhadap lingkungan tertuang dalam SK Direksi No.00067/60.HK.01.01/00/IndonesiaRe/03/ 2018

MANAGEMENT APPROACH

The obligation to preserve nature and the environment is a shared responsibility, including business actors and entities, because there is a general awareness that business activities impact the environment. Business management is required to be concerned about and responsible for the environmental ecosystem. The concept of sustainable development has encouraged achieving balance in economic, social, and environmental aspects.

Environmental Management is an important sustainability topic for Indonesia Re and its stakeholders because the Company considers climate change a global challenge, an urgent matter that must be addressed together because it will impact human life, the environment, the economy, and the sustainability of the Company's business.

Indonesia Re is committed to running a sustainable business based on Environmental, Social, and Governance (ESG) principles as a form of adaptation to climate change. This also supports the Government's commitment to achieving the Net Zero Emission target.

The commitment is stated and regulated in the Company's Policy to contribute to stakeholders and also to the environment, as stated in the Decree of the Board of Directors No.00067/60.HK.01.01/00/IndonesiaRe/03/2018,

bahwa komitmen Indonesia Re untuk seluruh aktivitas dapat menjadi nilai tambah bagi seluruh Pemangku Kepentingan serta bertanggung jawab sosial bagi lingkungan.

Secara berkesinambungan, Indonesia Re telah mencoba memulai dan berupaya dalam pengelolaan sumber daya melalui kegiatan *paperless*, penghematan listrik, penghematan air, rencana penerapan model transportasi dan pengelolaan sampah; dan melaksanakan kegiatan Indonesia Re antara lain program Bank Sampah Puti Nyale di Mandalika dan program lingkungan *coral planting* di Bali.

PENGUNAAN MATERIAL

Indonesia Re berkomitmen terhadap keberlanjutan, kami menyadari bahwa penggunaan material, terutama Alat Tulis Kantor (ATK), memiliki dampak terhadap lingkungan. Oleh karena itu, Perseroan telah memulai dan menerapkan kebijakan pengelolaan material yang lebih bertanggung jawab dengan prinsip *reduce, reuse, and recycle* dalam operasional kami.

Salah satu langkah utama, secara berkesinambungan dengan mengurangi ketergantungan pada ATK berbasis kertas dengan menerapkan sistem kerja digital dan kebijakan *paperless office*. Dokumen internal dan komunikasi bisnis semakin diarahkan ke platform digital, sehingga dapat mengurangi penggunaan kertas secara signifikan tanpa mengurangi produktivitas perusahaan.

Selain mengurangi konsumsi, Perseroan juga memastikan bahwa ATK yang masih digunakan berasal dari sumber yang lebih ramah lingkungan. Dalam laporan Sustainability Report Indonesia Re tahun 2023, telah menggunakan kertas daur ulang bersertifikasi *Forest Stewardship Council (FSC)*. Selain itu, kami mendorong penggunaan kembali perlengkapan kantor yang masih layak pakai, seperti *folder*, map, dan pena isi ulang, guna memperpanjang siklus hidup material dan mengurangi produksi limbah yang tidak perlu.

Sebagai bagian dari upaya keberlanjutan yang lebih luas, Indonesia Re melibatkan karyawan dalam praktik penggunaan material yang bertanggung jawab melalui edukasi dan kebijakan internal.

Pada periode pelaporan, penggunaan material kertas mencapai 431 rim, atau menurun jika dibandingkan tahun 2023.

that Indonesia Re's commitment to all activities can add value for all Stakeholders and is socially responsible for the environment.

On an ongoing basis, Indonesia Re has tried to initiate and strive in resource management through paperless activities, electricity savings, water savings, transportation model implementation plans, and waste management; and implementing Indonesia Re activities, including the Puti Nyale Waste Bank program in Mandalika and the coral planting environmental program in Bali.

MATERIAL USE

Indonesia Re is committed to sustainability; we realize that using materials, especially office stationery (ATK), impacts the environment. Therefore, the Company has initiated and implemented a more responsible material management policy with the principle of reduce, reuse, and recycle in our operations.

On an ongoing basis, one of the main steps is to reduce dependence on paper-based ATK by implementing a digital work system and a paperless office policy. Internal documents and business communications are increasingly directed to digital platforms, so they can significantly reduce paper usage without reducing company productivity.

In addition to reducing consumption, the Company also ensures that the stationery still used comes from more environmentally friendly sources. The 2023 Indonesia Re Sustainability Report used FSC (Forest Stewardship Council) certified recycled paper. We also encourage the reuse of office supplies that are still suitable for use, such as folders and refillable pens, to extend the life cycle of materials and reduce unnecessary waste production.

Indonesia Re engages employees in responsible material usage practices through education and internal policies as part of a broader sustainability effort.

In the reporting period, paper material usage reached 431 reams, a decrease compared to 2023.

Uraian Description	Satuan Units	2024	2023	2022
Penggunaan Kertas Paper Usage	rim reams	431	522	389
	Rupiah IDR	27.145.000	32.905.000	24.800.000

PENGUNAAN ENERGI, INTENSITAS, DAN EMISI

Indonesia Re memahami pentingnya membangun pondasi yang kuat dalam pengelolaan energi yang efisien dan berkelanjutan. Perseroan berkomitmen untuk menerapkan prinsip keberlanjutan dalam setiap aspek bisnis kami, termasuk dalam konsumsi energi. Dengan mengadopsi teknologi hemat energi di kantor dan pusat data kami, serta menerapkan kebijakan operasional yang berbasis digital untuk mengurangi penggunaan sumber daya fisik, kami memastikan bahwa langkah awal perusahaan sejalan dengan Tujuan Pembangunan Berkelanjutan (TPB), khususnya dalam hal efisiensi energi dan mitigasi perubahan iklim.

Selain efisiensi energi, kami juga mulai menjajaki penggunaan sumber energi terbarukan untuk mendukung operasional perusahaan. Meskipun dalam tahap awal, kami telah mengimplementasikan langkah-langkah seperti penggunaan perangkat elektronik dengan konsumsi daya rendah, pencahayaan berbasis LED, serta memanfaatkan solusi kerja berbasis cloud untuk mengurangi kebutuhan infrastruktur fisik yang boros energi.

Lebih jauh, Indonesia Re menyadari bahwa sebagai perusahaan reasuransi, kami memiliki peran dalam mendorong praktik keberlanjutan di sektor yang kami layani. Oleh karena itu, kami berupaya untuk tidak hanya mengoptimalkan konsumsi energi internal, tetapi juga berkolaborasi dengan mitra bisnis dan pemegang polis dalam mengedepankan prinsip energi bersih. Melalui kebijakan underwriting yang mendukung industri rendah karbon dan inisiatif edukasi tentang pentingnya pengelolaan energi yang berkelanjutan, kami berharap dapat memberikan kontribusi positif dalam percepatan transisi energi di industri keuangan dan reasuransi.

Dalam mendukung target penurunan emisi gas rumah kaca (GRK) yang masuk dalam *Key Performance Indicator* (KPI) Direksi kolejal perusahaan serta pencapaian penurunan emisi *Nationally Determined Contribution* (NDC) perusahaan membuat program keberlanjutan seperti penggunaan solar panel pada sebagian gedung perusahaan, menggunakan kendaraan listrik/hybrid pada kendaraan operasional, dan memastikan seluruh kendaraan operasional melakukan pengukuran emisi (uji emisi) secara regular atau berkala.

Pada tahun 2024, Indonesia Re telah berhasil mengukur emisi Gas Rumah Kaca (GRK) dengan menjadikan tahun 2022 sebagai baseline awal perhitungannya. Selanjutnya perusahaan telah menetapkan dalam peta jalan penurunan emisi bahwa reduksi kumulatif dalam hal intensitas emisi dan nilai absolut sampai dengan tahun 2030 sebesar 20% (untuk bahan bakar minyak dan listrik) yang dimulai dari tahun 2025.

ENERGY USE, INTENCITY, AND EMISSION

Indonesia Re understands the importance of building a strong foundation in efficient and sustainable energy management. The Company is committed to implementing sustainability principles in every aspect of our business, including energy consumption. By adopting energy-efficient technology in our offices and data centers and implementing digital-based operational policies to reduce the use of physical resources, we ensure that the Company's initial steps are in line with the Sustainable Development Goals (SDGs), especially in terms of energy efficiency and climate change mitigation.

In addition to energy efficiency, we have begun exploring renewable energy sources to support the Company's operations. Although in the early stages, we have implemented steps such as using low-power electronic devices, LED-based lighting, and cloud-based work solutions to reduce the need for energy-intensive physical infrastructure.

Furthermore, Indonesia Re recognizes that as a reinsurance company, we have a role in driving sustainability practices in the sectors we serve. Therefore, we strive to optimize internal energy consumption and collaborate with business partners and policyholders to promote clean energy principles. Through underwriting policies that support low-carbon industries and educational initiatives on the importance of sustainable energy management, we hope to make a positive contribution to accelerating the energy transition in the finance and reinsurance industry.

In supporting the target of reducing greenhouse gas (GHG) emissions included in the Key Performance Indicator (KPI) of the company's collegial Board of Directors as well as achieving the reduction of Nationally Determined Contribution (NDC) emissions, the company has made sustainability programs such as using solar panels in some of the company's buildings, using electric/hybrid vehicles in operational vehicles, and ensuring that all operational vehicles carry out regular or periodic emission measurements (emission tests).

By 2024, Indonesia Re will have successfully measured its Greenhouse Gas (GHG) emissions by taking 2022 as its initial baseline. Furthermore, the company has determined in the emission reduction roadmap that the cumulative reduction in emission intensity and absolute value until 2030 is 20% (for fuel oil and electricity) starting from 2025.

Penggunaan bahan bakar minyak (BBM) di tahun 2024 sebesar 131.175 liter (4.484,17 Gj) atau meningkat dari tahun 2023 sebesar 128.616 liter (4.398,69 Gj). Sedangkan untuk penggunaan energi listrik di Indonesia Re mencapai 611.801 kWh (2.202 Gj) atau yang meningkat dari tahun 2023 mencapai 595.139,91 kWh (2.142,50 Gj), dikarenakan adanya pembangunan kantor sehingga meningkatkan penggunaan listrik.

The use of fuel oil (BBM) in 2024 amounted to 131,175 liters (4,484.17 Gj), an increase from 2023 of 128,616 liters (4,398.69 Gj). As for the use of electrical energy in Indonesia, Re reached 611,801 kWh (2,202 Gj) or an increase from 2023 reached 595,139.91 kWh (2,142.50 Gj) due to the construction of offices, thus increasing the use of electricity.

Jenis Type	Peruntukan Usage	Satuan Unit	2024	2023	2022
Bahan Bakar Minyak (BBM) Fossil Fuel	Operasional Kantor Office Operations	Liter	131.175	128.616	115.612
		Gigajoules (Gj)	4.485,17	4.398,69	3.954,96
		ton CO2 eq	301,70	295,82	265,91
		Rupiah IDR	550.931.000	562.332.700	404.642.000
Listrik Electricity	Operasional Kantor Office Operations	kWh	611.801,40	595.139,91	537.408,10
		Gigajoules (Gj)	2.202,49	2.142,50	1.934,67
		ton CO2 eq	507,21	493,44	445,39
		Rupiah IDR	1.039.774.852	1.011.458.134	913.341.126

PENGUNAAN AIR

Indonesia Re yang memiliki gedung kantor sendiri, memahami bahwa pengelolaan air yang bijak merupakan bagian dari tanggung jawab kami dalam mendukung Tujuan Pembangunan Berkelanjutan (TPB), khususnya terkait akses terhadap air bersih dan sanitasi yang berkelanjutan.

Oleh karena itu, Perseroan menerapkan berbagai strategi untuk memastikan penggunaan air yang efisien di seluruh fasilitas kami. Salah satu langkah utama yang kami lakukan adalah pemasangan perangkat hemat air, seperti keran dan kloset bertekanan rendah, sensor otomatis untuk mengurangi konsumsi air yang tidak perlu, serta membuat flyer sosialisasi penghematan penggunaan listrik dan air yang disimpan di setiap ruangan. Dengan pendekatan ini, kami tidak hanya menghemat sumber daya, tetapi juga berkontribusi dalam mengurangi tekanan terhadap sistem air kota.

Pada tahun 2024, untuk total pembayaran penggunaan air dari Perusahaan Air Minum Daerah (PDAM) kantor sebesar Rp146,106 juta atau setara 15.120 m³. Penggunaan air ini menurun jika dibandingkan tahun 2023 sebesar Rp192,15 juta atau setara 10.769 liter, seiring dengan, langkah efisiensi yang telah dilakukan.

WATER USAGE

Indonesia Re, which has its office building, understands that wise water management is part of our responsibility in supporting the Sustainable Development Goals (SDGs), especially regarding access to clean water and sustainable sanitation.

Therefore, the Company has implemented various strategies to ensure efficient water usage across our facilities. One of the main steps we took was the installation of water-saving devices, such as low-pressure faucets and toilets, automatic sensors to reduce unnecessary water consumption, and socialization flyers on saving electricity and water that are kept in each room. With this approach, we not only save resources but also contribute to reducing pressure on the city's water system.

In 2024, the total payment for water usage from the Regional Drinking Water Company (PDAM) office was IDR 146.106 million, or equivalent to 15,120 M³. This water usage decreased compared to 2023, when it was IDR192.15 million, or equivalent to 10,769 liters, in line with the efficiency steps that have been taken.

Jenis Type	Peruntukan Usage	Satuan Unit	2024	2023	2022
Air Water	Operasional Kantor Office Operation	m ³	15.120	10.769	15.120
		Gigajoules	439,77	574,56	409,22
		Rupiah IDR	146.067.520	192.152.490	135.152.100

KEANEKARAGAMAN HAYATI

Kegiatan dan upaya-upaya pelestarian lingkungan bertujuan untuk meningkatkan kualitas hidup manusia dan menjaga sumber daya alam untuk generasi selanjutnya. Dalam praktiknya, memang dibutuhkan kesadaran bersama dan keseimbangan antara menjaga profitabilitas Perseroan dengan upaya melestarikan lingkungan. Indonesia Re menyadari perannya untuk memberikan dampak positif terhadap lingkungan dengan cara mendorong investasi yang berpihak pada pelestarian lingkungan.

Pada tahun 2024, Indonesia Re mengadakan Program Bank Sampah Puti Nyale Mandalika. Kegiatan ini merupakan program lanjutan Indonesia Re yang bertujuan untuk mengurangi jumlah sampah melalui pengolahan terintegrasi. Pada kegiatan tersebut, Indonesia Re mengadakan pelatihan peningkatan kapasitas pengurus Bank Sampah Induk Putri Nyale dan 5 Bank sampah satelit Desa Kuta Mandalika dan memberikan bantuan alat alat pengolahan sampah.

Kegiatan lainnya untuk keanekaragaman hayati di tahun 2024, Indonesia Re melakukan program lingkungan coral planting di Bali yang melibatkan Direksi dan pegawai.

PENGELOLAAN LIMBAH DAN EFLUEN

Indonesia Re yang memiliki gedung sendiri, berkomitmen untuk mengelola limbah secara bertanggung jawab guna mendukung prinsip keberlanjutan. Pengelolaan limbah yang efektif menjadi bagian penting dari strategi operasional Perseroan untuk mengurangi dampak lingkungan. Kami mencoba memulai dengan menerapkan sistem pemilahan limbah sejak dari sumbernya, dengan membedakan antara limbah organik, anorganik, dan limbah berbahaya.

Selain sistem pemilahan, kami juga telah mengadopsi kebijakan pengurangan limbah dengan menerapkan konsep *reduce, reuse, and recycle* dalam operasional harian. Penggunaan kertas di kantor diminimalkan melalui penerapan sistem kerja berbasis digital dan kebijakan *paperless office*. Kami juga mengoptimalkan penggunaan kembali barang-barang kantor, seperti peralatan elektronik dan furnitur, untuk memperpanjang masa pakai.

Hingga akhir tahun 2024, Indonesia Re belum melakukan perhitungan terhadap jumlah limbah yang dihasilkan.

BIODIVERSITY

Environmental conservation activities and efforts aim to improve the quality of human life and preserve natural resources for future generations. In practice, this requires collective awareness and a balance between maintaining the Company's profitability and efforts to preserve the environment. Indonesia Re is aware of its role in having a positive impact on the environment by encouraging investments that support environmental conservation.

In 2024, Indonesia Re held the Puti Nyale Mandalika Waste Bank Program. This activity continues Indonesia Re's program, which aims to reduce waste through integrated processing. In this activity, Indonesia Re held training to increase the capacity of the management of the Putri Nyale Main Waste Bank and 5 satellite waste banks in Kuta Mandalika Village and provided assistance with waste processing equipment.

Other activities for biodiversity in 2024, Indonesia Re conducted a coral planting environmental program in Bali involving the Board of Directors and employees.

WASTE AND EFFLUENT MANAGEMENT

Indonesia Re, which has its office building, is committed to managing waste responsibly to support sustainability. Effective waste management is an integral part of the Company's operational strategy to reduce environmental impact. We start by implementing a waste sorting system from the source, distinguishing between organic, inorganic, and hazardous waste.

In addition to the sorting system, we have adopted a waste reduction policy by implementing the concept of reduce, reuse, and recycle in daily operations. We minimize the use of paper in the office by implementing a digital-based work system and a paperless office policy. We also optimize the reuse of office items, such as electronic equipment and furniture, to extend their lifetime.

Until the end of 2024, Indonesia Re has not calculated the amount of waste produced.

BIAYA PENGELOLAAN DAN PELESTARIAN LINGKUNGAN HIDUP

Komitmen Indonesia Re terhadap keberlanjutan, untuk mengalokasikan biaya khusus untuk pengelolaan dan pelestarian lingkungan hidup guna mendukung Tujuan Pembangunan Berkelanjutan (TPB). Biaya ini mencakup berbagai inisiatif yang bertujuan untuk mengurangi dampak lingkungan dari operasional perusahaan, seperti efisiensi energi, konservasi air, pengelolaan limbah, dan penggunaan material ramah lingkungan. Investasi dalam teknologi hemat energi, sistem pemantauan konsumsi sumber daya, serta penerapan kebijakan kerja berbasis digital merupakan bagian dari strategi kami untuk memastikan bahwa operasional perusahaan berjalan secara efisien dan bertanggung jawab.

Selain operasional internal, kami juga mengalokasikan anggaran untuk program eksternal yang mendukung pelestarian lingkungan. Hal ini mencakup kerja sama dengan lembaga lingkungan dalam kegiatan reboisasi, program kompensasi karbon, serta inisiatif sosial yang melibatkan komunitas dalam pelestarian ekosistem. Pada tahun 2024, Indonesia telah merealisasikan biaya pengelolaan dan pelestarian lingkungan hidup sebesar Rp 162.281.771 yaitu dengan program Bank Sampah Puti Nyale di Mandalika dan program lingkungan *coral planting* di Bali.

Indonesia Re juga telah memulai dalam mempertimbangkan faktor keberlanjutan dalam kebijakan investasi dan *underwriting*, dengan mendukung proyek-proyek yang berbasis energi terbarukan serta praktik bisnis yang ramah lingkungan. Langkah ini tidak hanya memperkuat komitmen keberlanjutan Perseroan, tetapi juga membantu membangun ekosistem bisnis yang lebih berorientasi pada masa depan.

ENVIRONMENTAL MANAGEMENT AND CONSERVATION COSTS

Indonesia Re's commitment to sustainability is to allocate exceptional environmental management and conservation costs to support the Sustainable Development Goals (SDGs). This cost includes various initiatives to reduce the environmental impact of the Company's operations, such as energy efficiency, water conservation, waste management, and the use of environmentally friendly materials. Investments in energy-efficient technology, resource consumption monitoring systems, and the implementation of digital-based work policies are part of our strategy to ensure that the Company's operations run efficiently and responsibly.

In addition to internal operations, we allocate a budget for external programs supporting environmental conservation. This includes cooperation with environmental institutions in reforestation activities, carbon compensation programs, and social initiatives involving communities in ecosystem preservation. In 2024, Indonesia realized environmental management and preservation costs of IDR 162.281.771 through the Puti Nyale Waste Bank program in Mandalika and the coral planting environmental program in Bali.

Indonesia Re has also started considering sustainability factors in investment and underwriting policies by supporting renewable energy-based projects and environmentally friendly business practices. This step strengthens the Company's sustainability commitment and helps build a more future-oriented business ecosystem.

TANGGUNG JAWAB SOSIAL LINGKUNGAN (TJSL) CORPORATE SOCIAL RESPONSIBILITY (CSR)



Keberlanjutan bisnis tidak hanya diukur dari aspek finansial, tetapi juga dari kontribusi nyata terhadap masyarakat dan lingkungan.

Business sustainability is measured not only by financial aspects but also by fundamental contributions to society and the environment.

PENDEKATAN MANAJEMEN

Indonesia Re memahami bahwa keberlanjutan bisnis tidak hanya bergantung pada profitabilitas, tetapi juga pada kontribusi positif terhadap masyarakat dan lingkungan. Oleh karena itu setiap tahunnya, Perseroan menjalankan program Tanggung Jawab Sosial dan Lingkungan (TJSL) yang berfokus pada keberlanjutan, ekonomi, ketahanan sosial, dan mitigasi risiko bencana.

Pendekatan Indonesia Re dalam program TJSL, mengikuti arahan dari Kementerian BUMN sebagai pemegang saham, yang diatur dalam Peraturan Menteri BUMN PER-05/MBU/04/2021 Tanggal 20 April 2021 tentang Program Tanggung Jawab Sosial dan Lingkungan Badan Usaha Milik Negara.

Indonesia Re membagi kegiatan tanggung jawab sosial perusahaan bidang kemasyarakatan menjadi dua yaitu Program TJSL Pendanaan UMK dan TJSL Non Pendanaan PUMK. Kegiatan utama Program TJSL Pendanaan UMK menasar pada pemberdayaan ekonomi masyarakat melalui pengembangan Usaha Mikro Kecil Menengah (UMKM) dalam rangka pengentasan kemiskinan, yang merupakan salah satu wujud tanggung jawab sosial Perusahaan dibidang sosial kemasyarakatan. Pemberdayaan ekonomi masyarakat dilakukan dengan menyalurkan dana pinjaman bagi mitra usaha sebagai bantuan modal kerja dan pengembangan usaha.

MANAGEMENT APPROACH

Indonesia Re understands that business sustainability depends not only on profitability but also on positive contributions to society and the environment. Therefore, every year, the Company runs a Corporate Social Responsibility (CSR) program that focuses on sustainability, the economy, social resilience, and disaster risk mitigation.

Indonesia Re's approach in the TJSL program follows the direction of the Ministry of SOEs as a shareholder, which is regulated in the Regulation of the Minister of SOEs PER- 05/MBU/04/2021 dated April 20, 2021, concerning the Social and Environmental Responsibility Program of State- Owned Enterprises.

Indonesia Re divides the Company's social responsibility activities in the community sector into two: the TJSL UMK Funding Program and the TJSL Non-PUMK Funding Program. The main activity of the TJSL UMK Funding Program targets community economic empowerment through the development of Micro, Small and Medium Enterprises (MSME) to alleviate poverty, which is one form of the Company's social responsibility in the social community sector. Community economic empowerment is carried out by distributing loan funds to business partners as working capital assistance and business development.

Pada tahun 2024, total realisasi untuk dana tanggung jawab sosial dan lingkungan untuk pilar ekonomi sebesar Rp 1.326.381.602, pilar sosial sebesar Rp1.085.408.049 dan lingkungan sebesar Rp597.282.771.

In 2024, the total realization for social and environmental responsibility funds for the economic pillar is IDR 1.326.381.602, the social pillar is Rp Rp1.085.408.049 and the environment is IDR 597.282.771.

KEGIATAN TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN TAHUN 2024

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY ACTIVITIES IN 2024



Ekonomi | Economy

Program Insidentil Batch-1. Program ini merupakan program dukungan Nasional melalui kementerian BUMN, dengan memberikan bantuan paket sembako Yayasan RA Thul'Atul Anwar Cakung - Jakarta Timur. Program ini merupakan salah satu dukungan Pembangunan Nasional PT Reasuransi Indonesia Utama (Persero).

Incidental Program Batch-1. This program is a National support program through the Ministry of SOEs, provides basic food packages from the RA Thul'Atul Anwar Cakung Foundation - East Jakarta. This program is one of the National Development supports of PT Reasuransi Indonesia Utama (Persero).



Kegiatan Karya Nyata Festival vol. 9. Turut serta dan berkontribusi dalam kegiatan Karya Nyata Festival vol. 9, yang merupakan lanjutan dari wujud nyata dukungan BUMN kepada masyarakat Indonesia, khususnya UMKM dan milenial. Acara ini diadakan di Kota Bekasi pada tanggal 9-11 Agustus 2024 bertempat di Lapangan Multiguna, Bekasi.

Vol. 09 Real Work Festival Activities. Participate and contribute to the Real Work Festival vol.9, which is a continuation of the real form of BUMN support for the Indonesian people, especially MSMEs and millennials. This event was held in Bekasi City on August 9-11, 2024, at the Multipurpose Field, Bekasi.

Kegiatan ini berlangsung di delapan kota yakni di kota Tangerang Selatan, Padang, Medan dan Jambi, Belitung, Pekanbaru, Aceh, dan DI Yogyakarta.

This activity took place in eight cities: South Tangerang, Padang, Medan and Jambi, Belitung, Pekanbaru, Aceh, and DI Yogyakarta.



Program Insidentil Batch-2. Program ini merupakan program dukungan Nasional melalui kementerian BUMN, dengan memberikan bantuan untuk sarana dan prasarana di 4 wilayah Jakarta Pusat :

- RT 019 RW 01 Kelurahan Senen Kecamatan Senen Jakarta Pusat sebesar Rp50.000.000.
- RT 003 RW 09 Kelurahan Cempaka Putih Barat Kecamatan Cempaka Putih Jakarta Pusat sebesar Rp50.000.000.
- RT 010 RW 07 Kelurahan Pegangsaan Kecamatan Menteng Jakarta Pusat sebesar Rp50.000.000.
- Bantuan pengadaan Lift Gereja Protestan di Indonesia bagian Barat (GPIB) Bendungan Hilir Jakarta Pusat sebesar Rp50.000.000.

Incidental Program Batch-2. This is a National support program through the Ministry of SOEs, assists facilities and infrastructure in 4 areas of Central Jakarta:

- RT 019 RW 01 Senen Village, Senen District, Central Jakarta, amounting to Rp50,000,000.
- RT 003 RW 09 Cempaka Putih Barat Village, Cempaka Putih District, Central Jakarta, amounting to Rp50,000,000.
- RT 010 RW 07 Pegangsaan Village, Menteng District, Central Jakarta, amounting to Rp50,000,000.
- Assistance for procuring the Protestant Church in Western Indonesia (GPIB) Bendungan Hilir, Central Jakarta, amounting to Rp50,000,000.





Sosial | Social

Program Kolaborasi Natal 2023 Bersama BUMN. Kegiatan ini merupakan bakti sosial Natal Tahun 2023, yang dilakukan sebagai rangkaian kegiatan Natal bersama Kementerian BUMN dan BUMN Tahun 2023.

Pelaksanaan kegiatan tersebut, dilaksanakan pada hari Senin 8 Januari 2024, bertempat di Panti Lansia Santa Anna di Jl. Masda 3 No.407 RT.3/RW.9 Pejagalan, Kec. Penjaringan Jakarta Utara.

Turut hadir perwakilan KBUMN yakni Asisten Deputy Bidang Asuransi dan Dana Pensiun, Asisten Deputy Bidang TJSL, Kepala Biro Umum dan Keuangan, Ketua Srikandi BUMN dan perwakilan empat BUMN yakni Biofarma, Danareksa, Patra Jasa dan Mandiri Taspen.

2023 Christmas Collaboration with SOE Program. Christmas social service activities in 2023 were carried out as a series of Christmas activities together with the Ministry of SOEs and SOEs.

This activity was implemented on Monday, January 8, 2024, at the Santa Anna Elderly Home on Jl. Masda 3 No. 407 RT. 3/RW. 9 Pejagalan, Kec. Penjaringan, North Jakarta.

Also present were representatives of KBUMN, namely the Assistant Deputy for Insurance and Pension Funds, Assistant Deputy for TJSL, Head of the General and Finance Bureau, Chair of Srikandi BUMN, and representatives of four BUMNs, namely Biofarma, Danareksa, Patra Jasa and Mandiri Taspen.



Kegiatan Bakti Sosial Idul Fitri 1445 H. Kegiatan ini dilaksanakan pada tanggal 27-28 Maret 2024 di Gedung Indonesia Re dan Wisma Arga Sonya, Cisarua, Bogor, dengan menyerahkan 250 paket sembako kepada masyarakat yang membutuhkan di sekitar kantor Indonesia Re dan Wisma Arga Sonya.

1445 H Eid al-Fitr Social Service Activities. This activity were held on March 27-28, 2024, at the Indonesia Re-Building and Wisma Arga Sonya, Cisarua, Bogor. Over 250 food packages were handed out to people in need around the Indonesia Re office and Wisma Arga Sonya.



Program Kolaborasi Sembako Ramadhan 1445 H - Bulog. Program kolaborasi TJSL, berupa dukungan sembako 1445 H/2024 M, yang bekerja sama dengan Perum BULOG, dengan cara pemesanan paket sembako bertempat di Kantor KNTI (Komite Nelayan Tradisional Indonesia dan Kantor DPP JBMI (Jam'iyah Batak Muslim Indonesia). Pada kegiatan tersebut, Indonesia Re menyerahkan bantuan paket sembako sebanyak 250 paket.

Ramadhan 1445 H Basic Food Support with Bulog Collaboration Program. A CSR collaboration program, in the form of basic food support for 1445 H/2024 M, in collaboration with Perum BULOG, by ordering basic food packages at the KNTI Office (Indonesian Traditional Fishermen's Committee and the DPP JBMI Office (Jam'iyah Batak Muslim Indonesia). In this activity, Indonesia Re handed over 250 basic food packages.



Mudik Bersama BUMN 2025. Kementerian BUMN, Indonesia Re dan 118 BUMN lainnya, dalam mendukung program Pemerintah, mengadakan kegiatan Mudik Bersama, Angkutan Lebaran Tahun 2024 (1445 H), yang bertempat di Silang Monas pada tanggal 5 April 2024.

2025 Homecoming with SOE. Ministry of State Owned Enterprise (SOE), Indonesia Re, and 118 other BUMNs, in support of the Government program, held a Joint Homecoming activity, Eid Transportation in 2024 (1445 H), which took place at Silang Monas on April 5, 2024.



Program Beasiswa STIMRA. Pemberian beasiswa mahasiswa STIMRA, dalam program Beasiswa Anak Karyawan Alih Daya dan Pelaksana. Kegiatan ini merupakan salah satu program kesesuaian APS dengan KPI TJSL, dan dalam program ini dilakukan pengukuran dampak terhadap program TJSL dengan metode *Social Return on Investment* (SROI).

STIMRA Scholarship Program. Provision of STIMRA student scholarships in the Scholarship Program for Children of Outsourced Employees and Implementers. This activity is one of the APS compliance programs with the CSR KPI, and in this program, the impact of the CSR program is measured using the Social Return on Investment (SROI) method.

Sosial | Social



Bakti Sosial Idul Adha 1445 H., Kegiatan dalam rangka Idul Adha 1445 H, Indonesia Re melakukan pemotongan dan pembagian hewan kurban kepada masyarakat di Cisarua, Bogor. Dengan total sebanyak 450 kg daging sapi, yang diberikan pada tanggal 19-20 Juni 2024 di Wisma Arga Sonya, Bogor, Jawa Barat, dan di sekitar kantor Indonesia Re, Jakarta Pusat.

Eid al-Adha 1445 H Social Service Activities. Activities in the context of Eid al-Adha 1445 H, Indonesia Re slaughtered and distributed sacrificial animals to the community in Cisarua, Bogor. A total of 450 kg of beef was given on June 19-20, 2024, at Wisma Arga Sonya, Bogor, West Java, and around the Indonesia Re office, Central Jakarta.



Program Insidentil Batch-3. Program ini yang merupakan program dukungan Nasional melalui kementerian BUMN, dengan memberikan bantuan untuk sarana dan prasarana di 3 wilayah Jakarta Pusat dan 2 rumah ibadah (gereja):

- RT 009 RW 02 Kelurahan Galur Kecamatan Johar Baru Jakarta Pusat sebesar Rp50.000.000.
- RT 007 RW 003 Kelurahan Galur Kecamatan Johar Baru Putih Jakarta Pusat sebesar Rp50.000.000.
- RT 002 RW 03 Kelurahan Galur Kecamatan Johar Baru Jakarta Pusat sebesar Rp50.000.000.
- Renovasi Gereja HKBP Kayu Putih sebesar Rp50.000.000.
- Pengadaan kursi jemaat gereja HKBP Pasar Rebo sebesar Rp.50.000.000.

Incidental Program Batch-3. This program is a National support program through the Ministry of SOEs, assists facilities and infrastructure in 3 areas of Central Jakarta and two houses of worship (churches):

- RT 009 RW 02 Galur Village, Johar Baru District, Central Jakarta, amounting to Rp50,000,000.
- RT 007 RW 003 Galur Village, Johar Baru Putih District, Central Jakarta, amounting to Rp50,000,000.
- RT 002 RW 03 Galur Village, Johar Baru District, Central Jakarta, amounting to Rp50,000,000.
- Renovation of the HKBP Kayu Putih Church, amounting to Rp. 50,000,000.
- Procurement of congregation chairs for the HKBP Pasar Rebo Church, amounting to Rp50,000,000 Rp50,000,000.



Program Indonesia Re Mengajar. Merupakan program unggulan TJSL, dengan memberikan bantuan kepada sekolah dan perguruan tinggi serta menjadi salah satu komponen dalam perhitungan untuk meningkatkan nilai SROI. Program ini diadakan di STMA Trisakti, pada tanggal 18 September 2024, dan juga pemberian beasiswa kepada 2 (dua) orang mahasiswa STMA Trisakti.

Kegiatan Indonesia Re Mengajar kali ini, merupakan sinergi BUMN, yaitu narasumber yaitu Asabri, Jasindo, Jasa Raharja, Askrindo, ReINDO Syariah dan ASEI.

Indonesia Re Mengajar program. This is a leading TJSL program. It provides assistance to schools and universities and becomes one of the components in the calculation to increase the SROI value. This program was held at STMA Trisakti on September 18, 2024, and also provided scholarships to 2 (two) STMA Trisakti students

This time, the Indonesia Re Mengajar activity is a synergy of SOE; the resource persons are Asabri, Jasindo, Jasa Raharja, Askrindo, ReINDO Syariah, and ASEI.



Sosial | Social

Capacity Building dan Public Speaking Untuk Magang Beasiswa. Kegiatan capacity building dan public speaking, untuk magang Beasiswa di Wisma Arga Sonya, pada tanggal 10-11 Oktober 2024, yang diikuti oleh 20 orang mahasiswa magang berprestasi dan anak karyawan alih daya.

Capacity Building dan Public Speaking for Scholarship Internship. Capacity building and public speaking activities for the Scholarship internship at Wisma Arga Sonya on October 10-11, 2024, which was attended by 20 outstanding student interns and children of outsourced employees.



Donor Darah Indonesia Re Group. Kegiatan donor darah, yang dilaksanakan pada tanggal 21 oktober 2024, di Gedung Indonesia Re yang diikuti oleh karyawan Indonesia Re Group (Asuransi Asei dan ReINDO Syariah).

Indonesia Re Group Blood Donation. The activities were held on October 21, 2024, at the Indonesia Re Building, and employees of the IndonesiaRe Group (Asuransi Asei and ReINDO Syariah) attended.



Beasiswa Alih Daya dan Santunan Anak Yatim. Kegiatan beasiswa alih daya dan santunan yatim, dilaksanakan di Gedung Indonesia Re pada tanggal 21 Oktober 2024. Pada kegiatan tersebut Indonesia Re melalui TJSL memberikan beasiswa untuk murid berprestasi untuk tingkat SD, SMP dan SMA bagi anak-anak karyawan alih daya dan juga memberikan bantuan perumahan.

The Outsourcing Scholarship And Orphan Assistance. The activities were held at the Indonesia Re Building on October 21, 2024. In this activity, Indonesia Re, through CSR, provided scholarships for outstanding elementary, middle, and high school students and housing assistance for children of outsourcing employees.



Program Dukungan Pendidikan Tinggi Putra Putri TNI Polri Tahun 2024. Program dukungan pendidikan tinggi putra putri TNI Polri Tahun 2024 di Yogyakarta, dengan berkolaborasi antar BUMN yaitu Indonesia Re, Peruri dan Jasa Marga sebagai PIC pada program tersebut. Pelaksanaan program tersebut berlangsung pada tanggal 25 Oktober 2024 berlokasi di Wisma Adisutjipto.

The 2024 Higher Education Support Program For TNI/Polri Officers' Children. The 2024 higher education support program for the sons and daughters of the TNI Polri in Yogyakarta, in collaboration with BUMN, Indonesia Re, Peruri, and Jasa Marga as PICs in the program. The program was implemented on October 25, 2024, located at the Wisma Adisutjipto.



Program Pemberian Bantuan UMKM Padang - Sumbar. Pemberian bibit dan pupuk untuk petani HIPERMI, dalam rangka memperluas area pemberian bantuan Mitra Binaan di wilayah Sumatera Barat. Kegiatan ini merupakan sinergi DJPb - Kemenkeu Satu, Indonesia Re, HIPERMI, dan Pemerintah Daerah.

Assistance Program for Fostered Partners in Padang, the West Sumatra. Provision of seeds and fertilizers for HIPERMI farmers to expand the assistance area for Fostered Partners in the West Sumatra region. This activity is a synergy between DJPb - Kemenkeu Satu, Indonesia Re, HIPERMI, and the Regional Government.



Lingkungan | Environment

Program Dukungan Pendidikan Tinggi Putra Putri TNI Polri Tahun 2024.

Program dukungan pendidikan tinggi putra putri TNI Polri Tahun 2024 di Banten, yang berkolaborasi antar BUMN yaitu Indonesia Re dan Peruri sebagai PIC pada program tersebut. Pelaksanaan program tersebut berlangsung pada tanggal 11 November 2024 berlokasi di Gedung Balai Baladika Grup 1 Kopassus Kota Serang Banten.

The 2024 Higher Education Support Program For TNI/Polri Officers' Children.

The event was held in collaboration between SOEs, which are Indonesia Re and Peruri, as PICs in the program. The program was implemented on November 11, 2024, at the Balai Baladika Group 1 Kopassus Building in Serang, Banten.



Kegiatan Pendampingan Desa Devisa Pisang Mas Lampung.

Peresmian program desa devisa pisang mas Lampung, yaitu dengan memberikan suntikan modal non tunai dalam bentuk motor roda tiga serta pembuatan demonstration plot dan bantuan tunai untuk perawatan alat produksi.

The Lampung Banana Mas Village Assistance Program.

The inauguration of the Lampung banana mas foreign exchange village program, namely, by providing non-cash capital injections in the form of three-wheeled motorbikes, the creation of demonstration plots, and cash assistance for the maintenance of production equipment.



Program Bank Sampah Putri Nyale Mandalika.

Kegiatan Bank Sampah Putri Nyale, merupakan program lanjutan TJSL Indonesia Re, yang bertujuan untuk mengurangi jumlah sampah melalui pengolahan terintegrasi. Dan kegiatan ini meningkatkan PR Value perhitungan SROI tahun 2024. Pada yang dilaksanakan pada tanggal 9 Oktober 2024, Indonesia Re mengadakan pelatihan peningkatan kapasitas pengurus Bank Sampah Induk Putri Nyale dan 5 Bank sampah satelit Desa Kuta Mandalika, serta memberikan bantuan alat alat pengolahan sampah.

The Putri Nyale Waste Bank Program.

This activity continues Indonesia Re's TJSL program, which aims to reduce waste through integrated processing. This activity increases the PR Value of the 2024 SROI calculation. On October 9, 2024, Indonesia Re held a training to increase the Putri Nyale Main Waste Bank management capacity and five satellite waste banks in Kuta Mandalika Village and assisted with waste processing equipment.



Seremonial Program Pengembangan UMKM Desa Devisa Pisang Mas Lampung.

Program TJSL dengan metode *Social Return on Investment* di kampung devisa pisang mas Lampung, yang dilaksanakan pada tanggal 14 November 2024, dan juga memberikan bantuan berupa kendaraan roda tiga (VIAR) untuk petani pisang mas dan meninjau lokasi demonstration plot tanaman pisang mas.

Ceremonial MSME Development Program of Pisang Mas Lampung Village.

The TJSL program with the Social Return on Investment method in the Lampung Mas Banana Foreign Exchange Village, which was implemented on November 14, 2024, and also assisted in the form of three-wheeled vehicles (VIAR) for Mas Banana farmers and reviewed the location of the Mas Banana demonstration plot.



Program Lingkungan Coral Planting.

Kegiatan coral planting di Bali, yang melibatkan seluruh Board of Directors dan karyawan Indonesia Re, yang dilaksanakan pada tanggal 30 November 2024 di Pantai Pandawa, Bali.

Environment Coral Planting Program.

Coral Planting Activity In Bali, involving the entire Board of Directors and employees of Indonesia Re, was held on November 30, 2024, at Pandawa Beach, Bali.



Pembinaan Mitra Binaan | Training of Fostered Partners

Program Pembinaan Mitra Binaan, yang dilakukan untuk kelompok mitra binaan turunan ikan di Yogyakarta, pada tanggal 21-22 Februari 2024 di Kampung Lele, Desa Berbah, DIY.

The Guidance Partner Guidance Program was conducted for fish derivative fostered partner groups in Yogyakarta on February 21-22, 2024, at Kampung Lele, Berbah Village, DIY.



Pada kesempatan tersebut diserahkan bantuan alat produksi untuk mitra binaan. Kegiatan tersebut adalah sebagai bentuk tindak lanjut kegiatan dari program pembinaan mitra binaan petani ikan lele dan ikan nila, serta mitra binaan Indonesia Re di Wilayah DI Yogyakarta, dan berkaitan dengan pencapaian peningkatan nilai SROI, yang berfokus pada tujuan keberlanjutan program, dalam hal ini program prioritas pengembangan UMK.

On that occasion, assistance in the form of production equipment was handed over to fostered partners. This activity is a form of follow-up to the activities of the fostered partner development program for catfish and tilapia farmers, as well as fostered partners of Indonesia Re in the DI Yogyakarta Region, and is related to the achievement of increasing the SROI value, which focuses on the sustainability objectives of the program, in this case, the priority program for developing MSEs.



Program Pelatihan Mitra Binaan Indonesia Re. Kegiatan pelatihan mitra binaan yang diadakan di Rumah BUMN Solo, tanggal 20 Agustus 2024, yang diikuti oleh 20 orang mitra binaan yang terdiri dari 5 kelompok mitra binaan.

Training Activities For Indonesia Re Fostered Partners were held at Rumah BUMN Solo on August 20, 2024. Twenty foster partners, consisting of 5 groups, attended.

Pada kegiatan tersebut, juga dilakukan sosialisasi anti penyuapan ke mitra binaan oleh Compliance Department secara online.

In this activity, the Compliance Department also conducted online anti-bribery socialization to foster partners.



Program Pembinaan dan Pengembangan UMK Mitra Binaan Mentoring and Development Program for Fostered MSE Partners

Program Pembinaan dan Pengembangan UMK Mitra Binaan. Program pembinaan dan pengembangan UMK mitra binaan Indonesia Re, yang bekerja sama dengan BRI, yang dilaksanakan pada tanggal 7 November 2024 di Rumah BUMN Yogyakarta.

Training, Assistance and Development Program For Indonesia Re Fostered Partners. In collaboration with BRI, the mentoring and development program for fostered MSE partners of Indonesia Re was held on November 7, 2024, at Rumah BUMN Yogyakarta.

DAMPAK TERHADAP MASYARAKAT

Indonesia Re percaya, bahwa keberlanjutan bisnis tidak hanya diukur dari aspek finansial, tetapi juga dari kontribusi nyata terhadap masyarakat dan lingkungan. Melalui program Tanggung Jawab Sosial dan Lingkungan (TJSL), kami berkomitmen untuk memberikan dampak positif yang berkelanjutan bagi komunitas di sekitar kami. Inisiatif kami mencakup berbagai bidang, seperti kegiatan sosial, pengembangan ekonomi lokal, bantuan bencana, dan pelestarian lingkungan. Dengan program yang terstruktur dan berbasis kebutuhan masyarakat, kami tidak hanya memberikan bantuan sesaat, tetapi juga menciptakan solusi jangka panjang yang meningkatkan kesejahteraan sosial.

Dengan menjalankan program TJSL yang terarah dan terukur, kami tidak hanya membantu menciptakan lingkungan bisnis yang lebih stabil, tetapi juga membangun hubungan yang lebih erat dengan masyarakat, serta memperkuat peran kami sebagai perusahaan reasuransi yang peduli dan bertanggung jawab terhadap masa depan.

COMMUNITY IMPACTFULL

Indonesia Re believes that business sustainability is measured not only by financial aspects but also by fundamental contributions to society and the environment. Through our Corporate Social Responsibility (CSR) program, we are committed to providing a sustainable positive impact on the communities around us. Our initiatives cover various areas, such as social activities, local economic development, disaster relief, and environmental preservation. With structured programs based on community needs, we provide temporary assistance and create long-term solutions that improve social welfare.

By implementing targeted and measurable CSR programs, we help create a more stable business environment, build closer relationships with the community, and strengthen our role as a reinsurance company that cares about and is responsible for the future.

TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY REPORT

Indonesia Re merupakan perusahaan reasuransi yang diawasi oleh Otoritas Jasa Keuangan (OJK). Sebagai salah satu bagian dari perusahaan reasuransi dari sektor lembaga jasa keuangan yang dipercaya masyarakat, Perseroan turut memberikan dedikasi terbaiknya untuk mendukung Pemerintah Indonesia dalam percepatan pencapaian Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals/SDGs*) dan mendorong pertumbuhan ekonomi nasional.

Salah satu wujud dedikasi tersebut ialah melalui penyusunan dan penyampaian Laporan Keberlanjutan. Dalam penyusunannya, Perseroan mengacu pada ketentuan yang berlaku yakni SE0JK No.16/SE0JK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik.

LANGKAH-LANGKAH PENYUSUNAN LAPORAN KEBERLANJUTAN

Perseroan dalam menyusun Laporan Keberlanjutan menggunakan metode tertentu untuk menghasilkan laporan yang berkualitas. Langkah-langkah penyusunan laporan yang dilakukan tersebut adalah sebagai berikut:

- **Langkah Identifikasi**
Proses mengidentifikasi berbagai aspek yang dinilai material dan batasan;
- **Langkah Prioritas**
Proses membuat prioritas terhadap aspek-aspek yang telah teridentifikasi tersebut;
- **Langkah Validasi**
Proses validasi atas aspek-aspek material yang telah ditetapkan;
- **Langkah Review**
Proses review atau meninjau ulang terhadap Laporan yang telah terbit sebagai upaya untuk meningkatkan kualitas Laporan pada tahun berikutnya.

PERIODE PELAPORAN

Laporan Keberlanjutan disampaikan terpisah dengan Laporan Tahunan, dengan isi kedua laporan yang saling melengkapi. Periode Laporan Keberlanjutan bersifat tahunan, dengan data dan informasi yang disampaikan mencakup kurun waktu 1 Januari sampai dengan 31 Desember tahun 2024.

IDENTIFIKASI TOPIK MATERIAL

Perseroan telah mengidentifikasi beberapa topik material yang menjadi prioritas para pemangku kepentingan dan sesuai dengan konteks keberlanjutan serta target pencapaian TPB. Penentuan prioritas topik material juga telah mempertimbangkan pencapaian tahun 2023, tantangan dan peristiwa penting yang terjadi, harapan untuk tahun depan, serta perhatian pemangku kepentingan periode berjalan.

Indonesia Re is a reinsurance company supervised by the Financial Services Authority (OJK). As part of a reinsurance company from the financial services sector that is trusted by the public, the Company also dedicates itself to supporting the Indonesian Government in accelerating the achievement of the Sustainable Development Goals (SDGs) and encouraging national economic growth.

One form of this dedication is through preparing and submitting the Sustainability Report. In its preparation, the Company refers to the applicable provisions, namely SE0JK No.16/SE0JK.04/2021 concerning the Form and Content of the Annual Report of Issuers or Public Companies.

STEPS FOR PREPARING A SUSTAINABILITY REPORT

The Company, in preparing the Sustainability Report, used specific methods to produce a quality report. The steps in preparing the report were as follows:

- **Identifications Steps**
The process of identifying various aspects that are considered material and limiting;
- **Priority Steps**
The process of prioritizing the identified aspects;
- **Validation Steps**
Validation process for determined material elements;
- **Review Steps**
The Company Reviews published reports to improve the report's quality the following year.

REPORTING PERIOD

The Sustainability Report is submitted separately from the Annual Report, with the contents of both reports complementing each other. The Sustainability Report period is annual, with data and information submitted covering the period from January 1 to December 31, 2024.

MATERIAL TOPICS IDENTIFICATION

The Company has identified several material topics that are stakeholders' priorities in 2024 and are in accordance with the context of sustainability and the SDGs achievement targets. The determination of the priority of material topics has also taken into account the achievements of 2023, challenges and important events that occurred, expectations for the next year, and stakeholders' concerns in the current period.

Topik-topik yang material bagi Perseroan maupun pemangku kepentingan sebagai berikut:

The topics that are material to the Company and stakeholders are as follows:

Topik Material Material Topics	Dampak pada Pemangku Kepentingan Impact on Stakeholders	Batasan Boundary	
		Internal Internal	Eksternal External
Kinerja Keuangan Financial Performance	Kinerja keuangan menjamin kelangsungan bisnis Perseroan Financial performance ensures the continuity of the Company's business	√	√
Kontribusi kepada Pemerintah (Pajak) Contribution to Government (Tax)	Komitmen Indonesia Re dalam mendukung ekonomi Nasional Indonesia Re's commitment in supporting the national economy	√	√
Keberagaman dan Kesempatan Kerja Diversity and Employment Opportunities	Keterbukaan Indonesia Re dalam pengelolaan sumber daya manusia yang unggul Indonesia Re's openness in managing superior human resources	√	
Kesejahteraan Welfare	Komitmen Indonesia Re dalam kenyamanan dan kinerja karyawan Indonesia Re's commitment to employee comfort and performance	√	
Pendidikan dan Pelatihan SDM HR Education and Training	Komitmen Indonesia Re dalam menciptakan sumber daya manusia yang unggul Indonesia Re's commitment in creating superior human resources	√	
Layanan Nasabah Customer Service	Kepuasan pelanggan terhadap jasa yang diberikan Indonesia Re's commitment in creating superior human resources	√	√
Energi Energy	Perhatian dan dukungan Indonesia Re terhadap isu perubahan iklim Indonesia Re's attention and support for climate change issues	√	√
Air Water	Perhatian dan dukungan Indonesia Re terhadap isu perubahan iklim Indonesia Re's attention and support for climate change issues	√	√
Material Ramah Lingkungan Environmentally Friendly Materials	Perhatian dan dukungan Indonesia Re terhadap isu perubahan iklim Indonesia Re's attention and support for climate change issues	√	√

KETERLIBATAN DAN HUBUNGAN DENGAN PEMANGKU KEPENTINGAN

Indonesia Re telah mengidentifikasi pemangku kepentingan yang signifikan berdasarkan tingkat komunikasi, kedekatan, dampak/pengaruh, respons, dan partisipasi.

Perseroan terus mengelola hubungan dengan para pemangku kepentingan secara profesional dengan melibatkan dalam penyusunan kebijakan dan isu-isu terkait ekonomi, lingkungan, sosial, dan tata kelola. Hal ini bertujuan untuk saling bekerja sama, saling memberikan masukan dan saran, sehingga mampu meningkatkan kualitas kinerja dari Perseroan. Kami telah memetakan enam kelompok pemangku kepentingan yang signifikan dan terus berupaya untuk membangun hubungan yang saling menguntungkan serta harmonis guna memenuhi kebutuhan seluruh pemangku kepentingan.

SHAREHOLDER ENGAGEMENT AND RELATIONSHIP

Indonesia Re has identified significant stakeholders based on the level of communication, proximity, impact/influence, response, and participation.

The Company continues to manage relationships with stakeholders professionally by involving them in formulating policies and issues related to the economy, environment, society, and governance. This aims to work together, provide input, and suggest changes to each other to improve the quality of the Company's performance. We have mapped six groups of significant stakeholders and continue to strive to build mutually beneficial and harmonious relationships to meet the needs of all stakeholders.

Kategori Pemangku Kepentingan Stakeholders Category	Metode Pelibatan Method of Engagement	Topik Utama Pembahasan Main Topics of Discussion	Frekuensi Pelibatan Frequency of Engagement
Pemegang Saham Shareholders	Rapat Umum Pemegang Saham General Meeting of Shareholders	Tata kelola perusahaan, pengembangan usaha, laporan tahunan dan laporan keberlanjutan Perusahaan, Aksi Korporasi. Corporate governance, business development, the company's annual report, sustainability report, and corporate action.	Tahunan, dan/ atau setiap saat apabila diperlukan Annually and/ or as deemed necessary



Kategori Pemangku Kepentingan Stakeholders Categor	Metode Pelibatan Method of Engagement	Topik Utama Pembahasan Main Topics of Discussion	Frekuensi Pelibatan Frequency of Engagement
Investor/Nasabah Investors/Customers	Layanan pengaduan nasabah, survey kepuasan pelanggan, media sosial Perusahaan Customer complaint services, customer satisfaction surveys, Company social media	Informasi terkait produk, layanan kepada nasabah, penanganan keluhan dan pengaduan nasabah, saran untuk peningkatan layanan kepada nasabah Information related to products, customer services, handling customer complaints and complaints, suggestions for improving customer services	Setiap saat apabila diperlukan Any time as needed
Karyawan Employees	Forum komunikasi manajemen dan karyawan Kegiatan pelatihan dan/atau pendidikan internal Management and employee communication forum Internal training and/or education activities	Kesejahteraan dan remunerasi karyawan, lingkungan kerja yang layak dan aman, praktik kesetaraan dan tanpa diskriminasi, karir dan pengembangan karyawan Employee welfare and remuneration, decent and safe working environment, equality and non-discrimination practices, employee career and development	Setiap triwulan, secara berkala Quarterly, periodically
Pemerintah/Regulator Government/Regulator	Penyampaian terkait pelaporan kepatuhan terhadap regulasi Forum sosialisasi terkait regulasi terbaru Delivery related to regulatory compliance reporting Socialization forum related to the latest regulations.	Kepatuhan terhadap hukum dan peraturan yang berlaku Compliance with applicable laws and regulations	Sesuai kebutuhan As needed
Mitra Bisnis Business Partners	Pelaksanaan kontrak pengadaan barang dan jasa The implementation of procurement contracts for goods and services.	Proses pengadaan barang dan jasa yang adil dan transparan, seleksi dan evaluasi secara objektif dalam pemilihan mitra bisnis, hubungan yang saling menguntungkan This process ensures fair and transparent procurement for goods and services, with objective selection and evaluation of business partners, fostering mutually beneficial relationships.	Sesuai kebutuhan As needed
Masyarakat Community	Forum komunikasi Masyarakat Community communication forum	Penyelesaian konflik dan penyampaian keluhan masyarakat, pelaksanaan program tanggung jawab sosial dan lingkungan kepada masyarakat Implementation of Corporate Social Responsibility (CSR) activities, conflict resolution, delivery of community complaints, and implementation of social and environmental responsibility programs to the community.	Sesuai kebutuhan As needed

ASSURANCE

Untuk memastikan kualitas pelaporan, secara mandiri tim internal Perseroan melakukan *cross check* kesesuaian pengungkapan informasi dengan persyaratan pelaporan pada SE0JK 16/2021 dan standar *Global Reporting Initiative* (GRI). Perseroan terus berkomitmen untuk melaporkan kinerja keberlanjutan dan meningkatkan kualitas pelaporan sesuai indeks SE0JK 16/2021 dan *Global Reporting Initiative* (GRI) melalui laporan keberlanjutan periode berikutnya. Pada tahun 2024 IndonesiaRe telah berencana untuk melakukan verifikasi oleh pihak independen atas informasi keberlanjutan. Ke depan Indonesia Re akan melakukan verifikasi oleh pihak independen atas informasi keberlanjutan.

UMPAN BALIK & AKSES INFORMASI

Perseroan membuka diri untuk perbaikan kinerja keberlanjutan dan kualitas laporan dengan menerima umpan balik dari para pembaca dan pemangku kepentingan baik berupa pertanyaan, komentar, saran maupun masukan, melalui kontak informasi Perusahaan sebagai berikut:

PT Reasuransi Indonesia Utama (Persero) Gedung Indonesia Re
Jl. Salemba Raya No. 30, Jakarta Pusat 10430
Telp : +62 21 392 0101
email : tjsl.esg@indonesiare.co.id

ASSURANCE

To ensure the quality of reporting, the Company's internal team independently cross-checks the conformity of information disclosure with the reporting requirements in SE0JK 16/2021 and the Global Reporting Initiative (GRI) standards. The Company continues to be committed to reporting sustainability performance and improving the quality of reporting by the SE0JK 16/2021 index and the Global Reporting Initiative (GRI) through the next period of the sustainability report. In 2024, Indonesia planned to verify sustainability information by an independent party. In the future, Indonesia Re will verify sustainability information by an independent party.

FEEDBACK & INFORMATION ACCESS

The Company is open to improving sustainability performance and reporting quality by receiving feedback from readers and stakeholders through questions, comments, suggestions, or input. Feedback can be submitted to the Company's contact information as follows:

LAPORAN KEUANGAN
FINANCIAL STATEMENTS

**PT REASURANSI INDONESIA UTAMA
(PERSERO) DAN ENTITAS /
*AND SUBSIDIARIES***

Laporan Keuangan Konsolidasian
pada tanggal 31 Desember 2024
dan untuk tahun yang berakhir
pada tanggal tersebut
beserta Laporan Auditor Independen/

*Consolidated Financial Statements
as of December 31, 2024
and for the year then ended
with Independent Auditors' Report*

Daftar Isi

Table of Contents

Pernyataan Direksi

Director's Statement

Laporan Auditor Independen

Independent Auditors' Report

	Halaman/ Page	
Laporan Posisi Keuangan Konsolidasian	1	<i>Consolidated Statements of Financial Position</i>
Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian	2	<i>Consolidated Statements of Profit or Loss and Other Comprehensive Income</i>
Laporan Perubahan Ekuitas Konsolidasian	3	<i>Consolidated Statements of Changes in Equity</i>
Laporan Arus Kas Konsolidasian	4	<i>Consolidated Statements of Cash Flows</i>
Catatan Atas Laporan Keuangan Konsolidasian	5 - 106	<i>Notes to Consolidated Financial Statements</i>
Informasi Tambahan:		Supplementary Information:
Laporan Posisi Keuangan Entitas Induk	Lampiran 1/ <i>Attachment 1</i>	<i>Statements of Financial Position of Parent Entity</i>
Laporan Laba Rugi dan Penghasilan Komprehensif Lain Entitas Induk	Lampiran 2/ <i>Attachment 2</i>	<i>Statements of Profit or Loss and Other Comprehensive Income of Parent Entity</i>
Laporan Perubahan Ekuitas Entitas Induk	Lampiran 3/ <i>Attachment 3</i>	<i>Statements of Changes in Equity of Parent Entity</i>
Laporan Arus Kas Entitas Induk	Lampiran 4/ <i>Attachment 4</i>	<i>Statements of Cash Flows of Parent Entity</i>
Pengungkapan Lainnya	Lampiran 5/ <i>Attachment 5</i>	<i>Other Disclosures</i>



IndonesiaRe

**SURAT PERNYATAAN DIREKSI
TENTANG
TANGGUNG JAWAB
ATAS LAPORAN KEUANGAN KONSOLIDASIAN
UNTUK TAHUN YANG BERAKHIR 31 DESEMBER 2024
PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK**

**DIRECTOR'S STATEMENT
REGARDING
THE RESPONSIBILITY
FOR THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2024
PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES**

Kami yang bertanda tangan dibawah ini:

We, the undersigned:

Nama	:	Benedictus M. Waworuntu	:	Name
Alamat kantor	:	Jl. Salemba Raya No 30, Jakarta 10430	:	Office address
Jabatan	:	Direktur Utama/ President Director	:	Title
Nama	:	Maria Elvida Rita Dewi	:	Name
Alamat kantor	:	Jl. Salemba Raya No 30, Jakarta 10430	:	Office address
Jabatan	:	Direktur/ Director	:	Title

menyatakan bahwa:

declare that:

1. Kami bertanggung jawab atas penyusunan dan penyajian laporan keuangan konsolidasian PT Reasuransi Indonesia Utama (Persero) (Perusahaan) dan entitas anak;	1. We are responsible for the preparation and presentation of of PT Reasuransi Indonesia Utama (Persero) (the Company) and subsidiaries consolidated financial statements;
2. Laporan keuangan konsolidasian Perusahaan dan entitas anak telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia;	2. The Company and subsidiaries consolidated financial statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards;
3. a. Semua informasi dalam laporan keuangan konsolidasian Perusahaan dan entitas anak telah dimuat secara lengkap dan benar;	3. a. All information contained in the Company and subsidiaries consolidated financial statements is complete and correct;
b. Laporan keuangan konsolidasian Perusahaan dan entitas anak tidak mengandung informasi atau fakta material yang tidak benar, dan tidak menghilangkan informasi atau fakta material.	b. The Company and subsidiaries consolidated financial statements do not contain misleading material information or facts, and do not omit material information and facts.
4. Kami bertanggung jawab atas sistem pengendalian internal Perusahaan dan entitas anak.	4. We are responsible for the Company and subsidiaries internal control system.

Demikian pernyataan ini dibuat dengan sebenarnya.

This statement has been made truthfully.

Atas nama dan mewakili Dewan Direksi/ For and on behalf of the Board of Directors

Jakarta, 6 Maret 2025/ March 6, 2025

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK/ AND SUBSIDIARIES**



Benedictus M. Waworuntu
Direktur Utama/ President Director

Maria Elvida Rita Dewi
Direktur/ Director

PT Reasuransi Indonesia Utama (Persero)

Jl. Salemba Raya No. 30
Jakarta Pusat 10430, Indonesia
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PKF
Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan

REGISTERED PUBLIC ACCOUNTANTS
DECREE OF THE FINANCE MINISTER OF THE REPUBLIC OF INDONESIA NO. 855/KM.1/2017

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LAPORAN AUDITOR INDEPENDEN

Laporan No.: 00455/2.1133/AU.1/08/1244-1/1/III/2025

Pemegang Saham, Dewan Komisaris dan
Dewan Direksi
PT Reasuransi Indonesia Utama (Persero)
dan Entitas Anak

Opini

Kami telah mengaudit laporan keuangan konsolidasian PT Reasuransi Indonesia Utama (Persero) dan Entitas Anak ("Perusahaan"), yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2024, 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 informasi kebijakan akuntansi material.

Menurut opini kami, laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian Perusahaan dan entitas anak tanggal 31 Desember 2024, serta kinerja keuangan dan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

INDEPENDENT AUDITOR'S REPORT

Report No.: 00455/2.1133/AU.1/08/1244-1/1/III/2025

The Shareholders, Board of Commissioners and Board of Directors
PT Reasuransi Indonesia Utama (Persero)
and Subsidiaries

Opinion

We have audited the accompanying consolidated financial statements of PT Reasuransi Indonesia Utama (Persero) and Subsidiaries ("the Company"), which comprise the consolidated statement of financial position as of December 31, 2024, 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 the consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Company and subsidiaries as of December 31, 2024, and their financial performance and consolidated cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

**PKF****Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan****LAPORAN AUDITOR INDEPENDEN****INDEPENDENT AUDITOR'S REPORT****Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025****Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025****Basis opini*****Basis for opinion***

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 Perusahaan dan entitas anak 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.

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 Auditors' Responsibilities for the Audit of the Consolidated Financial Statements paragraph of our report. We are independent of the Company and subsidiaries 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***Key Audit Matters***

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.

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.



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**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

Hal Audit Utama (lanjutan)

Key Audit Matters (continued)

Penilaian atas liabilitas kontrak asuransi

Valuation of insurance contract liabilities

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 2024, cadangan teknis asuransi mewakili 74,9% dari jumlah liabilitas Perusahaan. Jumlah liabilitas kontrak asuransi adalah sebesar Rp 9.565.593.449.325 (Catatan 16 pada laporan keuangan konsolidasian). 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. Perusahaan 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.

Insurance technical reserves include outstanding claims reserve (including Incurred But Not Reported ("IBNR")) and Premiums Reserve. As at December 31, 2024, the insurance technical reserves represent 74.9% of the Company's total liabilities. Total amount of insurance contract liabilities is Rp 9,565,593,449,325 (Notes 16 to the consolidated 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 Company 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.

Asumsi-asumsi yang digunakan dalam perhitungan cadangan teknis asuransi ditentukan berdasarkan asumsi-asumsi aktuaria yang ditetapkan oleh Perusahaan termasuk hasil investasi, tingkat diskonto,

The assumptions used to calculate the insurance technical reserves are determined using actuarial assumptions set by the Company, including the investment return, discount rate,



PKF

**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

Hal Audit Utama (lanjutan)

tingkat *lapse*, provisi untuk risiko pemburukan, biaya pengelolaan polis, biaya pengelolaan polis, biaya tidak langsung penyelesaian klaim, faktor perkembangan kerugian dan inflasi. Asumsi-asumsi ini ditentukan berdasarkan pengalaman aktual dan studi pengalaman Perusahaan.

Karena ketidakpastian estimasi yang signifikan terkait dengan penentuan cadangan teknis asuransi, hal ini dianggap sebagai hal audit utama.

Kami memahami dan telah mengevaluasi penilaian atas liabilitas kontrak asuransi, dimana kami telah melibatkan pakar aktuaria kami 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.

Prosedur audit kami dalam menganalisa penilaian cadangan teknis termaksud antara lain:

- Memperoleh pemahaman atas kebijakan akuntansi yang relevan dengan penentuan liabilitas kontrak asuransi, serta menilai kesesuaian penerapan kebijakan tersebut dengan standar akuntansi yang berlaku.

INDEPENDENT AUDITOR'S REPORT

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

Key Audit Matters (continued)

lapse, provision for adverse deviation, policy maintenance expense, policy maintenance expense, indirect claim handling cost, loss development factor and inflation rates. These are determined based on the Company's actual experience and its experience study.

Due to the significance of estimation uncertainty associated with determination of insurance technical reserves, this is considered a 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.

Our audit procedure to assess valuation of insurance technical reserve included the following:

- *Obtained an understanding of relevant accounting policies for determining insurance contract liabilities and assessed the appropriateness of their application in accordance with applicable accounting standards.*



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Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

Laporan No.: 00455/2.1133/AU.1/08/1244-1/1/III/2025

Report No.: 00455/2.1133/AU.1/08/1244-1/1/III/2025

Hal Audit Utama (lanjutan)

Key Audit Matters (continued)

- Mengevaluasi dan menguji desain serta efektivitas pengendalian internal terkait dengan penentuan liabilitas kontrak asuransi.
 - Kami mereview dan menguji metodologi dan asumsi yang digunakan dalam perhitungan estimasi liabilitas kontrak asuransi yang meliputi asumsi tingkat diskonto, tingkat mortalita, pads, rasio kerugian, tingkat *lapse*, alokasi biaya dan inflasi.
 - Secara terpisah, kami melakukan perhitungan metode uji *Gross Premium Valuation* (GPV) secara independen dan membandingkannya dengan hasil perhitungan Perusahaan untuk menilai kewajarannya berdasarkan PSAK 104, "Kontrak Asuransi" ("PSAK 104").
 - Kami melakukan pemeriksaan atas perhitungan matematis atas nilai cadangan kontrak berdasarkan laporan keuangan konsolidasian baik sebelum maupun setelah dilaporkannya *Incurring but Not Reported* ("IBNR") dan metodologi yang digunakan oleh manajemen pada tanggal 31 Desember 2024 sesuai dengan PSAK 104.
 - Kami melakukan perhitungan matematis ulang secara independen atas hasil perhitungan *Liability Adequacy Testing* ("LAT") yang dilakukan oleh Aktuaris dan melakukan penilaian terhadap kecukupan cadangan teknis pada tanggal 31 Desember 2024.
- *Evaluated and tested the design and effectiveness of internal controls related to the determination of insurance contract liabilities.*
 - *We reviewed and tested the methodologies and assumptions used in the estimation of insurance contract liabilities, including discount rate, lapse rate, cost allocation and inflation.*
 - *Separately, we performed independent calculations of the Gross Premium Valuation (GPV) method and compared them with the Company's calculations to assess their reasonableness based on SFAS 104, "Insurance Contracts" ("SFAS 104").*
 - *We examined the mathematical calculations on the reserve value based on the consolidated financial statements both before and after the report Incurring but Not Reported ("IBNR") and the methodology used by management as of December 31, 2024 based on SFAS 104.*
 - *We performed mathematical recalculation independently on the results of Liability Adequacy Testing ("LAT") calculation performed by the Actuary and assessed the adequacy of technical reserves as of December 31, 2024.*



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**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

Hal Audit Utama (lanjutan)

Key Audit Matters (continued)

- Kami melakukan pemeriksaan atas kelengkapan dan akurasi data yang digunakan oleh manajemen dalam melakukan perhitungan cadangan teknis untuk laporan keuangan konsolidasian dengan melakukan pengujian atas dokumen pendukung pada tanggal 31 Desember 2024.

- *We checked the completeness and accuracy of the data used by management in performing technical reserve calculations for consolidated financial statements by testing supporting documents as of December 31, 2024.*

Informasi Lain

Other Information

Manajemen bertanggung jawab atas informasi lain. Informasi lain terdiri dari informasi yang tercantum dalam Laporan Tahunan 2024 ("Laporan Tahunan"). Laporan Tahunan diharapkan akan tersedia bagi kami setelah tanggal laporan auditor ini.

Management is responsible for the other information. The other information comprises the information included in the 2024 Annual Report (the "Annual Report"). The Annual Report is expected to be made available to us after the date of this auditor's report.

Opini kami atas laporan keuangan konsolidasian tidak mencakup informasi lain dan oleh karena itu, kami tidak menyatakan bentuk keyakinan apapun atas informasi lain tersebut.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Sehubungan dengan audit kami atas laporan keuangan konsolidasian, tanggung jawab kami adalah untuk membaca informasi lain yang teridentifikasi di atas, jika tersedia dan dalam melaksanakannya, mempertimbangkan apakah informasi lain mengandung ketidak konsistenan material dalam laporan keuangan konsolidasian pemahaman yang kami peroleh selama audit atau mengandung kesalahan penyajian material.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.



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**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

Informasi Lain (lanjutan)

Other Information (continued)

Ketika kami membaca Laporan Tahunan, jika kami menyimpulkan bahwa terdapat suatu kesalahan penyajian material di dalamnya, kami diharuskan untuk mengomunikasikan hal tersebut kepada pihak yang bertanggung jawab atas tata kelola dan melakukan tindakan yang tepat berdasarkan peraturan perundang-undangan yang berlaku.

When we read the Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and take the appropriate actions based on the applicable laws and regulations.

Tanggung jawab manajemen dan pihak yang bertanggung jawab atas tata kelola terhadap laporan keuangan konsolidasian

Responsibilities of management and those charged with governance for the consolidated financial statements

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.

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 Perusahaan 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 Perusahaan menghentikan operasi, atau tidak memiliki alternatif yang realistis selain melaksanakannya.

In preparing the consolidated financial statements, management is responsible for assessing the Company 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 Company to cease operations, or has no realistic alternative but to do so.



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**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Tanggung jawab manajemen dan pihak
yang bertanggung jawab atas tata kelola
terhadap laporan keuangan konsolidasian
(lanjutan)**

***Responsibilities of management and those
charged with governance for the
consolidated financial statements
(continued)***

Pihak yang bertanggung jawab atas tata
kelola bertanggung jawab untuk mengawasi
proses pelaporan keuangan konsolidasian
Perusahaan.

*Those charged with governance are
responsible for overseeing the Company and
consolidated financial reporting process.*

**Tanggung jawab auditor terhadap audit
atas laporan keuangan konsolidasian**

***Auditor's responsibilities for the audit of
the consolidated financial statements***

Tujuan kami adalah untuk memperoleh
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.

*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.*

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.

*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.*

**PKF****Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan****LAPORAN AUDITOR INDEPENDEN****INDEPENDENT AUDITOR'S REPORT****Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025****Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025****Tanggung jawab auditor terhadap audit
atas laporan keuangan konsolidasian
(lanjutan)*****Auditor's responsibilities for the audit of
the consolidated financial statements
(continued)***

Sebagai bagian dari suatu audit berdasarkan Standar Audit, kami menerapkan pertimbangan profesional dan mempertahankan skeptisisme profesional selama audit. Kami juga:

As part of an audit in accordance with Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- 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 memperoleh 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.
 - Memperoleh 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 keefektifitasan pengendalian internal Perusahaan.
 - Mengevaluasi ketepatan kebijakan akuntansi yang digunakan serta kewajaran estimasi akuntansi dan pengungkapan terkait yang dibuat oleh manajemen.
- *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 and internal control.*
 - *Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.*



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**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Tanggung jawab auditor terhadap audit
atas laporan keuangan konsolidasian
(lanjutan)**

***Auditor's responsibilities for the audit of
the consolidated financial statements
(continued)***

- 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 konsolidasian 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. Namun, peristiwa atau kondisi masa depan dapat menyebabkan Perusahaan tidak dapat mempertahankan kelangsungan usaha.
- Mengevaluasi penyajian, struktur dan isi laporan keuangan konsolidasian secara keseluruhan, termasuk pengungkapannya dan apakah laporan keuangan konsolidasian mencerminkan transaksi dan peristiwa yang mendasarinya dengan suatu cara yang mencapai penyajian wajar.
- *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 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 consolidated 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 and to cease to continue as a going concern.*
- *Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.*



PKF

**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Tanggung jawab auditor terhadap audit
atas laporan keuangan konsolidasian
(lanjutan)**

***Auditor's responsibilities for the audit of
the consolidated financial statements
(continued)***

- Memperoleh bukti audit yang cukup dan tepat terkait informasi keuangan entitas atau aktivitas bisnis dalam Perusahaan untuk menyatakan opini atas laporan keuangan konsolidasian. Kami bertanggung jawab atas arahan, supervisi dan pelaksanaan audit Perusahaan. Kami tetap bertanggung jawab sepenuhnya atas opini audit kami.

- *Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Company to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of audit the Company. We remain solely responsible for our audit opinion.*

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.

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.

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.

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.



PKF

**Paul Hadiwinata, Hidajat, Arsono,
Retno, Palilingan & Rekan**

LAPORAN AUDITOR INDEPENDEN

INDEPENDENT AUDITOR'S REPORT

**Laporan No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

**Report No.: 00455/2.1133/AU.1/08/1244-
1/1/III/2025**

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

From the matters communicated with those charge with governance, we determine those matters that were of 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

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.

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.

Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan



Frendy Susanto, S.E., Ak., CPA, CA

Registrasi Akuntan Publik/ Public Accountant Registration No. AP.1244

6 Maret 2025/ March 6, 2025

	Catatan/ Notes	31 Desember 2024/ December 31, 2024	31 Desember 2023/ December 31, 2023	
ASET				ASSETS
Kas dan setara kas	2g, 4, 39	277.097.197.572	185.908.672.711	Cash and cash equivalents
Investasi	2e, 5, 39	6.931.022.367.446	6.385.732.718.327	Investments
Piutang reasuransi/ premi - bersih	2e, 2h, 6, 38	1.110.632.301.497	1.109.126.025.631	Reinsurance/ premium receivables - net
Piutang retrosesi/ reasuransi - bersih	2e, 2h, 6, 38	1.088.609.970.584	1.122.766.147.115	Retrocession/ reinsurance receivables - net
Aset reasuransi/ retrosesi	2j, 8	4.925.789.969.348	4.503.796.449.017	Reinsurance/ retrocession assets
Piutang uroh	2t, 9	24.990.054.287	34.889.920.871	Ujroh receivables
Aset keuangan lainnya	2.e, 10	101.349.790.137	109.658.607.280	Others financial assets
Aset tetap - bersih	2m, 11	513.721.324.836	500.826.290.471	Fixed assets - net
Piutang pegawai	2.e, 12	7.259.553.091	8.100.999.284	Employee receivables
Aset non keuangan lainnya	13	38.042.250.280	34.604.927.962	Other non financial assets
Aset pajak tangguhan - bersih	2e, 17	278.181.870.720	211.305.646.271	Deferred tax assets - net
JUMLAH ASET		15.296.696.649.798	14.206.716.404.940	TOTAL ASSETS
LIABILITAS DAN EKUITAS				LIABILITIES AND EQUITY
LIABILITAS				LIABILITIES
Utang klaim	2h, 14, 38	538.274.160.819	517.979.136.238	Claim payables
Utang retrosesi/ reasuransi	2i, 15, 38	1.780.883.777.824	1.821.005.784.925	Retrocession/ reinsurance payables
Liabilitas kontrak asuransi	2j, 16	9.565.593.449.325	8.440.495.808.675	Insurance contract liabilities
Utang pajak	17a	53.611.817.196	50.600.964.694	Taxes payable
Utang jasa produksi	18	24.090.545.143	17.500.000.000	Employees performance incentives
Utang komisi	2o, 19	6.569.319.519	10.694.208.736	Commission payable
Uang jaminan	20	3.646.179.716	4.153.933.078	Cash collateral
Beban akrual	21	60.020.511.201	53.282.566.297	Accrued expenses
Utang lancar lainnya	22	62.688.757.409	67.824.955.302	Other current liabilities
Pinjaman rekening dana investasi	23	324.818.513.746	328.202.039.931	Investment fund loan
Obligasi wajib konversi				Mandatory convertible bonds
- komponen liabilitas	2u, 24	226.702.155.505	59.595.438.930	liabilities component -
Liabilitas imbalan kerja	2p, 3b, 25	115.432.080.072	121.071.561.624	Employment benefits liabilities
Utang dana peserta	26	9.344.050.918	8.592.447.590	Policy holder payable
JUMLAH LIABILITAS		12.771.675.318.393	11.500.998.846.020	TOTAL LIABILITIES
EKUITAS				EQUITY
Ekuitas yang dapat diatribusikan kepada pemilik entitas induk:				Equity attributable to owner parent entity:
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 disetor penuh				Issued and fully paid-up in
sebesar 878.358 saham	27, 28	878.358.000.000	878.358.000.000	amounted 878,358 shares
Tambahan modal disetor		269.750.937	269.750.937	Additional paid-in capital
Obligasi wajib konversi				Mandatory convertible bonds
komponen ekuitas	24	673.297.844.495	840.404.561.070	equity component -
Penurunan penyisihan uroh		(4.065.984.335)	(4.764.718.452)	Decrease in ujroh reserves
Saldo laba:				Retained earnings:
Ditentukan penggunaannya	29	1.018.329.912.842	1.018.329.912.842	Appropriated
Belum ditentukan penggunaannya		(264.295.342.121)	(344.022.020.807)	Unappropriated
Penghasilan komprehensif lainnya	30	223.109.271.075	317.122.650.214	Other comprehensive income
		2.525.003.452.893	2.705.698.135.804	
Kepentingan nonpengendali		17.878.512	19.423.116	Non controlling interest
JUMLAH EKUITAS		2.525.021.331.405	2.705.717.558.920	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS		15.296.696.649.798	14.206.716.404.940	TOTAL LIABILITIES AND EQUITY

Lihat Catatan atas Laporan Keuangan Konsolidasian yang merupakan bagian yang tidak terpisahkan dari Laporan Keuangan Konsolidasian secara keseluruhan

See accompanying Notes to Consolidated Financial Statements which are an integral part of the Consolidated Financial Statements taken as a whole

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK**
**LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN KONSOLIDASIAN**
Untuk Tahun yang Berakhir 31 Desember 2024
(Dinyatakan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES**
**CONSOLIDATED STATEMENTS OF PROFIT OR LOSS AND
OTHER COMPREHENSIVE INCOME**
For the Year Ended December 31, 2024
(Express in Rupiah, unless otherwise stated)

	Catatan/ Notes	2024	2023	
PENDAPATAN UNDERWRITING				UNDERWRITING INCOME
Pendapatan reasuransi/premi				Reinsurance/premium income
Premi reasuransi/ bruto	2k, 31	6.578.645.722.519	6.453.221.520.502	Reinsurance/gross premium
Premi retosis/ reasuransi keluar	2k, 31	(3.012.167.594.927)	(3.251.788.987.142)	Retrocession/reinsurance outward
Kenaikan premi yang belum merupakan pendapatan	2k, 31	(57.379.466.627)	188.242.136.876	Increase in unearned premium income
Pendapatan underwriting - neto		3.509.098.660.965	3.389.674.670.236	Underwriting income - net
BEBAN UNDERWRITING				UNDERWRITING EXPENSES
Beban klaim				Claims expense
Klaim bruto	2k, 32	(3.804.875.681.910)	(3.461.356.386.484)	Gross claims
Klaim reasuransi keluar	2k, 32	1.929.632.983.387	1.291.635.589.511	Reinsurance claims outward
Recoveries	2k, 32	1.375.678.428	37.419.234.376	Recoveries
Kenaikan cadangan klaim	2k, 32	(623.420.394.398)	(36.769.203.321)	Increase in claims reserve
Beban klaim - bersih		(2.497.287.414.493)	(2.169.070.765.918)	Claims expense - net
Beban komisi - bersih	33	(849.862.819.115)	(1.041.617.048.142)	Commission expenses - net
Beban underwriting lainnya	34	(42.452.515.541)	(1.368.990.377)	Other underwriting expenses
Beban underwriting - bersih		(3.389.602.749.149)	(3.212.056.804.437)	Underwriting expenses - net
Hasil underwriting - bersih		119.495.911.816	177.617.865.799	Underwriting income - net
Hasil investasi - bersih	2q, 35	440.194.442.905	321.014.503.798	Investment income - net
Beban usaha	36	(398.678.889.183)	(384.802.113.289)	Operating expenses
LABA USAHA		161.011.465.538	113.830.256.308	PROFIT FROM OPERATIONS
Beban lain-lain - bersih	37	(150.828.600.926)	(105.081.929.635)	Other expenses - net
LABA (RUGI) SEBELUM PAJAK		10.182.864.612	8.748.326.673	PROFIT (LOSS) BEFORE TAX
BEBAN (MANFAAT) PAJAK	17b			TAX BENEFITS (EXPENSE)
Pajak kini		(46.558.160)	-	Current tax
Pajak tangguhan		62.643.107.384	47.291.954.934	Deferred tax
JUMLAH MANFAAT PAJAK		62.596.549.224	47.291.954.934	TOTAL TAX BENEFITS
LABA TAHUN BERJALAN		72.779.413.836	56.040.281.607	PROFIT FOR THE YEAR
PENGHASILAN (BEBAN) KOMPREHENSIF LAIN				OTHER COMPREHENSIVE INCOME (EXPENSES)
Pos yang tidak akan direklasifikasi ke laba rugi :				Items that will not be reclassified to profit or loss :
Pengukuran kembali atas imbalan pascakerja		9.536.085.697	16.578.030.265	Remeasurement on post-employment benefits
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi		(2.097.938.853)	(3.647.164.545)	Income tax related to item that will not be reclassified to profit or loss
		7.438.146.844	12.930.865.720	
Keuntungan yang berasal dari revaluasi aset tetap		-	4.328.812.534	Gain from revaluation of fixed assets
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi		-	-	Income tax related to item that will not be reclassified to profit or loss
		-	4.328.812.534	
Pos yang akan direklasifikasi ke laba rugi :				Items that may be reclassified subsequently to profit or loss
Keuntungan (kerugian) atas perubahan nilai wajar aset keuangan tersedia untuk dijual		(100.344.674.401)	51.762.359.675	Gain (loss) from changes in fair value of available for sale financial assets
Pajak penghasilan terkait pos yang akan direklasifikasi ke laba rugi		6.331.056.050	(2.561.194.033)	Income tax related to item that may be reclassified to profit or loss
		(94.013.618.351)	49.201.165.642	
Penghasilan komprehensif lain tahun berjalan setelah pajak		(86.575.471.507)	66.460.843.896	Others comprehensive income for the year after tax
JUMLAH LABA (RUGI) KOMPREHENSIF TAHUN BERJALAN		(13.796.057.671)	122.501.125.503	TOTAL COMPREHENSIVE PROFIT (LOSS) FOR THE YEAR
LABA (RUGI) TAHUN BERJALAN DIATRIBUSIKAN KE:				PROFIT (LOSS) FOR THE YEAR ATTRIBUTABLE TO:
Pemilik entitas induk		72.780.707.303	56.039.684.376	Owner of parent entity
Kepentingan nonpengendali		(1.293.467)	597.231	Non controlling interest
Jumlah		72.779.413.836	56.040.281.607	T o t a l
JUMLAH LABA (RUGI) KOMPEHENSIF DIATRIBUSIKAN KE:				TOTAL COMPREHENSIVE PROFIT (LOSS) ATTRIBUTABLE TO:
Pemilik entitas induk		(13.795.780.770)	122.500.382.720	Owner of parent entity
Kepentingan non-pengendali		(276.901)	742.783	Non-controlling interest
JUMLAH		(13.796.057.671)	122.501.125.503	T O T A L

Lihat Catatan atas Laporan Keuangan Konsolidasian yang merupakan bagian yang tidak terpisahkan dari Laporan Keuangan Konsolidasian secara keseluruhan

See accompanying Notes to Consolidated Financial Statements which are an integral part of the Consolidated Financial Statements taken as a whole

Catatan/ Notes	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 (f/c)/ Increase (decrease) in equity reserves	Saldo laba/Retained earnings		Penghasilan komprehensif lainnya/ Other comprehensive income			Jumlah penghasilan komprehensif lainnya/ Total other comprehensive income	Jumlah ekuitas pemilik entitas induk/Total equity owners of parent	Kepentingan Non- pengendali/ Non - controlling interest	Jumlah ekuitas/ Total equity
					Ditentukan penggunaan/ Appropriated	Belum ditentukan penggunaan/ Unappropriated	Jumlah saldo laba/ Total retained earnings	Labanya (rugi) yang belum diidentifikasi atau efek tersedia/ Unrealized gain/ (loss) on available for sale securities, net	Surplus revaluasi aset/ Surplus from asset revaluation				
	875.358.000.000	289.750.937	754.834.092.522	(5.938.772.919)	1.016.329.912.842	(412.982.532.734)	605.337.380.108	(45.101.419.153)	308.684.198.574	263.592.779.421	2.526.453.230.069	18.650.980	2.526.471.881.049
	-	-	-	-	-	-	-	49.201.058.259	-	49.201.058.259	49.201.058.259	107.384	49.201.165.643
11	-	-	-	-	-	-	-	-	4.328.812.534	4.328.812.534	4.328.812.534	-	4.328.812.534
25	-	-	-	-	-	12.930.827.551	12.930.827.551	-	-	-	12.930.827.551	38.169	12.930.865.720
	-	-	-	-	-	-	-	-	-	-	1.174.054.467	29.352	1.174.083.819
24	-	-	55.570.468.548	-	-	-	-	-	-	-	55.570.468.548	-	55.570.468.548
	-	-	-	-	-	56.039.684.376	56.039.684.376	-	-	-	56.039.684.376	597.231	56.040.281.607
	875.358.000.000	289.750.937	840.404.561.070	(4.764.718.452)	1.016.329.912.842	(344.022.020.807)	674.307.882.035	4.099.639.106	313.023.011.108	317.122.690.214	2.706.688.135.904	19.423.116	2.705.717.568.920
	-	-	-	-	-	-	-	(94.013.379.139)	-	(94.013.379.139)	(94.013.379.139)	(239.212)	(94.013.618.351)
25	-	-	-	-	-	7.438.176.241	7.438.176.241	-	-	-	7.438.176.241	(29.397)	7.438.146.844
	-	-	-	-	-	(492.204.858)	(492.204.858)	-	-	-	(492.204.858)	-	(492.204.858)
	-	-	-	-	-	-	-	-	-	-	698.734.117	17.472	698.751.589
24	-	-	(167.106.716.575)	-	-	-	-	-	-	-	(167.106.716.575)	-	(167.106.716.575)
	-	-	-	-	-	72.780.707.303	72.780.707.303	-	-	-	72.780.707.303	(1.293.467)	72.779.413.836
	875.358.000.000	289.750.937	673.297.844.495	(4.065.984.335)	1.016.329.912.842	(264.295.542.121)	754.034.570.721	(89.913.740.033)	313.023.011.108	223.109.271.075	2.526.003.462.893	17.878.512	2.525.621.331.405
Catatan 27/ Nov 27													

Lihat Catatan atas Laporan Keuangan Konsolidasian yang merupakan bagian yang tidak terpisahkan dari Laporan Keuangan Konsolidasian secara keseluruhan

See accompanying Notes to Consolidated Financial Statements which are an integral part of the Consolidated Financial Statements taken as a whole

	2024	2023	
ARUS KAS DARI AKTIVITAS OPERASI			CASH FLOWS FROM OPERATING ACTIVITIES
Penerimaan premi reasuransi dan asuransi	5.456.378.270.690	5.640.330.136.151	Receipt of reinsurance and insurance premiums
Penerimaan klaim retrosesi dan reasuransi	1.200.643.119.701	955.196.850.206	Acceptance of retrocession and reinsurance claims
Pembayaran premi retrosesi dan reasuransi	(1.885.809.912.957)	(2.009.468.123.028)	Retrocession and reinsurance premium payments
Pembayaran klaim reasuransi dan asuransi	(4.007.660.943.608)	(4.144.008.177.697)	Payment of reinsurance and insurance claims
Pembayaran beban usaha	(285.341.346.950)	(256.303.806.381)	Payment for operating expenses
Pembayaran pajak	(31.844.850.191)	(38.461.068.158)	Payment for tax
Pembayaran lain-lain	(54.510.678.472)	(39.041.555.912)	Others payment
Kas netto yang diperoleh dari aktivitas operasi	391.853.658.213	108.244.255.181	Net cash flows provided by operating activities
ARUS KAS DARI AKTIVITAS INVESTASI			CASH FLOWS FROM INVESTING ACTIVITIES
Penerimaan hasil investasi	376.508.783.628	308.694.106.754	Receipt from investment
Penempatan investasi	(45.620.508.233.903)	(29.891.705.155.808)	Placement of investment
Pencairan investasi	45.028.956.045.991	29.662.488.138.760	Redeem of investment
Pembelian aset tetap	(11.295.099.881)	(7.869.968.228)	Purchase of fixed assets
Investasi lainnya	7.055.293.670	-	Other investment
Kas netto yang diperoleh dari (digunakan untuk) aktivitas investasi	(219.283.210.495)	71.607.121.478	Net cash flows provided by (used in) investing activities
ARUS KAS DARI AKTIVITAS PENDANAAN			CASH FLOWS FROM FINANCING ACTIVITIES
Pembayaran bunga OWK	(78.750.000.000)	(63.399.436.650)	MCB interest payment
Pembayaran bunga pinjaman rekening dana Investasi - non pokok	(3.383.526.185)	(3.383.526.185)	Interest payment of investment fund loan - non principal
Pembayaran pinjaman	751.603.328	5.649.722.032	Payment loan
Kas netto yang digunakan untuk aktivitas pendanaan	(81.381.922.857)	(61.133.240.803)	Net cash flows used in financing activities
Kenaikan netto kas dan setara kas	91.188.524.861	118.718.135.856	Net increase in cash and cash equivalent
Kas dan setara kas awal tahun	185.908.672.711	67.190.536.855	Cash and cash equivalent at beginning of the year
Kas dan setara kas akhir tahun	277.097.197.572	185.908.672.711	Cash and cash equivalent at end of the year

Lihat Catatan atas Laporan Keuangan Konsolidasian yang merupakan bagian yang tidak terpisahkan dari Laporan Keuangan Konsolidasian secara keseluruhan

See accompanying Notes to Consolidated Financial Statements which are an integral part of the Consolidated Financial Statements taken as a whole

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

1. UMUM

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 Komisiner 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.

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.

1. GENERAL

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 Deed 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 covered 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.

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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

1. UMUM (Lanjutan)

a. Latar Belakang (Lanjutan)

Untuk mencapai maksud dan tujuan tersebut, 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.

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.

b. Dewan Komisaris, Direksi dan Komite Audit

Susunan Dewan Komisaris Perusahaan per 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024
<u>Dewan Komisaris:</u>	
Komisari Utama/	
Komisaris Independen	Julian Noor
Komisaris Independen	Reza Yamora Siregar
Komisaris Independen	Lie Suratno
Komisaris Independen	-
Komisaris	-
Komisaris	-

1. GENERAL (Continued)

a. The Company's Establishment (Continued)

To achieve its goals and objectives, the Company may carry out the main business activities as follows:

- 1) Conducting reinsurance business for risks faced by general insurance companies and life insurance companies;
- 2) 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.

b. Boards of Commissioners, Directors and Audit Committee

Composition of the Company's Boards of Commissioners as of December 31, 2024 and 2023 are as follows:

	2024	2023	
			<u>Board of Commissioners:</u>
			President Commissioner/
			Independent Commissioner
			Independent Commissioner
			Independent Commissioner
			Independent Commissioner
			Commissioner
			Commissioner

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**b. Dewan Komisaris, Direksi dan Komite Audit
(Lanjutan)**

2024	
<u>Direksi:</u>	
Direksi utama	Benedictus M. Waworuntu
Direktur Pengembangan dan Teknologi Informasi	Beatrix Santi Anugrah
Direktur Teknik Operasi	Delil Khairat
Direktur Keuangan dan Aktuarial	Maria Elvida Rita Dewi
Direktur Manajemen Risiko, Kepatuhan, Sumber Daya Manusia dan Corporate Secretary	Robbi Yanuar Walid

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 40 Tanggal 24 Oktober 2024, yang dibuat dihadapan Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan mengangkat Lie Suratno sebagai Komisaris Independen.

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 19 Tanggal 21 Maret 2023, yang dibuat dihadapan Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan mengangkat Arya Gumilar sebagai Komisaris Independen.

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.

b. Boards of Commissioners, Directors and Audit Committee (Continued)

2023	
Benedictus M. Waworuntu	<u>Board of Directors:</u> <i>President Director</i>
Beatrix Santi Anugrah	<i>Development and Information</i>
Delil Khairat	<i>Technology Director</i>
	<i>Operations Engineering</i>
	<i>Director</i>
	<i>Financial and Actuarial</i>
Maria Elvida Rita Dewi	<i>Director</i>
	<i>Director of Risk Management,</i>
	<i>Compliance, Human</i>
	<i>Resources and Corporate</i>
Robbi Yanuar Walid	<i>Secretary</i>

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 40 dated October 24, 2024, which was made before Notary Ashoya Ratam, SH, M.Kn., it was decided to appoint Lie Suratno as Independent Commissioner.

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 19 dated March 21, 2024, which was made before Notary Ashoya Ratam, SH, M.Kn., it was decided to appoint Arya Gumilar as Independent Commissioner.

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 61 dated November 23, 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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

1. UMUM (Lanjutan)

**b. Dewan Komisaris, Direksi dan Komite Audit
(Lanjutan)**

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 31 Tanggal 17 Oktober 2022, yang dibuat dihadapan Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan mengangkat Arya Gumilar sebagai Komisaris Independen.

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 71 Tanggal 26 September 2022, yang dibuat dihadapan Notaris Ashoya Ratam, SH, M.Kn., telah diputuskan memberhentikan dengan hormat Erickson Mangunsong dan mengangkat Delil Khairat sebagai Direktur Teknik Operasi.

Berdasarkan akta pernyataan keputusan Menteri Badan Usaha Milik Negara dan Akta Notaris Nomor 64 Tanggal 25 Agustus 2022, yang dibuat dihadapan 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 2024 dan 2023 adalah sebagai berikut:

	2024
<u>Komite Audit:</u>	
Ketua	Reza Yamora Siregar
Anggota	Julian Noor
Anggota	Dadang Iskandar*.
Anggota	-
Anggota	Fanita Meilisa
Anggota (Pihak Independen)	Wahyuni Sri Utami
<u>Komite Pemantau Risiko</u>	
Ketua	Julian Noor
Anggota	Reza Yamora Siregar
Anggota	Dadang Iskandar*
Anggota	-
Anggota (Pihak Independen)	Meryati Bandjarnahor
<u>Komite Tata Kelola Integrasi</u>	
Ketua	Julian Noor
Anggota	Setiawan
Anggota	Eko Wari Santoso
Anggota	Jaenal Effendi
Anggota (Pihak Independen)	Meryati Bandjarnahor

*Berakhir 17 Oktober 2024

1. GENERAL (Continued)

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 31 dated October 17, 2022, which was made before Notary Ashoya Ratam, SH, M.Kn., it was decided to appoint Arya Gumilar as Independent Commissioner.

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 71 dated September 26, 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.

Based on the deed of decision of the Minister of State-Owned Enterprises and Notarial Deed Number 64 dated August 25, 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, 2024 and 2023 is as follows:

	2023	
		<u>Board of Directors:</u>
Reza Yamora Siregar	Reza Yamora Siregar	Chairman
Julian Noor	Julian Noor	Member
Dwi Pudjiastuti H.	Dwi Pudjiastuti H.	Member
Arya Gumilar	Arya Gumilar	Member
Fanita Meilisa	Fanita Meilisa	Member
Wahyuni Sri Utami	Wahyuni Sri Utami	Member (Independent party)
		<u>Risk Monitoring Committee</u>
Julian Noor	Julian Noor	Chairman
Reza Yamora Siregar	Reza Yamora Siregar	Member
Dadang Iskandar	Dadang Iskandar	Member
Arya Gumilar	Arya Gumilar	Member
Meryati Bandjarnahor	Meryati Bandjarnahor	Member (Independent party)
		<u>Integrated Governance Committee</u>
Julian Noor	Julian Noor	Chairman
Setiawan	Setiawan	Member
Eko Wari Santoso	Eko Wari Santoso	Member
Jaenal Effendi	Jaenal Effendi	Member
Meryati Bandjarnahor	Meryati Bandjarnahor	Member (Independent party)

*Ends October 17, 2024

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

1. UMUM (Lanjutan)

**b. Dewan Komisaris, Direksi dan Komite Audit
(Lanjutan)**

Pada tanggal 31 Desember 2024 dan 2023 Grup memiliki jumlah karyawan sebagai berikut (tidak diaudit):

	2024	2023	
Tenaga kerja waktu tertentu	67	73	Contract employees
Tetap	401	400	Permanent employees
Jumlah	468	473	Total

c. Struktur Entitas Anak

Perusahaan memiliki saham entitas anak sebagai berikut:

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	
					2024	2023
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").

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 Rp 800.000.000.000, yang terbagi dalam 800.000 lembar saham dengan nilai nominal Rp 1.000.000 per saham. Modal disetor Perusahaan pada AAI dan persentase kepemilikannya adalah sebagai berikut:

	Jumlah/ Amount		
	(Rp)	%	
Setoran awal saat pendirian	100.000.000.000	99,9980	Initial paid up capital on the date of publishment
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)
	550.000.000.000	99,9980	

1. GENERAL (Continued)

b. Boards of Commissioners, Directors and Audit Committee (Continued)

As at December 31, 2024 and 2023, the Group had employees as follow (unaudited):

c. Subsidiaries Structure

The Company has ownership interest in the following subsidiaries:

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)

On October 9, 2014 the Company established a subsidiary company namely PT Asuransi ASEI Indonesia (AAI), as covered 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 Rp 800,000,000,000 consisting of 800,000 shares with par value of Rp 1,000,000 per share. The Company's paid-up share to AAI and its ownership percentage are as follows:

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

1. **UMUM** (Lanjutan)

c. **Struktur Entitas Anak** (Lanjutan)

PT Asuransi ASEI Indonesia (AAI) (Lanjutan)

Angka laporan keuangan AAI per 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024	2023	Persentase dari konsolidasian/ Percentage from consolidation		
			2024	2023	
Jumlah aset	2.539.539.476.750	2.234.736.630.576	16,60%	15,73%	Total assets
Jumlah liabilitas	2.173.097.881.039	1.768.069.736.144	17,01%	15,37%	Total liabilities
Jumlah ekuitas	366.441.595.711	466.666.894.432	14,51%	17,25%	Total equity
Pendapatan underwriting - bersih	16.755.648.082	119.699.576.618	14,02%	67,39%	Underwriting income - net
Laba tahun berjalan	(90.332.031.723)	7.640.395.584	-124,12%	13,63%	Profit current period
Jumlah laba komprehensif	(100.225.298.721)	13.323.574.248	726,48%	10,88%	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.

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.

Angka laporan keuangan RSI per 31 Desember 2024 dan 2023 (dana pengelola) adalah sebagai berikut:

	2024	2023	Persentase dari konsolidasian/ Percentage from consolidation		
			2024	2023	
Jumlah aset	480.934.748.614	453.268.366.279	3,14%	3,19%	Total assets
Jumlah liabilitas	58.947.720.543	49.677.288.242	0,46%	0,43%	Total liabilities
Jumlah ekuitas	421.987.028.033	403.591.078.037	16,71%	14,92%	Total equity
Pendapatan underwriting - bersih	69.574.969.999	58.955.504.635	59,88%	33,19%	Underwriting income - net
Laba tahun berjalan	20.526.960.506	17.776.912.872	28,20%	31,72%	Profit current period
Jumlah laba komprehensif	17.713.765.236	19.052.470.796	-128,40%	15,55%	Total comprehensive income

1. **GENERAL** (Continued)

c. **Subsidiaries Structure** (Continued)

PT Asuransi ASEI Indonesia (AAI) (Continued)

Figure of statement of financial position AAI as of December 31, 2024 and 2023 are as follow:

PT Reasuransi Syariah Indonesia (RSI)

Investment in subsidiary of RSI represents investment which acquired from PT Reasuransi Internasional Indonesia at the merger date, as covered 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.

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.

Figure of statement of financial RSI as of December 31, 2024 and 2023 (the operator fund) are as follows:

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL

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).

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.

c. Prinsip-prinsip Konsolidasi

Laporan keuangan konsolidasian mencakup laporan keuangan Perusahaan dan entitas-entitas anak seperti disebutkan pada Catatan 1.c.

Entitas anak adalah entitas yang dikendalikan oleh Grup, yakni Grup terekspos, atau memiliki hak, atas imbal hasil variabel dari keterlibatannya dengan entitas 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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES

a. Compliance of Financial Accounting Standards (FAS)

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).

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.

c. Consolidation principles

The consolidated financial statements incorporate the financial statements of the Company and subsidiaries as described in Note 1.c.

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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

c. Prinsip-prinsip Konsolidasi (Lanjutan)

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).

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);

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

c. Consolidation principles (Continued)

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).

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 loses 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);*

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

c. Prinsip-prinsip Konsolidasi (Lanjutan)

Jika Perusahaan kehilangan pengendalian, maka Perusahaan: (Lanjutan)

- 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.

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 2024 sebagai berikut:

- Kerangka Standar Pelaporan Keuangan Indonesia ("KSPKI") dan perubahan nomor PSAK dan ISAK dalam Standar Akuntansi Keuangan Indonesia (sebelumnya Standar Akuntansi Keuangan), berlaku efektif tanggal 1 Januari 2024. KSPKI mengatur pilar SAK yang berlaku di Indonesia, kriteria, dan perpindahan antar pilar SAK, sedangkan perubahan nomor mengatur ketentuan penomoran PSAK dan ISAK yang mengacu pada IFRS *Accounting Standards*, standar akuntansi lokal, dan standar akuntansi syariah;
- Amendemen PSAK 201: "Penyajian Laporan Keuangan" terkait klasifikasi liabilitas sebagai jangka pendek atau jangka panjang;
- Amendemen PSAK 116: "Sewa" terkait liabilitas sewa pada transaksi jual dan sewa-balik;
- Amendemen PSAK 207 dan PSAK 107: "Pengaturan Pembiayaan Pemasok"; dan
- Amendemen PSAK 409: "Akuntansi Zakat, Infak dan Sedekah" dan PSAK 401: "Penyajian Laporan Keuangan Syariah".

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

c. Consolidation principles (Continued)

If the Company loses control, the Company:
(Continued)

- 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.*

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, 2024 as follows:

- *Indonesia Financial Reporting Standard Framework ("KSPKI") and amendments to SFAS and IFAS number, are effective on January 1, 2024. KSPKI regulated the SFAS pillars, criteria and shifting between pillars that apply in Indonesia, while amendments to SFAS and IFAS number determine the number for SFAS and IFAS which referring to IFRS Accounting Standards, local accounting standards, and sharia accounting standards;*
- *Amendments of SFAS 201: "Presentation of Financial Statements" regarding classification of liabilities as current or non-current;*
- *Amendments of SFAS 116: "Leases" regarding lease liabilities in sale-and-lease back transactions;*
- *Amendments of SFAS 207 and SFAS 107 "Supplier Finance Arrangements"; and*
- *Amendments of SFAS 409: "Accounting of Zakat, Infak and Sedekah" and SFAS 401: "Sharia Financial Statements".*

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

d. Pernyataan dan Interpretasi Standar Akuntansi Baru dan Revisi yang Berlaku Efektif pada Tahun Berjalan (Lanjutan)

Penerapan dari amandemen dan interpretasi diatas tidak menimbulkan perubahan substansial atas kebijakan akuntansi Grup dan tidak memiliki dampak signifikan terhadap Laporan Keuangan pada tahun berjalan atau tahun sebelumnya.

Berikut ini adalah standar akuntansi keuangan, perubahan dan interpretasi standar akuntansi keuangan yang berlaku efektif sejak 1 Januari 2025.

PSAK 117: "Kontrak Asuransi"

PSAK 117 menetapkan prinsip-prinsip untuk pengakuan, pengukuran, penyajian, dan pengungkapan kontrak asuransi serta menggantikan standar kontrak asuransi PSAK 104 yang berlaku saat ini.

PSAK 117 mencakup beberapa perbedaan mendasar dibandingkan dengan standar akuntansi kontrak asuransi saat ini dalam hal, diantaranya pengukuran, pengakuan laba dan penyajian kontrak asuransi. Dalam hal pengukuran kontrak asuransi, ada tiga model pengukuran baru yang diperkenalkan di bawah PSAK 117, yang terdiri dari *General Measurement Model* (GMM), *Variable Fee Approach* (VFA), and *Premium Allocation Approach* (PAA).

Dampak penerapan awal PSAK 117 mencakup hal-hal berikut:

- Perubahan kebijakan akuntansi sebagai dampak dari penerapan PSAK 117 harus diterapkan dengan pendekatan retrospektif penuh sejauh yang dapat dilaksanakan. Grup menerapkan pendekatan retrospektif yang dimodifikasi dan pendekatan nilai wajar apabila pendekatan retrospektif penuh tidak dapat dilaksanakan dalam menentukan jumlah transisi pada tanggal transisi PSAK.
- Standar ini memperkenalkan diskonto wajib atas cadangan kerugian, transparansi yang lebih tinggi atas portofolio merugi yang disebabkan oleh pengujian kontrak yang lebih rinci, dan pengenalan penyesuaian risiko untuk risiko non-finansial yang serupa dengan *Provision of Risk Margin for Adverse Deviation* (PAD) pada liabilitas klaim di PSAK 104. Standar tersebut mengharuskan tingkat diskonto ditentukan menggunakan data pasar yang dapat diobservasi berdasarkan kurva dasar bebas risiko dan penyesuaian khusus portofolio untuk mencerminkan tidak likuidnya liabilitas asuransi.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

d. New and Revised Statements and Interpretation of Financial Accounting Standards Effective in the Current Year (Continued)

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".

The followings are financial accounting standard, amendments and interpretations of financial accounting standard which become effective starting January 1, 2025.

SFAS 117: "Insurance contract"

SFAS 117 establishes principles for the recognition, measurement, presentation and disclosure of insurance contracts and supersedes the SFAS 104 insurance contracts standard.

SFAS 117 includes some fundamental differences to current accounting in both insurance contracts in relation, among others, measurement, income recognition and presentation insurance contract. In relation to the insurance contract measurement, there are three new measurement models introduced under SFAS 117 consisting of *General Measurement Model* (GMM), *Variable Fee Approach* (VFA), and *Premium Allocation Approach* (PAA).

The impact of initial application of SFAS 117 include the following:

- *Changes in accounting policies resulting from the adoption of SFAS 117 shall apply with a full retrospective approach to the extent practicable. The Group adopts both the modified retrospective approach and the fair value approach when it is impracticable to use a full retrospective approach in determining transition impact at the SFAS transition date.*
- *The standard introduces mandatory discounting of loss reserves, higher transparency of loss-making portfolios due to more granular onerous contract testing, and the introduction of risk adjustment for non*
- *financial risk which is similar to the Provision of Risk Margin for Adverse Deviation (PAD) in SFAS 104 for claim liabilities. The standard requires the discount rates to be determined using observable market data based on a risk-free base curve and portfolio specific adjustments to reflect the illiquidity of insurance liabilities.*

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

d. Pernyataan dan Interpretasi Standar Akuntansi Baru dan Revisi yang Berlaku Efektif pada Tahun Berjalan (Lanjutan)

PSAK 117: "Kontrak Asuransi" (Lanjutan)

Dampak penerapan awal PSAK 117 mencakup hal-hal berikut: (Lanjutan)

- PSAK 117 mengharuskan kerugian yang diharapkan selama masa berlaku kontrak untuk tercermin pada pengakuan awal dalam laporan laba rugi dan laporan posisi keuangan sebagai komponen kerugian.

Perusahaan akan mengadopsi PSAK 117 untuk pertama kalinya untuk tahun buku mulai 1 Januari 2025. Saat ini, Perusahaan sedang melakukan penilaian mendalam mengenai dampak terhadap laporan keuangan akibat penerapan standar baru ini. Perusahaan akan menyajikan kembali informasi komparatif berdasarkan pendekatan transisi yang diambil pada saat adopsi PSAK 117.

Perusahaan telah mengkaji dampak dari standar dan interpretasi tersebut sebagaimana dijabarkan di bawah ini:

Transisi

Perusahaan berencana untuk mengadopsi PSAK 117 secara pendekatan, modifikasi retrospektif atau pendekatan nilai wajar dengan mempertimbangkan kewajiban dan ketersediaan informasi historis yang dimiliki oleh Perusahaan tanpa harus mengeluarkan biaya tambahan dan usaha yang berlebih untuk bisa menghitung dengan menggunakan pendekatan retrospektif penuh.

Pendekatan transisi untuk reasuransi akan mengikuti pendekatan yang akan diterapkan untuk bisnis asuransi yang mendasarinya.

Klasifikasi dan Model Pengukuran

Suatu kontrak diklasifikasikan sebagai kontrak asuransi apabila kontrak tersebut menerima risiko asuransi yang signifikan dari pihak lain (pemegang polis) dan sepakat untuk memberikan kompensasi kepada pemegang polis jika suatu peristiwa masa depan yang tidak pasti (peristiwa yang diasuransikan) berdampak buruk pada pemegang polis.

Perusahaan mendefinisikan kontrak yang memiliki risiko asuransi yang signifikan sebagai kontrak asuransi. Selanjutnya, kontrak asuransi akan diukur berdasarkan *Group of Contract* menggunakan *General Measurement Model (GMM)*, *Premium Allocation Approach (PAA)* atau *Variable Fee Approach (VFA)*.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

d. New and Revised Statements and Interpretation of Financial Accounting Standards Effective in the Current Year (Continued)

SFAS 117: "Insurance contract" (Continued)

The impact of initial application of SFAS 117 include the following: (Continued)

- SFAS 117 requires expected losses over a contract's lifetime to be reflected at initial recognition in the statement of profit or loss and the statement of financial position as a loss component.

The Company will adopt SFAS 117 for the first time for the financial year beginning 1 January 2025. Currently, the Company is in the midst of conducting a detailed assessment on the impact to the financial statements on adopting the new standard. The Company will restate the comparative information based on the transition approaches taken on adoption of SFAS 117.

The Company has assessed the impact of these new standards and interpretations as set out below:

Transition

The Company plan to adopt SFAS 117 with modified retrospective or fair value approach with the consideration of reasonableness and supporting historical information from the Company without undue cost and effort if the Company adopt the full retrospective approach.

The transition approaches for reinsurance will follow the approaches to be applied for underlying insurance business.

Classification and Measurement models

A contract is classified as insurance contract when it accepts significant insurance risk from another party (the policyholder) and agree to compensate the policyholder if a specified uncertain future event (the insured event) adversely affects the policyholder.

The Company defines the contract that have significant insurance risk as insurance contract. Subsequently, the insurance contracts will be measured based on Group of Contract level using General Measurement Model (GMM), Premium Allocation Approach (PAA) or Variable Fee Approach (VFA).

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

d. Pernyataan dan Interpretasi Standar Akuntansi Baru dan Revisi yang Berlaku Efektif pada Tahun Berjalan (Lanjutan)

PSAK 117: "Kontrak Asuransi" (Lanjutan)

Unit akun

Perusahaan telah menetapkan unit akunya untuk kontrak asuransi yang diterbitkan agar selaras dengan lini bisnis yang digunakannya untuk melapor kepada regulator utamanya/spesifikasi produk/lainnya. Untuk kontrak reasuransi yang dimiliki, unit akun sesuai dengan bentuk hukum kontrak reasuransi yang dimiliki/jenis kontrak reasuransi/lainnya.

Manajemen mengidentifikasi adanya kombinasi dan pemisahan kontrak asuransi di dalam Perusahaan.

Kontrak yang merugi

Kontrak diakui sebagai kontrak yang memberatkan jika diperkirakan akan menimbulkan kerugian pada saat dimulainya kontrak. Kontrak-kontrak tersebut membentuk kelompoknya sendiri dan kerugian yang diperkirakan segera diakui dalam laporan laba rugi. Berdasarkan penilaian Manajemen, terdapat fakta dan keadaan yang mengindikasikan bahwa sekelompok kontrak asuransi menjadi merugi.

Pengakuan dan penghentian pengakuan

Perusahaan telah menetapkan bahwa titik pengakuan dan penghentian pengakuannya akan berbeda antara PSAK 104 dan PSAK 117. Berdasarkan PSAK 117, Perusahaan mengakui sekelompok kontrak asuransi sejak tanggal awal periode pertanggungan, tanggal jatuh tempo pembayaran pertama dari pemegang polis dalam kelompok tersebut, dan saat kelompok tersebut menjadi memberatkan.

Jika terdapat skenario yang mengindikasikan modifikasi kontrak asuransi, Perusahaan akan menilai lebih lanjut apakah hal tersebut dapat menyebabkan penghentian pengakuan.

Penyesuaian risiko

Penyesuaian risiko dilakukan berdasarkan tingkat diversifikasi atas manfaat dan hasil ekspektasi yang menguntungkan dan tidak menguntungkan dengan cara yang mencerminkan tingkat penghindaran risiko Perusahaan. Penyesuaian risiko dihitung pada tingkat entitas penerbit dan kemudian dialokasikan ke setiap kelompok kontrak sesuai dengan profil risikonya.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

d. New and Revised Statements and Interpretation of Financial Accounting Standards Effective in the Current Year (Continued)

SFAS 117: "Insurance contract" (Continued)

Unit of account

The Company has defined its units of account for insurance contracts issued to be align with the lines of business that it uses to report to its primary regulator/product specification/others. For reinsurance contracts held, the unit of account corresponds to the legal form of the reinsurance contract held/type of reinsurance contract/others.

Management identified any combination and separation of insurance contracts within the Company.

Onerous contract

Contracts are recognised as onerous if they are expected to be loss making at inception. Those contracts form their own groups and expected losses are immediately recognized in the statement of profit or loss. Based on Management's, assessment there are facts and circumstances which indicate that a group of insurance contracts has become onerous.

Recognition and derecognition

The Company has determined that its recognition and derecognition points will differ between SFAS 104 and SFAS 117. Under SFAS 117, the Company recognizes a group of insurance contracts from the earliest date in between the beginning of the coverage period, the date when the first payment from a policyholder in the group becomes due, and when the group becomes onerous.

If there are any scenarios which indicate modification of the insurance contract, the Company will further assess whether it could lead to derecognition.

Risk adjustment

The risk adjustment is made on the degree of diversification benefits and expected favorable and unfavorable outcomes in a way that reflects the Company's degree of risk aversion. The risk adjustment was calculated at the issuing entity level and then allocated down to each group of contracts in accordance with their risk profiles.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

d. Pernyataan dan Interpretasi Standar Akuntansi Baru dan Revisi yang Berlaku Efektif pada Tahun Berjalan (Lanjutan)

PSAK 117: "Kontrak Asuransi" (Lanjutan)

Tingkat diskonto

Berdasarkan PSAK 117, perubahan utamanya adalah kini tingkat diskonto secara eksplisit diwajibkan untuk mempertimbangkan waktu, mata uang, dan karakteristik likuiditas arus kas dalam kontrak asuransi, yang mungkin berbeda dari aset pendukung liabilitas tersebut. Perusahaan akan menggunakan pendekatan *bottom-up* untuk memperoleh tingkat diskonto arus kas. Dalam pendekatan ini, tingkat diskonto ditentukan sebagai hasil bebas risiko, disesuaikan dengan perbedaan karakteristik likuiditas antara aset keuangan yang digunakan untuk memperoleh hasil bebas risiko dan arus kas liabilitas yang relevan (dikenal sebagai 'premi likuiditas').

Alokasi beban

Perusahaan melakukan studi biaya secara berkala dan menggunakan pertimbangan untuk menentukan sejauh mana biaya *overhead* tetap dan variabel dapat diatribusikan secara langsung untuk memenuhi kontrak asuransi. Beberapa biaya yang tidak dapat diatribusikan secara langsung sebelumnya dimasukkan dalam estimasi arus kas masa depan berdasarkan PSAK 104, sementara kini biaya tersebut akan dikecualikan dari estimasi arus kas masa depan berdasarkan PSAK 117, dan sebagai gantinya dibebankan saat terjadi.

Penyajian dan pengungkapan

Berdasarkan PSAK 117, aset dan liabilitas yang terkait dengan kontrak asuransi yang diterbitkan akan disajikan sebagai aset kontrak asuransi dan liabilitas kontrak asuransi. Sementara itu, aset dan liabilitas yang terkait dengan kontrak reasuransi yang dimiliki akan disajikan sebagai aset kontrak reasuransi dan liabilitas kontrak reasuransi. Saldo kontrak asuransi dan reasuransi ini akan terdiri dari liabilitas atas sisa masa pertanggungan (LRC) dan liabilitas atas kejadian klaim (LIC).

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

d. New and Revised Statements and Interpretation of Financial Accounting Standards Effective in the Current Year (Continued)

SFAS 117: "Insurance contract" (Continued)

Discount rate

Under SFAS 117, the key change is that the discount rate is now explicitly required to consider the timing, currency, and liquidity characteristics of the cash flows in insurance contracts, which may be different from the assets supporting those liabilities. The Company will use the bottom-up approach to derive the discount rate for the cash flows. Under this approach, the discount rate is determined as the risk-free yield, adjusted for differences in liquidity characteristics between the financial assets used to derive the risk-free yield and the relevant liability cash flows (known as an 'liquidity premium').

Expense allocation

The Company performs regular expense studies and uses judgement to determine the extent to which fixed and variable overheads are directly attributable to fulfilling insurance contracts. Certain non-directly attributable expenses were previously included within the estimate of future cash flows under SFAS 104, while currently these expenses will be excluded from the estimate of future cash flows under SFAS 117, and instead expensed as incurred.

Presentation and disclosure

Under SFAS 117, assets and liabilities associated with insurance contracts issued will be presented as insurance contract assets and insurance contract liabilities. Meanwhile, assets and liabilities associated with reinsurance contracts held will be presented as reinsurance contract assets and reinsurance contract liabilities. These insurance and reinsurance contract balances will comprise of the liability for remaining coverage (LRC) and liability for incurred claim (LIC).

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

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.

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.

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

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 liabilities 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 attributable 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.

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.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

e. Instrumen Keuangan (Lanjutan)

Pengukuran Selanjutnya Aset Keuangan
(Lanjutan)

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:

- 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;
- Pinjaman yang diberikan dan piutang yang pada saat pengakuan awal ditetapkan sebagai tersedia untuk dijual; atau
- 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.

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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

e. Financial Instruments (Continued)

Subsequent Measurement of Financial Assets
(Continued)

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:

- Those that intends to sell immediately or in the near term and upon initial recognition designated as at fair value through profit or loss;
- Those that upon initial recognition designated as available for sale; or
- 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.

iii) Held-to-Maturity (HTM) Investments

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.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

e. Instrumen Keuangan (Lanjutan)

Pengukuran Selanjutnya Aset Keuangan
(Lanjutan)

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.

Investasi dalam instrumen ekuitas yang tidak memiliki harga kuotasi 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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

e. Financial Instruments (Continued)

Subsequent Measurement of Financial Assets
(Continued)

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.

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.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

e. Instrumen Keuangan (Lanjutan)

Pengukuran Selanjutnya Liabilitas Keuangan
(Lanjutan)

i) Liabilitas Keuangan yang Diukur pada Nilai Wajar Melalui Laba Rugi (FVTPL) (Lanjutan)

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.

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 dikelompokkan 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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

e. Financial Instruments (Continued)

Subsequent Measurement of Financial Liabilities (Continued)

i) Financial Liabilities at Fair Value Through Profit or Loss (FVTPL) (Continued)

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.

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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

e. Instrumen Keuangan (Lanjutan)

**Penghentian Pengakuan Aset dan Liabilitas
Keuangan (Lanjutan)**

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.

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;

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

e. Financial Instruments (Continued)

**Derecognition of Financial Assets and
Liabilities (Continued)**

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.

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 losses are incurred, if and only if, there is objective evidence of impairment as a result of one or more events that occurred 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;*

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

e. Instrumen Keuangan (Lanjutan)

Penurunan Nilai Aset Keuangan (Lanjutan)

Berikut adalah bukti objektif bahwa aset keuangan atau kelompok aset keuangan mengalami penurunan nilai: (Lanjutan)

- b) Pelanggaran kontrak, seperti terjadinya gagal bayar atau tunggakan pembayaran pokok atau bunga;
- 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. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

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)

- b) A breach of contract, such as default or delinquency in interest or principal payments;*
- 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 those financial assets previously recognized in profit or loss.

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

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. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

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. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

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 pokok telah 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 berintens 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 liabilitas keuangan diestimasi untuk keperluan pengakuan dan pengukuran atau untuk keperluan pengukuran.

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).

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

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.

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).*

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

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: (Lanjutan)

- 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 Instrumen Keuangan

Grup mengklasifikasikan instrumen keuangan ke dalam klasifikasi tertentu yang mencerminkan sifat dari informasi dan mempertimbangkan karakteristik dari instrumen keuangan tersebut. Klasifikasi ini dapat dilihat pada tabel berikut:

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

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: (Continued)

- 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:

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 Setara Kas/ Cash and Cash Equivalent	2. Piutang Premi (Reasuransi)/ Premium (Reinsurance) Receivables
	Dimiliki Hingga Jatuh Tempo/ Held to Maturity	3. Piutang Reasuransi (Retrosesi)/ Reinsurance (Retrocession) Receivables	4. Deposito Berjangka/ Time Deposits
	Aset Keuangan Tersedia untuk Dijual/ Available for Sale	5. Aset Lain-lain/ Other Assets: - Piutang Bunga/ Interest Receivables - Piutang Lain-lain/ Other Receivables	
Liabilitas Keuangan/ Financial Liabilities	Liabilitas Keuangan yang Diukur dengan Biaya Perolehan Diamortisasi/ Financial Liabilities Measured at Amortized Cost	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	
		1. Utang Klaim (Reasuransi)/ Claim (Reinsurance) Payables	2. Utang Reasuransi (Retrosesi)/ Reinsurance (Retrocession) Payables
		3. Ujrah Diterima di Muka/ Unearned Ujrah	4. Beban Akrua/ Accrued Expenses
		5. Utang Lain-lain/ Other Payables	

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

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.
- 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);

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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

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.*
- 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);*

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.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

f. Transaksi dan Saldo dengan Pihak Berelasi
(Lanjutan)

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.

g. Kas dan Setara Kas

Kas dan setara kas, termasuk kas dan kas di bank yang tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

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.

i. Piutang/ Utang Retrosesi

Utang premi retrosesi 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 debit dan kredit untuk setiap grup *ceding*, saldo debit disajikan sebagai piutang dan saldo kredit sebagai utang.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

f. Related Parties Transactions and Balances
(Continued)

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 Enterprise as a shareholder's representative.

All significant transactions and balances with related parties are disclosed in the relevant Notes.

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.

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.

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. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

j. Provisi dan Liabilitas Kontinjensi

Provisi

Provisi adalah liabilitas yang waktu atau jumlahnya belum pasti. Provisi diakui jika Grup memiliki kewajiban kini (baik bersifat hukum maupun bersifat konstruktif) sebagai akibat peristiwa masa lalu, kemungkinan besar penyelesaian kewajiban tersebut mengakibatkan arus keluar sumber daya yang mengandung manfaat ekonomik dan estimasi yang andal mengenai jumlah kewajiban tersebut dapat dibuat.

Liabilitas Kontinjensi

Liabilitas kontinjensi adalah kewajiban potensial yang timbul dari peristiwa masa lalu dan keberadaannya menjadi pasti dengan terjadi atau tidak terjadinya satu atau lebih peristiwa di masa depan yang tidak sepenuhnya berada dalam kendali Grup. Liabilitas kontinjensi tidak diakui apabila tidak terdapat kemungkinan entitas mengeluarkan sumber daya yang mengandung manfaat ekonomik untuk menyelesaikan kewajibannya atau jumlah kewajiban tersebut tidak dapat diukur secara andal.

k. 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.

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.

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

j. Provisions and Contingent Liabilities

Provisions

Provisions are liabilities whose timing or amount is uncertain. Provisions are recognized if the Group has a present obligation (whether legal or constructive) as a result of a past event, it is probable that settlement of the obligation will result in an outflow of resources embodying economic benefits and a reliable estimate can be made of the amount of the obligation.

Contingent Liabilities

Contingent liabilities are potential liabilities that arise from past events and whose existence is determined by the occurrence or non-occurrence of one or more future events that are not fully within the Group's control. Contingent liabilities are not recognized if there is no possibility that the entity will expend resources containing economic benefits to settle the obligation or the amount of the obligation cannot be measured reliably.

k. 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 occurrence of insured event compared to the minimum benefit if the event does not occur.

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.

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

k. Kontrak Asuransi (Lanjutan)

Aset Retrosesi (Lanjutan)

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.

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 aktuarial. Kenaikan (penurunan) liabilitas manfaat polis masa depan diakui sebagai beban (pendapatan) dalam laporan laba rugi komprehensif.

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

k. Insurance Contract (Continued)

Retrocession Assets (Continued)

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.

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. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

k. 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.

l. 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. Premi selain kontrak reasuransi jangka pendek diakui sebagai pendapatan pada saat jatuh tempo.

Premi dari polis bersama (*coinsurance*) diakui sebesar proporsi premi Grup.

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

k. 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 the claims 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.

l. 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. 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.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

I. Pengakuan Pendapatan dan Beban (Lanjutan)

Pendapatan Premi (Lanjutan)

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.

Perubahan estimasi liabilitas klaim, sebagai akibat proses penelahan 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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

I. Revenue and Expense Recognition (Continued)

Premium Income (Continued)

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.

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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

l. Pengakuan Pendapatan dan Beban (Lanjutan)

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.

m. 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 2024 dan 2023 adalah sebagai berikut:

	2024	2023	
Poundsterling Inggris (GBP)	20.296	19.760	Great Britain Poundsterling (GBP)
Euro (EUR)	16.823	17.140	Euro (EUR)
Dolar Amerika Serikat (USD)	16.157	15.439	United States Dollar (USD)
Dolar Australia (AUD)	10.053	10.565	Australian Dollar (AUD)
Dolar Singapura (SGD)	11.890	11.712	Singapore Dollar (SGD)
Riyal Saudi Arabia (SAR)	4.301	4.111	Riyal Saudi Arabia (SAR)
Ringgit Malaysia (MYR)	3.612	3.342	Malaysian Ringgit (MYR)
Krone Denmark (DKK)	2.256	2.299	Krone Denmark (DKK)
Yuan China (CNY)	2.213	2.170	Chinese Yuan (CNY)
Hongkong Dolar (HKD)	2.081	1.973	Hongkong Dollar (HKD)
Thailand Baht (THB)	472	452	Thailand Baht (THB)
Peso Philipina (PHP)	279	278	Peso Philipina (PHP)
Yen Jepang (JPY)	103	110	Japanese Yen (JPY)

n. Aset Tetap

Grup menggunakan model revaluasi untuk pengukuran aset tetapnya. Aset tetap dinyatakan sebesar nilai wajar.

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

l. Revenue and Expense Recognition (Continued)

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.

m. 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 2024 and 2023 are as follows:

n. Fixed Assets

The Group used the revaluation model for measuring its fixed assets. Fixed assets are stated at fair value.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

n. Aset Tetap (Lanjutan)

Aset tetap Grup disusutkan dengan menggunakan metode garis lurus pada laporan keuangan konsolidasian Grup. Berikut taksiran masa manfaat ekonomis aset tetap Grup.

**Taksiran masa manfaat/
Estimated useful lives**

Bangunan	20 tahun/ years	Building
Mesin	8 tahun/ years	Machine
Peralatan dan perabotan 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.

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.

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.

o. 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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

n. Fixed Assets (Continued)

The Group's fixed assets are depreciated using the straight-line method in the Group's consolidated financial statements. The following is an estimate of the economic useful life of the Group's fixed assets.

**Taksiran masa manfaat/
Estimated useful lives**

Bangunan	20 tahun/ years	Building
Mesin	8 tahun/ years	Machine
Peralatan dan perabotan kantor	4 - 8 tahun/ years	Equipment and office furniture
Kendaraan	5 tahun/ years	Vehicles

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.

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.

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.

o. 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.

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

o. Penurunan Nilai Aset (Lanjutan)

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.

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.

p. 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 dan sistem aplikasi implementasi PSAK 117. 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.

q. Utang Komisi

Utang komisi adalah liabilitas Grup kepada pialang dan/atau agen asuransi/reasuransi sebagai imbalan atas jasanya dalam perolehan penutupan asuransi/reasuransi.

r. 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.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

o. Impairment of Asset (Continued)

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.

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.

p. Deferred Charges

Deferred costs are expenses that have a useful life of more than one year that are not classified as fixed assets, such as the procurement of office partitions and PSAK 117 implementation application systems. Deferred costs are amortized annually at 25% of the book value, for a maximum period of time 8 (eight) years. Deferred costs are presented as part of other assets in the statement of financial position.

q. Commission Payables

Commission payables represent liability of the Group to brokers and/or insurance/reinsurance agents as compensation for their services in getting insurance/reinsurance coverage.

r. 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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

r. Liabilitas Imbalan Kerja (Lanjutan)

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 Kesepakatan Kerja Bersama antara Perusahaan dan serikat pekerja.

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:

- i) Ketika Grup tidak dapat lagi menarik tawaran atas imbalan tersebut; dan
- ii) Ketika Grup mengakui biaya untuk restrukturisasi yang berada dalam ruang lingkup PSAK 237 dan melibatkan pembayaran pesangon.

Grup mengukur pesangon pada saat pengakuan awal, mengukur dan mengakui perubahan selanjutnya, sesuai dengan sifat imbalan kerja.

s. 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. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

r. Post Employee Benefits (Continued)

Post-employment Benefits

Post-employment benefits such as pensions, separation pay and long service pay are calculated in accordance with Employment Law No. 13/2003, Job Creation Law no. 11/2020 and Collective Labor Agreement between the Company and the labor union.

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:

- i) When the Group can no longer withdraw the offer of those benefits; and*
- ii) When the Group recognizes costs for a restructuring that is within the scope of PSAK 237 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.

s. 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. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

t. 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 kelebihanannya 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:

- i) Pengakuan awal goodwill; atau
- ii) 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).

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).

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

t. Income Tax

Tax expense is the aggregate amount included in the determination 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:

- i) The initial recognition of goodwill; or*
- ii) 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).*

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).

2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)

t. Pajak Penghasilan (Lanjutan)

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:

- i) Grup memiliki hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus aset pajak kini terhadap liabilitas pajak kini; dan
- ii) Aset pajak tangguhan dan liabilitas pajak tangguhan terkait dengan pajak penghasilan yang dikenakan oleh otoritas perpajakan yang sama atas:
 - Entitas kena pajak yang sama; atau
 - 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:

- i) Memiliki hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus atas jumlah yang diakui; dan
- ii) Bermaksud untuk menyelesaikan dengan dasar neto atau merealisasikan aset dan menyelesaikan liabilitas secara bersamaan.

2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)

t. Income Tax (Continued)

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:

- i) The Group has a legally enforceable right to set off current tax assets against current tax liabilities; and*
- ii) The deferred tax assets and the deferred tax liabilities relate to income taxes levied by the same taxation authority on either:*
 - The same taxable entity; or*
 - 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:

- i) Has legally enforceable right to set off the recognized amounts, and*
- ii) Intends either to settle on a net basis, or to realize the assets and settle liabilities simultaneously.*

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

u. 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.

v. 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.

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.

w. 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 ditandatangani 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.

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

u. Other Income

Other income is income which cannot be classified in the previous category, including fixed assets disposals, banking fee, policies administration, foreign exchange difference of non-investment assets.

v. 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.

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.

w. Mandatory Convertible Bonds

On December 31, 2014, PT Reasuransi Internasional Indonesia previously as subsidiary 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.*

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

w. Obligasi Wajib Konversi (Lanjutan)

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 ketiga pada tanggal 19 Desember 2017 sesuai Akta Notaris Arry Supratno, S.H. No. 45.
- Perubahan keempat 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
- Perubahan keenam pada tanggal 17 Februari 2025 sesuai Akta Notaris Vita Cahyojati, S.H., MHum, No. 12, dengan perubahan ketentuan OWK sebagai berikut:

Tanggal efektif	:	1 Januari 2025/ January 1, 2025
Jatuh tempo	:	31 Desember 2027/ December 31, 2027
IRR	:	9,86%
Kupon	:	8,41%
Selisih imbal hasil	:	Rp 33.953.705.706
Jumlah selisih imbal hasil	:	Rp 194.613.550.692

x. 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).

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

w. Mandatory Convertible Bonds (Continued)

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 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
- The sixth amendment is on February 17, 2025 according to the Notary Deed of Vita Cahyojati, S.H., MHum, No. 12 with changes to the provisions of the OWK as follows:

Effective date
Maturity
IRR
Coupon
Differences in return
Total differences in return

x. 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 recognized 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).

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**2. IKHTISAR KEBIJAKAN AKUNTANSI MATERIAL
(Lanjutan)**

x. Properti Investasi (Lanjutan)

Biaya pemeliharaan dan perbaikan dibebankan pada laba rugi pada saat terjadinya, sedangkan pemugaran dan penambahan dikapitalisasi.

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:

- i) Dimulainya penggunaan oleh pemilik, atau pengembangan untuk pemilik, untuk pengalihan dari properti investasi menjadi properti yang digunakan sendiri;
- ii) Dimulainya pengembangan untuk dijual, untuk pengalihan dari properti investasi menjadi persediaan;
- iii) Berakhirnya pemakaian oleh pemilik, untuk pengalihan dari properti yang digunakan sendiri menjadi properti investasi; dan

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 kontinjensi pada akhir periode pelaporan. Ketidakpastian mengenai asumsi dan estimasi tersebut dapat mengakibatkan penyesuaian material terhadap nilai tercatat aset dan liabilitas dalam periode pelaporan berikutnya.

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:

**2. SUMMARY OF MATERIAL ACCOUNTING POLICIES
(Continued)**

x. Investment Properties (Continued)

Maintenance and repair costs are charged to profit or loss as incurred, while renewals and betterments are capitalized.

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:

- i) Commencement of owner-occupation, or of development with a view to owner-occupation, for a transfer from investment property to owner-occupied property;*
- ii) Commencement of development with a view to sale, for a transfer from investment property to inventories;*
- iii) End of owner-occupation, for a transfer from owner-occupied property to investment property; and*

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.

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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**3. SUMBER KETIDAKPASTIAN ESTIMASI DAN
PERTIMBANGAN YANG PENTING (Lanjutan)**

a. Pertimbangan (Lanjutan)

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 liabilitasnya. 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 2024 adalah masing-masing sebesar Rp 1.110.632.301.497 dan Rp 1.088.609.970.584 dan pada tanggal 31 Desember 2023 adalah masing-masing Rp 1.109.126.025.631 dan Rp 1.122.766.147.115. Penjelasan lebih lanjut diungkapkan dalam Catatan 6.e dan 7.e.

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. SOURCES OF ESTIMATION UNCERTAINTY AND
CRITICAL JUDGEMENT (Continued)**

a. Judgements (Continued)

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 value of the Group's reinsurance receivables and retrocession receivables after allowance for impairment losses at December 31, 2024 was Rp 1,110,632,301,497 and Rp 1,088,609,970,584 and at December 31, 2023 was Rp 1,109,126,025,631 and Rp 1,122,766,147,115 respectively. Further explanation is provided in Notes 6.e and 7.e.

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. SUMBER KETIDAKPASTIAN ESTIMASI DAN
PERTIMBANGAN YANG PENTING (Lanjutan)**

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.

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 2024 masing-masing sebesar Rp 6.800.684.577.252 dan Rp 2.764.908.872.073 dan pada tanggal 31 Desember 2023 masing-masing sebesar Rp 6.146.094.772.790 dan Rp 2.294.401.035.885. Penjelasan lebih rinci diungkapkan dalam Catatan 16.

**3. SOURCES OF ESTIMATION UNCERTAINTY AND
CRITICAL JUDGEMENT (Continued)**

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.

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 value of estimated own retention claims and unrecognized premium income Group on 31 December 2024 amounted to Rp 6,800,684,577,252 and Rp 2,764,908,872,073 respectively and on dated 31 December 2023 amounted to Rp 6,146,094,772,790 and Rp 2,294,401,035,885 respectively. More detailed explanations are disclosed in Note 16.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**3. SUMBER KETIDAKPASTIAN ESTIMASI DAN
PERTIMBANGAN YANG PENTING (Lanjutan)**

b. Estimasi dan Asumsi Akuntansi (Lanjutan)

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.

Estimasi Umur Manfaat Aset Tetap

Grup melakukan penelahaan 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).

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)**

**b. Accounting Estimates and Assumptions
(Continued)**

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.

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).

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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

4. KAS DAN SETARA KAS

	2024	2023
K a s		
Rupiah	95.641.679	218.758.291
Dolar Amerika Serikat	46.765.790	41.383.622
Sub-jumlah	142.407.469	260.141.913
B a n k		
Rupiah		
Pihak berelasi (Catatan 38)	14.100.803.252	32.651.559.629
Pihak ketiga		
PT Bank Sinarmas Tbk	2.428.269.509	2.108.825.106
PT Bank Central Asia Tbk	2.086.163.795	687.809.428
PT Bank UOB Indonesia	1.368.428.037	1.359.377.840
PT Bank Muamalat Indonesia Tbk	704.940.299	526.515.485
PT BPD Jambi	651.533.029	644.220.937
PT Bank Woori Saudara Indonesia 1906 Tbk	311.656.351	697.276.105
PT Bank JTrust Indonesia Tbk	358.121.254	356.770.231
PT Bank Neo Commerce Tbk	265.816.862	261.312.712
PD BPR Bank Sumedang	238.686.262	235.080.243
PD BPR Bank Tegal Gotong Royong	142.878.575	140.635.283
PT BPD Jawa Barat dan Banten Tbk	130.273.205	90.347.384
PD BPR Bank Magelang	127.565.031	125.545.955
PD BPR Sarimadu	111.456.872	6.805.546
PT Bank Panin Dubai Syariah Tbk	107.000.516	77.823.882
PT BPD Bali	45.093.525	113.859.463
PT BPR Pekanbaru Madani	4.646.090	1.113.336.382
PT Bank KB Bukopin Syariah	-	101.664.478
Lainnya (dibawah Rp100.000.000)	897.509.425	1.129.451.481
	24.080.841.889	42.428.217.570
Dollar Amerika Serikat		
Pihak berelasi (Catatan 38)	172.820.496.127	4.231.911.019
Pihak ketiga		
PT Bank UOB Indonesia	73.703.877.265	112.885.805.338
PT Bank Sinarmas Tbk	778.877.165	26.305.246
Lainnya (dibawah Rp100.000.000)	54.090.012	76.291.625
Sub-jumlah	247.357.340.569	117.220.313.228
Euro		
Pihak berelasi (Catatan 38)	16.607.645	-
Sub-jumlah	271.454.790.103	159.648.530.798
Deposito on call		
Pihak berelasi (Catatan 38)	-	18.000.000.000
Pihak ketiga		
PT Bank Pembangunan Daerah Jawa Timur Tbk	5.500.000.000	-
PT BPD Bank Jawa Barat dan Banten Tbk	-	7.000.000.000
PT Bank Tabungan Negara (Persero) Tbk	-	1.000.000.000
Sub-jumlah	5.500.000.000	26.000.000.000
Jumlah	277.097.197.572	185.908.672.711

Cash on hand
Rupiah
United States Dollar

Sub-total

B a n k s
Rupiah

Related parties (Note 38)

Third parties

PT Bank Sinarmas Tbk
PT Bank Central Asia Tbk
PT Bank UOB Indonesia
PT Bank Muamalat Indonesia Tbk
PT BPD Jambi
PT Bank Woori Saudara
Indonesia 1906 Tbk
PT Bank JTrust Indonesia Tbk
PT Bank Neo Commerce Tbk
PD BPR Bank Sumedang
PD BPR Bank Tegal Gotong Royong
PT BPD Jawa Barat dan Banten Tbk
PD BPR Bank Magelang
PD BPR Sarimadu
PT Bank Panin Dubai Syariah Tbk
PT BPD Bali
PT BPR Pekanbaru Madani
PT Bank KB Bukopin Syariah
Lainnya (dibawah Rp100.000.000)

United States Dollar

Related parties (Note 38)

Third parties

PT Bank UOB Indonesia
PT Bank Sinarmas Tbk
Others (below Rp100,000,000)

Sub-total

Euro
Related parties (Note 38)

Sub-total

Deposito on call
Related parties (Note 38)

Third parties
PT Bank Pembangunan Daerah
Jawa Timur Tbk
PT BPD Bank Jawa Barat
dan Banten Tbk
PT Bank Tabungan Negara
(Persero) Tbk

Sub-total

T o t a l

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. INVESTASI

5. INVESTMENTS

	2024	2023	
Deposito berjangka	2.621.816.518.820	2.381.888.828.438	Time deposits
Surat berharga			Marketable securities
SUN dan Obligasi	3.183.467.085.576	2.672.024.750.065	SUN and Bonds
Reksadana	850.453.701.728	1.025.763.525.752	Mutual fund
Saham	175.666.706.420	197.931.056.814	Stocks
Medium term note	52.750.000.000	53.639.500.000	Medium term note
Efek Beragunan Aset	26.789.997.743	34.252.278.333	Asset-backed securities
Jumlah surat berharga	4.289.127.491.467	3.983.611.110.964	Total marketable securities
Properti investasi	16.037.824.330	16.192.246.096	Investment property
Penyertaan saham	4.040.532.829	4.040.532.829	Investment in share
	20.078.357.159	20.232.778.925	
Jumlah	6.931.022.367.446	6.385.732.718.327	Total

a. Deposito Berjangka

a. Time Deposits

	2024	2023	
Rupiah			Rupiah
Pihak berelasi (Catatan 38)	1.328.154.398.252	1.315.925.844.201	Related parties (Note 38)
Pihak ketiga			Third parties
PT Bank UOB Indonesia	33.601.633.369	43.788.850.787	PT Bank UOB Indonesia
PT Bank DKI	34.650.000.000	34.650.000.000	PT Bank DKI
PT Bank Jabar dan Banten Syariah	6.200.000.000	17.000.000.000	PT Bank Jabar dan Banten Syariah
PT Bank Jabar dan Banten	-	13.420.500.000	PT Bank Jabar dan Banten
PT Bank Woori Saudara			PT Bank Woori Saudara
Indonesia 1906 Tbk	12.000.000.000	12.000.000.000	Indonesia 1906 Tbk
PT Bank Panin Dubai Syariah Tbk	4.450.000.000	7.700.000.000	PT Bank Panin Dubai Syariah Tbk
PT Bank Sinarmas Tbk	6.000.000.000	6.000.000.000	PT Bank Sinarmas Tbk
PT Bank Tabungan Pensiunan			PT Bank Tabungan Pensiunan
Nasional Syariah Tbk	5.500.000.000	4.000.000.000	Nasional Syariah Tbk
PT Bank Mega Syariah Tbk	5.000.000.000	5.000.000.000	PT Bank Mega Syariah Tbk
PT Bank KB Bukopin Syariah	3.000.000.000	2.100.000.000	PT Bank KB Bukopin Syariah
PT Bank Victoria Syariah	600.000.000	1.100.000.000	PT Bank Victoria Syariah
PT BPR Bank Sleman (Perseroda)	500.000.000	500.000.000	PT BPR Bank Sleman (Perseroda)
PD BPR Sumatera Selatan	500.000.000	500.000.000	PD BPR Sumatera Selatan
PD BPR Bank Daerah Gunungkidul	400.000.000	400.000.000	PD BPR Bank Daerah Gunungkidul
PT BPD Sumatera Selatan dan			PT BPD Sumatera Selatan dan
Bangka Belitung	250.000.000	250.000.000	Bangka Belitung
PT Bank Muamalat Indonesia Tbk	2.000.000.000	-	PT Bank Muamalat Indonesia Tbk
PT BPR Pekanbaru Madani	2.000.000.000	-	PT BPR Pekanbaru Madani
Subjumlah	116.651.633.369	148.409.350.787	Subtotal
Dollar Amerika Serikat			United States Dollar
Pihak berelasi (Catatan 38)	1.144.439.396.998	860.904.422.341	Related parties (Note 38)
Pihak ketiga			Third parties
PT Bank UOB Indonesia	32.571.090.201	56.649.211.109	PT Bank UOB Indonesia
Subjumlah	1.177.010.487.199	917.553.633.450	Subtotal
Jumlah	2.621.816.518.820	2.381.888.828.438	Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. INVESTASI (Lanjutan)

a. Deposito Berjangka (Lanjutan)

	2024	2023	
Suku bunga			Interest rates
Deposito berjangka Rupiah	2,00% - 6,75%	1,95% - 6,75%	Rupiah time deposit
Deposito berjangka Dollar			United States Dollar
Amerika Serikat	1,00% - 4,85%	3,25% - 4,85%	time deposit
Jangka Waktu	1 - 12 Bulan/ Month	1 - 12 Bulan/ Month	Maturity period
	2024	2023	
Berdasarkan perjanjian sejak penempatan awal/			Based on agreement since initial placement
1 Bulan	162.421.066.820	236.702.101.094	1 Months
3 Bulan	2.243.940.500.000	1.363.594.239.418	3 Months
6 Bulan	97.979.272.014	434.116.807.940	6 Months
12 Bulan	117.475.679.986	347.475.679.986	12 Months
Jumlah	2.621.816.518.820	2.381.888.828.438	Total

	2024	2023	
Berdasarkan sisa umur jatuh tempo			Based on maturity date
1 Bulan	761.930.518.820	236.702.101.094	1 Months
3 Bulan	1.853.786.000.000	1.363.594.239.418	3 Months
6 Bulan	6.000.000.000	434.116.807.940	6 Months
12 Bulan	100.000.000	347.475.679.986	12 Months
Jumlah	2.621.816.518.820	2.381.888.828.438	Total

b. Surat Utang Negara dan Obligasi Korporasi

b. Government and Corporate Bonds

	2024	2023	
Tersedia untuk dijual	3.183.467.085.576	2.672.024.750.065	Available for sale
Jumlah	3.183.467.085.576	2.672.024.750.065	Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**
Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**
For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. **INVESTASI (Lanjutan)**

b. **Surat Utang Negara dan Obligasi Korporasi
(Lanjutan)**

Tersedia untuk Dijual

5. **INVESTMENT (Continued)**

b. **Government and Corporate Bonds (Continued)**

Available for Sale

2024						
Obligasi/ Bonds	Tanggal Jatuh Tempo/ Maturity Date	Tingkat Bagi Hasil/ Profit Rate (%)	Peringkat/ Rating	Nilai Nominal/ Par Value Rp	Nilai Wajar/ Fair Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties (Catatan 38/ Note 38)				3.051.556.000.000	2.967.069.584.456	(84.486.415.544)
Pihak ketiga/ Third parties						
Obligasi Berkelanjutan IV Indosat Tahap I Tahun 2022 Seri A	26-Oct-25	7,00%	idAAA	5.000.000.000	5.013.000.000	13.000.000
Obligasi Berkelanjutan IV Toyota Astra Financial Services Tahap II Tahun 2023 Seri B	3-Oct-26	6,35%	AAA	25.000.000.000	24.891.250.000	(108.750.000)
Obligasi Berwawasan Lingkungan Berkelanjutan I Oki Pulp & Paper Mills Tahap III 2024 Seri B	28-May-27	10,50%	idA+	3.000.000.000	3.000.000.000	-
Obligasi I Merdeka Battery Materials Tahun 2024 Sukuk Mudharabah Berlandaskan Keberlanjutan I Bank BSI I 2024 Seri C	10-Apr-25	7,50%	idA	2.000.000.000	1.999.000.000	(1.000.000)
Sukuk Mudharabah Berkelanjutan I PNM Tahap III Tahun 2024 Seri A	14-Jun-27	6,8	id AAA-(sy)	28.000.000.000	27.716.583.440	(283.416.560)
Sukuk Mudharabah Berkelanjutan III Indah Kiat Pulp & Paper Tahap IV Tahun 2024 Seri B	22-Jul-25	6,7	id AA-(sy)	24.000.000.000	23.939.676.000	(60.324.000)
Sukuk Mudharabah Berwawasan Sosial Berkelanjutan I Pegadaian Tahap II Tahun 2024	4-Apr-27	10,25	id A-(sy)	20.000.000.000	20.507.620.800	507.620.800
Sukuk Ijarah Berkelanjutan II Aneka Gas Industri Tahap V Tahun 2022 Seri B	7-Sep-25	6,65	id AAA-(sy)	20.000.000.000	19.947.121.000	(52.879.000)
Sukuk Mudharabah Berkelanjutan I Dian Swastatika Sentosa Tahap II Tahun 2024 Seri B	5-Apr-27	8,90	id A-(sy)	15.000.000.000	14.887.089.450	(112.910.550)
Sukuk Mudharabah Berkelanjutan I Dian Swastatika Sentosa Tahap I Tahun 2024 Seri A	5-Jun-27	8,50	id AA-(sy)	10.000.000.000	10.169.219.200	169.219.200
Sukuk Ijarah Berkelanjutan II Aneka Gas Industri Tahap V Tahun 2022 Seri C	18-Apr-27	8,25	id AA-(sy)	8.000.000.000	8.089.639.200	89.639.200
Sukuk Mudharabah Berkelanjutan V Adira Finance Tahap III 2024 Seri B	5-Apr-29	9,75	id A-(sy)	8.000.000.000	8.019.094.960	19.094.960
Sukuk Ijarah Berkelanjutan I Sampoerna Agro Tahap I Tahun 2020 Seri B	3-May-27	6,55	id AAA-(sy)	7.000.000.000	6.896.010.030	(103.989.970)
Sukuk Mudharabah Berkelanjutan I Dian Swastatika Sentosa Tahap III Tahun 2024 Seri C	3-Mar-25	9,75	id A-(sy)	5.000.000.000	5.016.439.150	16.439.150
Sukuk Wakalah Bi Al-Istismar Berkelanjutan I CIMB Niaga Auto Finance Tahap I Tahun 2024 Seri A	26-Nov-29	8,63	id AA-(sy)	5.000.000.000	5.010.218.350	10.218.350
Sukuk Ijarah Berkelanjutan I Sampoerna Agro Tahap III Tahun 2022 Seri B	19-Jul-25	6,8	id AA-(sy)	5.000.000.000	4.990.383.450	(9.616.550)
Sukuk Ijarah Berkelanjutan I XL Axiata Tahap II Tahun 2017 Seri E	2-Mar-27	8,40	id A-(sy)	5.000.000.000	4.917.442.050	(82.557.950)
Sukuk Mudharabah Berkelanjutan IV Indah Kiat Pulp & Paper Tahap I Tahun 2024 Seri A	28-Apr-27	9,40	id AAA-(sy)	4.000.000.000	4.183.140.000	183.140.000
Sukuk Ijarah Berkelanjutan II Indosat Tahap II Tahun 2017 Seri E	4-Oct-27	10,25	id A-(sy)	4.000.000.000	4.063.400.000	63.400.000
Sukuk Mudharabah Berkelanjutan IV Indah Kiat Pulp & Paper Tahap I Tahun 2024 Seri A	9-Nov-27	8,65	id AAA-(sy)	3.000.000.000	3.086.186.460	86.186.460
Sukuk Mudharabah Berkelanjutan IV Indah Kiat Pulp & Paper Tahap I Tahun 2024 Seri A	4-Oct-27	10,25	id A-(sy)	2.000.000.000	2.031.700.000	31.700.000
Sukuk Ijarah Berkelanjutan IV Indosat Tahap I Tahun 2022 Seri B	4-Oct-27	10,25	id A-(sy)	2.000.000.000	2.031.700.000	31.700.000
Sukuk Wakalah Berkelanjutan I Medco Power Indonesia Tahap I Tahun 2022 Seri B	26-Oct-27	7,70	id AAA-(sy)	2.000.000.000	2.021.082.800	21.082.800
Sukuk Wakalah Berkelanjutan I Medco Power Tahap III Tahun 2024 Seri A	4-Aug-27	9,25	id A-(sy)	2.000.000.000	1.994.963.580	(5.036.420)
	18-Jan-27	8,55	id A-(sy)	2.000.000.000	1.975.541.200	(24.458.800)
Jumlah/ Total				3.267.556.000.000	3.183.467.085.576	(84.088.914.424)

5. **INVESTASI (Lanjutan)**

5. **INVESTMENT (Continued)**

b. **Surat Utang Negara dan Obligasi Korporasi
(Lanjutan)**

b. **Government and Corporate Bonds (Continued)**

Tersedia untuk Dijual (Lanjutan)

Available for Sale (Continued)

2023						
Obligasi/ Bonds	Tanggal Jatuh Tempo/ Maturity Date	Tingkat Bagi Hasil/ Profit Rate (%)	Peringkat/ Rating	Nilai Nominal/ Par Value Rp	Nilai Wajar/ Fair Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties (Catatan 38/ Note 38)				2.519.732.675.000	2.574.985.130.544	58.359.091.183
Pihak ketiga/ Third parties						
Obligasi Berkelanjutan IV						
Adira Finance Thp V Thn 2019 Sr C	16-Apr-24	0,00%	idAAA	10.000.000.000	10.119.700.000	119.700.000
Sukuk Mudharabah Berkelanjutan III						
Adira Finance Thp III Thn 2019 Sr C	23-Jan-24	100,00%	idAAA(sy)	6.000.000.000	6.010.351.320	(323.848.680)
Sukuk Ijr Berkelanjutan I						
Sampoerna Agro Tp I Thn 2020 Sr B	03-Mar-25	0,00%	idA-(sy)	5.000.000.000	5.072.260.551	72.260.551
Sukuk Ijr Berkelanjutan I						
XL Axiata Thp II Thn 2017 Sr E	28-Apr-27	0,00%	idAAA(sy)	4.000.000.000	4.280.194.640	(141.805.360)
Sukuk Ijr Berkelanjutan II						
XL Axiata Thp II Thn 2019 Sr C	08-Feb-24	0,00%	idAAA(sy)	4.000.000.000	4.010.157.600	(183.042.400)
Sukuk Ijr Berkelanjutan II						
Indosat Thp II Thn 2017 Sr E	09-Nov-27	0,00%	idAAA(sy)	3.000.000.000	3.153.725.700	(72.774.300)
Sukuk Ijr Berkelanjutan II						
Aneka Gas Industri Thp IV Thn 2021 Sr A	22-Dec-24	0,00%	idA(sy)	3.000.000.000	2.993.339.130	(6.660.870)
Obligasi Berkelanjutan IV						
Indosat Tahap I Tahun 2022 Seri A	08-Nov-25	6,98%	idAAA	5.000.000.000	4.994.900.000	(5.100.000)
Sukuk Ijarah Berkelanjutan I Sampoerna Agro						
Tahap III Tahun 2022 Seri B	02-Mar-27	0,00%	A	5.000.000.000	4.902.409.500	(97.590.500)
Sukuk Ijarah Berkelanjutan II Aneka Gas						
Industri Tahap V Tahun 2022 Seri B	05-Apr-27	0,00%	A	15.000.000.000	14.909.694.600	(90.305.400)
Sukuk Ijarah Berkelanjutan II Aneka Gas						
Industri Tahap V Tahun 2022 Seri C	05-Apr-29	0,00%	A	8.000.000.000	8.080.545.520	80.545.520
Sukuk Wakalah Berkelanjutan I Medco Power						
Indonesia Tahap I Tahun 2022 Seri B	04-Aug-27	0,00%	A	2.000.000.000	2.004.123.440	4.123.440
Sukuk Ijarah Berkelanjutan IV						
Indosat Tahap I Tahun 2022 Seri B	26-Oct-27	0,00%	AAA	2.000.000.000	2.038.717.520	38.717.520
Obligasi Berkelanjutan IV						
Toyota Astra Financial Service						
Tahap II Tahun 2023 Seri B	03-Oct-26	6,35%	AAA	25.000.000.000	24.469.500.000	(530.500.000)
Jumlah/ Total				2.616.732.675.000	2.672.024.750.065	57.222.810.704

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. INVESTASI (Lanjutan)

c. Reksadana

	2024	2023	
Reksadana			Mutual Funds
Diukur pada nilai wajar			Fair value through
melalui laba rugi	25.185.062.944	27.072.409.577	profit loss
Tersedia untuk dijual	825.268.638.784	998.691.116.175	Available for sale
Jumlah	850.453.701.728	1.025.763.525.752	Total

Diukur pada Nilai Wajar melalui Laba Rugi

Fair Value Through Profit or Loss

2024				
Reksadana/ Mutual funds	Unit/ Unit	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak ketiga/ Third parties				
Sucorinvest Sharia Money Market Fund	6.911.718	12.005.944.458	12.487.695.375	481.750.917
Syailendra Pendapatan Tetap Premium	3.198.692	5.127.190.124	2.315.398.422	(2.811.791.702)
Syailendra Dana Kas	3.234.466	4.982.597.839	4.907.623.637	(74.974.202)
Sucorinvest Bond Fund	2.318.379	3.000.000.000	3.217.607.438	217.607.438
Trim Kas 2	1.102.212	1.642.460.871	1.678.977.147	36.516.276
Bahana MES Syariah Fund Kelas G	416.681	549.072.469	577.760.925	28.688.456
Jumlah/ Total	17.182.148	27.307.265.761	25.185.062.944	(2.122.202.817)
2023				
Reksadana/ Mutual funds	Unit/ Unit	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak ketiga/ Third parties				
Sucorinvest Sharia Money Market Fund	416.681	529.284.309	549.072.468	19.788.159
Syailendra Pendapatan Tetap Premium	6.911.718	11.378.323.916	12.005.943.819	627.619.903
Syailendra Dana Kas	3.198.692	5.029.519.348	5.127.189.357	97.670.009
Sucorinvest Bond Fund	3.234.466	5.161.238.154	4.982.598.570	(178.639.584)
Trim Kas 2	1.534.544	2.710.133.834	2.765.144.492	55.010.658
Bahana MES Syariah Fund Kelas G	1.102.212	1.566.827.100	1.642.460.871	75.633.771
Jumlah/ Total	16.398.313	26.375.326.661	27.072.409.577	697.082.916

5. **INVESTASI (Lanjutan)**

c. **Reksadana (Lanjutan)**

Tersedia untuk Dijual

5. **INVESTMENT (Continued)**

c. **Mutual Funds (Continued)**

Available for Sale

2024				
Reksadana/ Mutual funds	Unit/ Unit	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak ketiga/ Third parties				
Avrist Ada Sukuk Berkah Syariah	52.564.022	55.463.000.000	53.777.026.641	(1.685.973.359)
Manulife Pendapatan Bulanan II	42.732.486	50.000.000.000	48.402.659.667	(1.597.340.333)
BNP Paribas Prima USD	2.243.449	46.317.000.000	46.454.680.996	137.680.996
Investa Dana Dollar Mandiri	1.978.403	46.317.000.000	46.168.419.385	(148.580.615)
Mandiri Investa Dana Obligasi Seri II	12.932.177	20.000.000.000	20.372.576.025	372.576.025
Manulife Obligasi Negara Indonesia II	32.215.976	40.000.000.000	42.023.807.606	2.023.807.606
Manulife Syariah Sukuk Indonesia	36.153.290	40.000.000.000	39.158.712.943	(841.287.057)
Schroder Dana Mantap Plus II	20.196.255	60.000.000.000	57.251.333.484	(2.748.666.516)
Asia Pasifik Dollar AS	1.370.473	30.878.000.000	27.029.640.184	(3.848.359.816)
BNI-AM Makara Investasi	19.787.374	23.564.755.544	24.544.191.273	979.435.729
BNI-AM Proteksi Flamboyan	20.000.000	20.000.000.000	21.818.592.000	1.818.592.000
PNM Kaffah	18.470.344	18.470.343.600	19.168.976.959	698.633.359
BNI-AM Amanah II	20.000.000	20.000.000.000	19.784.098.000	(215.902.000)
Manulife Dana Campuran II	5.128.047	15.000.000.000	14.332.789.760	(667.210.240)
BNP Paribas Pesona Syariah	7.720.130	20.000.000.000	18.843.987.756	(1.156.012.244)
BNI-AM Indeks IDX30	21.214.606	21.350.743.588	15.817.398.301	(5.533.345.287)
Mandiri Investa Atraktif	4.286.409	20.000.000.000	16.252.306.624	(3.747.693.376)
Schroder USD Bond Fund	2.793.377	72.706.500.000	73.299.727.991	593.227.991
Manulife Syariah Sektoral Amanah	3.878.543	15.000.000.000	12.511.133.185	(2.488.866.815)
Premier ETF Indonesia Financial	18.200.000	11.738.675.043	8.532.343.820	(3.206.331.223)
Premier ETF IDX30	17.000.000	9.746.468.900	8.504.994.600	(1.241.474.300)
BNP Paribas Pesona	357.003	10.000.000.000	8.995.508.907	(1.004.491.093)
BNP Paribas Infrastruktur Plus	3.072.801	10.000.000.000	8.576.002.655	(1.423.997.345)
BNI-AM Rosella	9.000.000	9.000.000.000	9.031.457.700	31.457.700
Premier ETF R-LQ45	8.500.000	9.628.118.300	8.258.466.550	(1.369.651.750)
Danareksa Mawar Konsumer 10	5.087.346	10.000.000.000	7.552.381.221	(2.447.618.779)
Sucorinvest Sharia Money Market Fund	775.675	2.500.000.000	2.604.424.203	104.424.203
Mandiri Investa Equity Dynamo Factor	6.118.088	10.000.000.000	6.165.625.297	(3.834.374.703)
Trim Kas 2	1.950.377	3.000.000.000	3.064.038.619	64.038.619
Avrist Dana Terproteksi Sukuk Berkah 2	4.000.000	4.000.000.000	4.173.707.200	173.707.200
Mandiri Investa Atraktif Syariah	4.859.188	7.000.000.000	4.287.455.660	(2.712.544.340)
Trimegah Kas Syariah	1.120.887	1.500.000.000	7.310.627.843	5.810.627.843
PNM Syariah	1.089.686	3.500.000.000	3.025.514.220	(474.485.780)
Bahana Mes Syariah Fund Kelas G	3.459.904	5.000.000.000	5.270.402.796	270.402.796
Mandiri Investa Ekuitas Syariah	1.992.461	2.500.000.000	1.827.564.496	(672.435.504)
Manulife Institutional Equity Fund	8.105.238	20.000.000.000	14.833.072.615	(5.166.927.385)
Reksa Dana Terproteksi Manulife USD Proteksi	5.000.000	77.195.000.000	81.996.775.000	4.801.775.000
Syailendra Sharia Money Market Fund	389.286	3.000.000.000	3.104.704.334	104.704.334
Bahana Likuid Syariah Kelas S	1.872.192	3.000.000.000	3.088.293.131	88.293.131
Kisi Money Market Fund	6.260.475	7.999.991.239	8.053.219.137	53.227.898
	433.875.968	855.375.596.214	825.268.638.784	(30.106.957.430)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. **INVESTASI (Lanjutan)**

c. **Reksadana (Lanjutan)**

Tersedia untuk Dijual (Lanjutan)

5. **INVESTMENT (Continued)**

c. **Mutual Funds (Continued)**

Available for Sale (Continued)

2023				
Reksadana/ Mutual funds	Unit/ Unit	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak ketiga/ Third parties				
Schroder Global Sharia Equity Fund	2.401.122	61.756.000.000	59.332.001.018	(2.423.998.982)
Avrist Ada Sukuk Berkah Syariah	52.564.022	55.463.000.000	53.872.340.987	(1.590.659.013)
Manulife Pendapatan Bulanan II	42.732.486	50.000.000.000	48.850.068.799	(1.149.931.201)
BNP Paribas Cakra	1.673.360	46.317.000.000	45.399.857.262	(917.142.738)
BNP Paribas Prima USD	2.243.449	46.317.000.000	44.189.391.722	(2.127.608.278)
Investa Dana Dollar Mandiri	1.978.403	46.317.000.000	45.027.277.253	(1.289.722.747)
Mandiri Investa Dana Obligasi Seri II	12.932.177	20.000.000.000	20.061.427.842	61.427.842
Manulife Obligasi Negara Indonesia II	32.215.976	40.000.000.000	40.824.728.983	824.728.983
Manulife Syariah Sukuk Indonesia	36.153.290	40.000.000.000	39.245.480.839	(754.519.161)
Schroder Dana Mantap Plus II	20.196.255	60.000.000.000	58.918.534.323	(1.081.465.677)
Micro BUMN 2019 Seri VI	30.000.000	30.000.000.000	30.509.073.000	509.073.000
BNP Paribas Prima II	27.065.309	30.000.000.000	30.367.817.544	367.817.544
Asia Pasifik Dollar AS	1.370.473	30.878.000.000	26.329.933.640	(4.548.066.360)
BNI-AM Makara Investasi	19.787.374	23.564.755.544	24.438.184.375	873.428.831
BNI-AM Proteksi Flamboyan	20.000.000	20.000.000.000	22.295.120.000	2.295.120.000
PNM Kaffah	18.470.344	18.470.343.600	19.366.607.787	896.264.187
BNI-AM Amanah II	20.000.000	20.000.000.000	19.459.796.000	(540.204.000)
Manulife Dana Campuran II	7.147.912	20.000.000.000	20.582.912.202	582.912.202
BNP Paribas Pesona Syariah	7.720.130	20.000.000.000	18.613.696.282	(1.386.303.718)
Schroder Dana Prestasi Plus	594.316	20.000.000.000	20.531.669.327	531.669.327
BNI-AM Indeks IDX30	20.719.112	20.936.361.357	17.613.316.745	(3.323.044.612)
Mandiri Investa Atraktif	4.286.409	20.000.000.000	17.576.335.592	(2.423.664.408)
Schroder USD Bond Fund	1.539.297	38.597.500.000	38.447.347.688	(150.152.312)
Manulife Syariah Sektoral Amanah	3.878.543	15.000.000.000	12.965.310.595	(2.034.689.405)
Premier ETF Indonesia Financial	18.200.000	11.738.675.043	9.636.022.760	(2.102.652.283)
Premier ETF IDX30	17.000.000	9.746.468.900	9.485.418.600	(261.050.300)
BNP Paribas Pesona	357.003	10.000.000.000	9.565.092.285	(434.907.715)
BNP Paribas Infrastruktur Plus	3.072.801	10.000.000.000	9.097.395.494	(902.604.506)
BNI-AM Rosella	9.000.000	9.000.000.000	8.925.580.800	(74.419.200)
Premier ETF R-LQ45	8.500.000	9.628.118.300	9.264.439.000	(363.679.300)
Danareksa Mawar Konsumer 10	5.087.346	10.000.000.000	8.086.702.110	(1.913.297.890)
Sucorinvest Sharia Money Market Fund	775.675	1.000.000.000	1.022.130.003	22.130.003
Mandiri Investa Equity Dynamo Factor	6.118.088	10.000.000.000	6.804.476.021	(3.195.523.979)
Trim Kas 2	1.950.377	3.259.824.387	3.514.446.296	254.621.909
Avrist Dana Terproteksi Sukuk Berkah 2	4.000.000	4.000.000.000	4.232.152.000	232.152.000
Mandiri Investa Atraktif Syariah	4.859.188	7.000.000.000	4.514.622.687	(2.485.377.313)
Trimegah Kas Syariah	1.120.887	1.500.000.000	1.517.175.723	17.175.723
PNM Syariah	1.089.686	3.500.000.000	3.050.217.410	(449.782.590)
Bahana Mes Syariah Fund Kelas G	3.459.904	5.000.000.000	5.155.776.171	155.776.171
Mandiri Investa Ekuitas Syariah	1.992.461	2.500.000.000	1.980.904.258	(519.095.742)
Manulife Institutional Equity Fund	8.105.238	20.000.000.000	16.039.537.353	(3.960.462.647)
Reksa Dana Terproteksi Manulife USD Proteksi Bri	5.000.000	77.195.000.000	78.237.132.500	1.042.132.500
Syailendra Dana Kas	6.990.960	10.530.327.613	11.205.824.987	675.497.374
Syailendra Sharia Money Market Fund	389.286	500.000.000	527.219.912	27.219.912
Bahana Liquid Plus	-	20.000.000.000	20.000.000.000	-
PNM Pembiayaan Mikro BUMN Seri IX	2.000.000	2.000.000.000	2.010.620.000	10.620.000
	496.738.659	1.031.715.374.744	998.691.116.175	(33.024.258.569)

5. **INVESTASI (Lanjutan)**

5. **INVESTMENT (Continued)**

d. **Saham**

d. **Shares**

	2024	2023	
Diukur pada nilai wajar melalui laba rugi	107.598.104.255	113.660.476.352	Fair value through profit or loss
Tersedia untuk dijual	68.068.602.165	84.270.580.462	Available for sale
Jumlah	175.666.706.420	197.931.056.814	Total

Diukur pada Nilai Wajar melalui Laba Rugi

Fair Value Through Profit or Loss

	2024			
Saham/ Stocks	Lembar Saham/ Number of Shares	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties	16.697.800	64.903.002.130	54.970.730.655	(9.932.271.475)
Pihak ketiga/ Third parties				
PT Bank Central Asia Tbk	1.939.800	15.994.399.522	18.767.565.000	2.773.165.478
PT Astra International Tbk	1.398.200	9.742.320.667	6.837.198.000	(2.905.122.667)
PT Merdeka Copper Gold Tbk	630.620	2.190.848.392	1.018.451.300	(1.172.397.092)
PT Adaro Energy Tbk	463.800	587.628.988	544.965.000	(42.663.988)
PT United Tractors Tbk	129.700	3.024.319.714	3.391.655.000	367.335.286
PT XL AXIATA TBK	1.464.000	3.751.426.707	3.279.360.000	(472.066.707)
PT Kalbe Farma Tbk	1.227.400	2.216.445.932	1.669.264.000	(547.181.932)
PT Charoen Pokphand Indonesia Tbk	470.100	2.791.685.364	2.237.676.000	(554.009.364)
PT Unilever Indonesia Tbk	279.000	2.698.763.580	523.125.000	(2.175.638.580)
PT Indofood Sukses Makmur Tbk	442.000	3.195.130.536	3.403.400.000	208.269.464
PT Indofood CBP Sukses Makmur Tbk	276.200	2.823.705.320	3.134.870.000	311.164.680
PT Sarana Menara Nusantara Tbk	1.164.300	1.324.361.353	756.795.000	(567.566.353)
PT Indocement Tungal Prakarsa Tbk	48.900	938.615.456	361.860.000	(576.755.456)
PT GoTo Gojek Tokopedia Tbk	24.420.200	6.279.425.278	1.684.993.800	(4.594.431.478)
PT Vale Indonesia Tbk	111.200	735.540.974	402.544.000	(332.996.974)
PT. AKR Corporindo Tbk	1.256.100	1.882.010.654	1.400.551.500	(481.459.154)
PT. Barito Pacific Tbk	829.000	762.775.003	758.535.000	(4.240.003)
PT. Industri Jamu dan Farmasi Sido Muncul Tbk	3.034.100	2.201.922.949	1.790.119.000	(411.803.949)
PT Indosat Tbk.	270.100	2.904.605.171	664.446.000	(2.240.159.171)
Sub-jumlah/ Sub-total	39.854.720	66.045.931.560	52.627.373.600	(13.418.557.960)
Jumlah/ Total	56.552.520	130.948.933.690	107.598.104.255	(23.350.829.435)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. **INVESTASI** (Lanjutan)

d. **Saham** (Lanjutan)

Diukur pada Nilai Wajar melalui Laba Rugi
(Lanjutan)

5. **INVESTMENT** (Continued)

d. **Shares** (Continued)

Fair Value Through Profit or Loss (Continued)

Saham/ Stocks	2023			
	Lembar Saham/ Number of Shares	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties	14.276.744	53.450.081.406	60.693.246.053	7.243.164.647
Pihak ketiga/ Third parties				
PT Bank Central Asia Tbk	2.065.100	15.382.853.907	19.360.312.500	3.977.458.593
PT Astra International Tbk	1.398.200	9.742.320.667	7.864.875.000	(1.877.445.667)
PT Merdeka Copper Gold Tbk	630.620	2.190.848.392	1.696.367.800	(494.480.592)
PT Tower Bersama Infrastructure Tbk	252.700	657.674.963	523.089.000	(134.585.963)
PT Adaro Energy Tbk	1.139.900	3.453.944.592	2.712.962.000	(740.982.592)
PT United Tractors Tbk	84.700	1.842.365.433	1.914.220.000	71.854.567
PT XL AXIATA TBK	736.500	2.117.125.707	1.469.317.500	(647.808.207)
PT Kalbe Farma Tbk	925.400	1.710.404.434	1.485.267.000	(225.137.434)
PT Charoen Pokphand Indonesia Tbk	470.100	2.791.685.364	2.350.500.000	(441.185.364)
PT Unilever Indonesia Tbk	279.000	2.698.763.580	984.870.000	(1.713.893.580)
PT Indofood Sukses Makmur Tbk	92.900	694.190.053	596.882.500	(97.307.553)
PT Indofood CBP Sukses Makmur Tbk	276.200	2.823.705.320	2.920.815.000	97.109.680
PT Sarana Menara Nusantara Tbk	1.164.300	1.324.361.354	1.146.835.500	(177.525.854)
PT Indocement Tunggul Prakarsa Tbk	48.900	938.615.457	458.437.500	(480.177.957)
PT GoTo Gojek Tokopedia Tbk	24.420.200	6.279.425.278	2.075.717.000	(4.203.708.278)
PT Vale Indonesia Tbk	111.200	735.540.974	479.272.000	(256.268.974)
PT. AKR Corporindo Tbk	1.245.400	1.739.732.152	1.830.738.000	91.005.848
PT. Barito Pacific Tbk	829.000	762.775.003	1.098.425.000	335.649.997
PT. Medco Energi Internasional Tbk	998.100	1.174.304.175	1.147.815.000	(26.489.175)
PT. Industri Jamu dan Farmasi Sido Muncul Tbk	1.635.600	1.397.770.980	850.511.999	(547.258.981)
Sub-jumlah/ Sub-total	38.804.020	60.458.407.785	52.967.230.299	(7.491.177.486)
Jumlah/ Total	53.080.764	113.908.489.191	113.660.476.352	(248.012.839)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. **INVESTASI** (Lanjutan)

d. **Saham** (Lanjutan)

Tersedia untuk Dijual

5. **INVESTMENT** (Continued)

d. **Shares** (Continued)

Available for Sale

Saham/ Stocks	2024			
	Lembar Saham/ Number of Shares	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Labanya (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi				
<i>Related parties</i> (Catatan 38/ Note 38)	25.179.887	58.254.684.864	35.738.823.796	(22.515.861.068)
Pihak ketiga/ Third parties				
PT Bank Central Asia Tbk	710.500	4.673.493.587	6.874.087.500	2.200.593.913
PT Astra International Tbk	1.758.000	11.890.547.500	8.596.620.000	(3.293.927.500)
PT Alamtri Resources Indonesia Tbk	577.800	1.253.408.634	1.404.054.000	150.645.366
PT United Tractors Tbk	119.500	3.033.600.000	3.124.925.000	91.325.000
PT XL AXIATA TBK	624.000	1.451.300.000	1.397.760.000	(53.540.000)
PT Unilever Indonesia Tbk	507.500	4.420.837.500	951.562.500	(3.469.275.000)
PT Indofood Sukses Makmur Tbk	434.500	3.533.400.000	3.345.650.000	(187.750.000)
PT Gudang Garam Tbk	53.300	3.994.775.000	707.557.500	(3.287.217.500)
PT Indofood CBP Sukses Makmur Tbk	157.500	1.477.375.000	1.787.625.000	310.250.000
PT Sarana Menara Nusantara Tbk	1.570.000	1.338.650.000	1.020.500.000	(318.150.000)
PT Hanjaya Mandala Sampoerna Tbk	821.000	2.770.900.000	517.230.000	(2.253.670.000)
PT Matahari Department Store Tbk	82.000	998.137.500	114.800.000	(883.337.500)
PT Astra Agro Lestari Tbk	91.400	1.275.382.542	566.680.000	(708.702.542)
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	86.153.080	(497.749.367)
PT Indofood Sukses Makmur Tbk	100.000	787.500.000	770.000.000	
PT Bank Pembangunan Daerah Jawa Timur Tbk	1.169.800	873.454.000	631.692.000	(241.762.000)
PT Bumi Serpong Damai Tbk	400.000	781.000.000	378.000.000	(403.000.000)
PT Bertan Laju Tanker Tbk	2.589.609	-	54.381.789	54.381.789
Sub-jumlah/ Sub-total	11.876.587	45.140.788.710	32.329.778.369	(12.793.510.341)
Jumlah/ Total	37.056.474	103.395.473.574	68.068.602.165	(35.309.371.409)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. INVESTASI (Lanjutan)

d. Saham (Lanjutan)

Tersedia untuk Dijual (Lanjutan)

2023				
Saham/ Stocks	Lembar Saham/ Number of Shares	Biaya Perolehan/ Acquisition Cost Rp	Nilai Aset Bersih/ Net Asset Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi				
<i>Related parties (Catatan 38/ Note 38)</i>	27.329.688	57.075.406.625	51.124.176.242	(5.951.230.383)
Pihak ketiga/ Third parties				
PT Bank Central Asia Tbk	710.500	4.673.493.587	6.660.937.500	1.987.443.913
PT Astra International Tbk	1.758.000	11.890.547.500	9.888.750.000	(2.001.797.500)
PT Adaro Energy Tbk	577.800	1.253.408.634	1.375.164.000	121.755.366
PT United Tractors Tbk	119.500	3.033.600.000	2.700.700.000	(332.900.000)
PT XL AXIATA TBK	374.000	916.300.000	746.130.000	(170.170.000)
PT Bumi Serpong Damai Tbk	400.000	781.000.000	432.000.000	(349.000.000)
PT Unilever Indonesia Tbk	508.000	4.443.237.500	1.800.300.000	(2.642.937.500)
PT Indofood Sukses Makmur Tbk	534.500	4.320.900.000	3.436.662.500	(884.237.500)
PT Gudang Garam Tbk	53.300	3.994.775.000	1.083.322.500	(2.911.452.500)
PT Indofood CBP Sukses Makmur Tbk	157.500	1.477.375.000	1.665.562.500	188.187.500
PT Sarana Menara Nusantara Tbk	770.000	774.650.000	758.450.000	(16.200.000)
PT Hanjaya Mandala Sampoerna Tbk	821.000	2.770.900.000	734.795.000	(2.036.105.000)
PT Matahari Department Store Tbk	82.000	998.137.500	163.590.000	(834.547.500)
PT Astra Agro Lestari Tbk	91.400	1.275.382.542	642.085.000	(633.297.542)
PT Berlian Laju Tanker Tbk	2.589.609	-	129.480.450	129.480.450
PT Bank Pembangunan Daerah Jawa Timur Tbk	1.169.800	873.454.000	731.125.000	(142.329.000)
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	196.849.770	(387.052.677)
Sub-jumlah/ Sub-total	10.827.087	44.064.188.710	33.146.404.220	(10.917.784.490)
Jumlah/ Total	38.156.775	101.139.595.335	84.270.580.462	(16.869.014.873)

e. Medium term note

e. Medium Term Note

	2024	2023	
Tersedia untuk dijual	52.750.000.000	53.639.500.000	Available for sale

Tersedia untuk Dijual

Available for Sale

2024				
Medium Term Note	Tingkat Bunga/ Interest Rate (%)	Nilai Nominal/ Par Value Rp	Nilai Wajar/ Fair Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties				
<i>(Catatan 38/ Note 38)</i>				
MTN Bahana Pembinaan Usaha Indonesia (Persero) Tahun 2022	9,00%	50.000.000.000	52.750.000.000	2.750.000.000

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. INVESTASI (Lanjutan)

e. Surat Berharga berbasis Hutang (Lanjutan)

Tersedia untuk Dijual (Lanjutan)

2023				
<i>Medium Term Note</i>	Tingkat Bunga/ Interest Rate (%)	Nilai Nominal/ Par Value Rp	Nilai Wajar/ Fair Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties (Catatan 38/ Note 38)				
MTN Bahana Pembinaan Usaha Indonesia (Persero) Tahun 2022	9,00%	50.000.000.000	53.639.500.000	3.639.500.000

f. Efek Beragunan Aset

	2024	2023	
Tersedia untuk dijual	26.789.997.743	34.252.378.333	Available for sale

Tersedia untuk Dijual

5. INVESTMENT (Continued)

e. Medium Term Note (Continued)

Available for Sale (Continued)

f. Assets Backed Securities

2024				
<i>Efek Beragunan Aset/ Assets Backed Securities</i>	Tingkat Bunga/ Interest Rate (%)	Nilai Nominal/ Par Value Rp	Nilai Wajar/ Fair Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties (Catatan 38/ Note 38)				
EBA-SP SMF-BT N08 Kelas A	6,65%	21.652.007.615	21.321.334.690	(330.672.925)
EBA-SP SMF-BT N07 Kelas A	7,70%	5.437.318.110	5.468.663.053	31.344.943
Jumlah / Total		27.089.325.725	26.789.997.743	(299.327.982)

2023				
<i>Efek Beragunan Aset/ Assets Backed Securities</i>	Tingkat Bunga/ Interest Rate (%)	Nilai Nominal/ Par Value Rp	Nilai Wajar/ Fair Value Rp	Laba (Rugi) Belum Direalisasi/ Unrealized Gain (Loss) Rp
Pihak berelasi/ Related parties (Catatan 38/ Note 38)				
EBA-SP SMF-BT N08 Kelas A	7,70%	27.361.796.921	26.788.752.515	(573.044.406)
EBA-SP SMF-BT N07 Kelas A	6,65%	7.382.804.960	7.463.525.818	80.720.858
Jumlah/ Total		34.744.601.881	34.252.278.333	(492.323.548)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

5. INVESTASI (Lanjutan)

f. Efek Beragunan Aset (Lanjutan)

Penyertaan Saham

	2024	2023
Pihak berelasi (Catatan 38)	1.245.889.000	1.245.889.000
Pihak ketiga		
PT Asrinda Arthasangga	1.400.625.000	1.400.625.000
PT Reasuransi Maipark Indonesia	1.394.018.829	1.394.018.829
Jumlah	4.040.532.829	4.040.532.829

Penyertaan saham ini tidak terdaftar di bursa efek sehingga tidak tersedia nilai wajar dari sahamnya. Oleh karena itu investasi tersebut dinyatakan sebesar nilai perolehannya.

g. Properti Investasi

	2024	2023
Saldo awal tahun	16.192.246.096	15.950.070.672
Penyesuaian:		
Kenaikan (penurunan) nilai wajar	(154.421.766,00)	242.175.424
Jumlah	16.037.824.330	16.192.246.096

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.

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.

Pada tahun 2024 dan 2023, Perusahaan melakukan penilaian kembali atas properti investasi. Penilai atas tanah dilakukan oleh penilai independen eksternal berdasarkan laporan penilai independen Kantor Jasa Penilaian Publik (KJPP) Amin, Nirwan, Alfiantori dan Rekan No. 00004/2.0044-09/PI/08/0401/1/1/2025 30 Januari 2025 dan No.00003/2.0044-09/PI/08/0401/1/1/2024 tanggal 30 Januari 2024.

5. INVESTMENT (Continued)

f. Assets Backed Securities (Continued)

Investment in Share

	2024	2023	
	1.245.889.000	1.245.889.000	Related parties (Note 38)
			Third parties
	1.400.625.000	1.400.625.000	PT Asrinda Arthasangga
	1.394.018.829	1.394.018.829	PT Reasuransi Maipark Indonesia
Total	4.040.532.829	4.040.532.829	Total

These investments in shares are non-listed companies and there is no readily available measure of fair value of the shares, as such the investment is stated at cost.

g. Investment Property

	2024	2023	
Saldo awal tahun	16.192.246.096	15.950.070.672	Balance at beginning of the year
Penyesuaian:			Adjustments:
Kenaikan (penurunan) nilai wajar	(154.421.766,00)	242.175.424	Fair value increase (decrease)
Total	16.037.824.330	16.192.246.096	Total

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.

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.

In 2024 and 2023, the Company revalued investment properties. Land appraisers are conducted by external independent appraisers based on an independent appraisal report from the Office of Public Appraisal Services (KJPP) Amin, Nirwan, Alfiantori and Partners No. 00004/2.0044-09/PI/08/0401/1/1/2025 30 January 2025 and No.00003/2.0044-09/PI/08/0401/1/1/2024 tanggal 30 January 2024.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

6. PIUTANG REASURANSI/ PREMI

a. Berdasarkan Cedant/ Pemegang Polis

	2024	2023
Pihak berelasi (Catatan 38)	190.052.979.125	219.364.692.952
Pihak ketiga		
PT Prudential Life Assurance	136.455.776.159	40.517.710.391
PT Asuransi MSIG Indonesia	129.616.462.844	71.507.818.869
PT Axa Mandiri Financial Services	87.885.169.213	4.199.727.766
PT Asuransi Tugu Pratama Indonesia	68.467.955.144	9.765.473.132
PT Marsh Indonesia	62.724.796.520	121.736.776.742
PT Tala Re International	51.038.699.908	50.951.931.839
AON Re Brokers Asia Pte Ltd	46.083.840.361	28.982.917.122
Cakrabuana Insurance Brokers	39.095.960.222	39.105.966.899
PT Willis Indonesia	28.943.094.108	-
PT Sinarmas Reinsurance Broker	27.769.529.209	-
PT Astra Aviva Life	24.998.142.417	36.528.116.953
PT FWD Life Indonesia	24.644.170.865	6.924.015.240
PT Maskapai Reasuransi Indonesia	20.648.312.713	20.894.219.317
PT Trinityre	20.183.899.754	233.725.986
PT AJB Bumiputera 1912	15.032.983.328	14.747.421.739
PT AJ Central Asia Raya	14.488.793.480	12.057.286.933
PT Great Eastern Life Indonesia	12.655.786.895	6.392.973.299
PT Asuransi Jiwa Generali Indonesia	12.126.490.955	-
PT Asuransi Kredit Indonesia	12.119.399.062	-
PT Jaya Proteksindo Sakti		
Reinsurance JPS RE	11.327.507.506	11.362.884.348
PT Asuransi Allianz Life Indonesia	-	258.079.532.153
PT Astra Aviva Life	-	36.528.116.953
PT Finansial Wiramitra Danadyaksa	-	22.932.250.344
Indonesia Tbk	-	20.894.219.317
PT AJ Bringin Jiwa Sejahtera	-	15.703.947.383
PT AJ Central Asia	-	12.057.286.933
Lain-lain (dibawah Rp10.000.000.000)	325.344.257.329	254.869.526.484
Sub-jumlah	1.171.651.027.992	1.096.973.846.142
Jumlah	1.361.704.007.117	1.316.338.539.094
Dikurangi :		
Cadangan kerugian penurunan nilai	(251.071.705.620)	(207.212.513.463)
Jumlah	1.110.632.301.497	1.109.126.025.631

b. Berdasarkan Umur

	2024	2023
0 - 60 hari	447.087.535.956	569.748.364.778
61 - 120 hari	(9.090.467.484)	58.786.853.502
121 - 365 hari	223.707.042.897	92.677.850.536
Lebih dari 1 tahun	699.999.895.748	595.125.470.278
Jumlah	1.361.704.007.117	1.316.338.539.094
Cadangan kerugian penurunan nilai	(251.071.705.620)	(207.212.513.463)
Piutang reasuransi neto	1.110.632.301.497	1.109.126.025.631

6. REINSURANCE/ PREMIUM RECEIVABLES

a. By Cedant/ Police Holder

Related parties (Note 38)
Third parties
PT Prudential Life Assurance
PT Asuransi MSIG Indonesia
PT Axa Mandiri Financial Services
PT Asuransi Tugu Pratama Indonesia
PT Marsh Indonesia
PT Tala Re International
AON Re Brokers Asia Pte Ltd
Cakrabuana Insurance Brokers
PT Willis Indonesia
PT Sinarmas Reinsurance Broker
PT Astra Aviva Life
PT FWD Life Indonesia
PT Maskapai Reasuransi Indonesia
PT Trinityre
PT AJB Bumiputera 1912
PT AJ Central Asia Raya
PT Great Eastern Life Indonesia
PT Asuransi Jiwa Generali Indonesia
PT Asuransi Kredit Indonesia
PT Jaya Proteksindo Sakti
Reinsurance JPS RE
PT Asuransi Allianz Life Indonesia
PT Astra Aviva Life
PT Finansial Wiramitra Danadyaksa
Indonesia Tbk
PT AJ Bringin Jiwa Sejahtera
PT AJ Central Asia
Lain-lain (dibawah Other (below Rp10,000,000,000))

Sub-total

Total

Less :

Allowance for impairment

Total

0 - 60 days

61 - 120 days

121 - 365 days

More than 1 years

Total

Allowance for impairment losses

Net reinsurance receivables

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

6. PIUTANG REASURANSI/ PREMI (Lanjutan)	6. REINSURANCE/ (Continued)	PREMIUM	RECEIVABLES
c. Berdasarkan Jenis Mata Uang	c. By Currency		
	2024	2023	
Rupiah	924.316.896.078	945.010.801.949	Rupiah
Dolar Amerika Serikat	395.801.510.201	366.274.837.316	United States Dollar
Peso Filipina	10.534.126.232	-	Peso Filipina
China Yen	12.313.650.700	-	China Yen
Lain-lain (dibawah Rp 10 Miliar)	18.737.823.906	5.052.899.829	Others (below Rp 10 billion)
Jumlah	1.361.704.007.117	1.316.338.539.094	Total
Cadangan kerugian penurunan nilai	(251.071.705.620)	(207.212.513.463)	Allowance for impairment losses
Piutang reasuransi netto	1.110.632.301.497	1.109.126.025.631	Net reinsurance receivables
d. Berdasarkan Jenis Asuransi	d. By Type of Insurance		
	2024	2023	
Asuransi	400.945.679.896	398.685.164.025	Insurance
Reasuransi jiwa	421.937.401.042	488.183.046.605	Life reinsurance
Reasuransi umum	538.820.926.179	429.470.328.464	General reinsurance
Jumlah	1.361.704.007.117	1.316.338.539.094	Total
Cadangan kerugian penurunan nilai	(251.071.705.620)	(207.212.513.463)	Allowance for impairment losses
Piutang reasuransi netto	1.110.632.301.497	1.109.126.025.631	Net reinsurance receivables
e. Cadangan Kerugian Penurunan Nilai	e. Allowance for Impairment Losses		
	2024	2023	
Saldo awal	207.212.513.463	147.527.787.517	Beginning balance
Penambahan cadangan selama tahun berjalan - bersih (Catatan 37)	43.859.192.157	59.684.725.946	Impairment during the years - net (Note 37)
Saldo akhir	251.071.705.620	207.212.513.463	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		

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

7. PIUTANG RETROSESI/ REASURANSI

a. Berdasarkan Reasuradur/Retrosesioner

	2024	2023
Pihak berelasi (Catatan 38)	116.697.581.642	91.602.640.055
Pihak ketiga		
Swiss Reinsurance Company Ltd	143.105.673.750	209.537.316.835
AMERICARE	113.705.576.547	-
PT Asuransi Reliance Indonesia	83.495.390.161	92.044.131.682
PT Asuransi Raya	75.497.365.407	75.497.365.407
PT JBBODA Viva Indonesia	71.338.179.292	-
Trinity Reinsurance Broker Ltd	67.023.269.733	75.987.519.205
Axa Partners Credit and Lifestyle Protection	63.541.282.409	71.746.962.641
PT IBS Insurance Broking Service	38.421.151.510	37.152.081.862
Asia Reinsurance Brokers Indonesia	36.067.761.485	-
Hannover Ruck Se		
Hong Kong Branch	29.141.293.030	29.391.602.433
PT Esa Bina Sejati (FI Re)	25.963.504.721	27.644.267.971
PT Asuransi Perisai Listrik Negara	25.024.369.271	25.040.738.626
CROSS	21.721.274.797	-
PT Asuransi Central Asia	19.845.888.478	19.780.283.516
PT Reasuransi Nasional Indonesia	19.121.689.866	19.522.369.285
Guy Carpenter	17.632.739.011	5.782.389.261
AXA Global Reinsurance	14.455.948.943	23.152.294.048
PT Asuransi Purna Artanugraha	10.340.812.814	10.340.812.814
International Reasuransi		
Intermediaries Ltd	12.884.074.298	-
PT AON Reinsurance Brokers		
Indonesia	-	40.722.026.465
PT Asiare Binajasa		
Reinsurance Broker	-	37.318.816.299
PT Tugu Reasuransi Indonesia	-	24.570.265.059
Munich Reinsurance Co	-	24.202.470.372
PT Asuransi Jiwa Nasional	-	18.050.985.195
PT International Service		
Pasific Cross	-	12.012.981.527
Mitsui Sumitomo		
Insurance Co. Ltd.	-	11.756.986.740
Canopius Syndicate	-	10.025.158.583
Lain-lain		
(dibawah Rp10.000.000.000)	238.243.598.466	256.552.415.604
Sub-Jumlah	1.126.570.843.989	1.157.832.241.430
Jumlah	1.243.268.425.631	1.249.434.881.485
Dikurangi :		
Cadangan kerugian penurunan nilai	(154.658.455.047)	(126.668.734.370)
Jumlah	1.088.609.970.584	1.122.766.147.115

7. PIUTANG RETROSESI/ REASURANSI

a. By Reinsurer/ Retrocessioner

Related parties (Note 38)
Third parties
Swiss Reinsurance Company Ltd
AMERICARE
PT Asuransi Reliance Indonesia
PT Asuransi Raya
PT JBBODA Viva Indonesia
Trinity Reinsurance Broker Ltd
Axa Partners Credit and Lifestyle Protection
PT IBS Insurance Broking Service
Asia Reinsurance Brokers Indonesia
Hannover Ruck Se
Hong Kong Branch
PT Esa Bina Sejati (FI Re)
PT Asuransi Perisai Listrik Negara
CROSS
PT Asuransi Central Asia
PT Reasuransi Nasional Indonesia
Guy Carpenter
AXA Global Reinsurance
PT Asuransi Purna Artanugraha
International Reasuransi
Intermediaries Ltd
PT AON Reinsurance Brokers
Indonesia
PT Asiare Binajasa
Reinsurance Broker
PT Tugu Reasuransi Indonesia
Munich Reinsurance Co
PT Asuransi Jiwa Nasional
PT International Service
Pasific Cross
Mitsui Sumitomo
Insurance Co. Ltd.
Canopius Syndicate
Other
(below Rp10,000,000,000)
Sub-Total
Total
Less :
Allowance for impairment
Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

7. PIUTANG RETROSESI/ REASURANSI (Lanjutan)

b. Berdasarkan Umur

	2024	2023
0 - 60 hari	338.901.105.371	577.063.325.293
61 - 120 hari	67.167.786.858	31.094.074.290
121 - 365 hari	15.329.599.484	177.048.731.502
Lebih dari 1 tahun	821.869.933.918	464.228.750.400
Jumlah	1.243.268.425.631	1.249.434.881.485
Cadangan kerugian penurunan nilai	(154.658.455.047)	(126.668.734.370)
Piutang retrosesi neto	1.088.609.970.584	1.122.766.147.115

c. Berdasarkan Jenis Mata Uang

	2024	2023
Rupiah	937.511.448.876	898.294.435.692
Dolar Amerika Serikat	300.770.950.651	346.571.785.212
Lain-lain (dibawah Rp 10 Miliar)	4.986.026.104	4.568.660.581
Jumlah	1.243.268.425.631	1.249.434.881.485
Cadangan kerugian penurunan nilai	(154.658.455.047)	(126.668.734.370)
Piutang retrosesi neto	1.088.609.970.584	1.122.766.147.115

d. Berdasarkan Jenis Asuransi

	2024	2023
Asuransi	556.488.370.178	584.887.978.709
Reasuransi jiwa	304.935.052.697	307.436.419.023
Reasuransi umum	381.845.002.756	357.110.483.753
Jumlah	1.243.268.425.631	1.249.434.881.485
Cadangan kerugian penurunan nilai	(154.658.455.047)	(126.668.734.370)
Piutang reasuransi neto	1.088.609.970.584	1.122.766.147.115

e. Cadangan Kerugian Penurunan Nilai

	2024	2023
Saldo awal	126.668.734.370	141.993.712.320
Penambahan (pemulihan) cadangan selama tahun berjalan - bersih (Catatan 37)	27.989.720.677	(15.324.977.950)
Saldo akhir	154.658.455.047	126.668.734.370

Manajemen berkeyakinan bahwa jumlah cadangan kerugian penurunan nilai cukup untuk menutupi kerugian yang mungkin timbul dari tidak tertagihnya piutang reasuransi/ retrosesi tersebut.

7. PIUTANG RETROSESI/ REASURANSI (Continued)

b. By Age

	2024	2023
0 - 60 days	338.901.105.371	577.063.325.293
61 - 120 days	67.167.786.858	31.094.074.290
121 - 365 days	15.329.599.484	177.048.731.502
More than 1 years	821.869.933.918	464.228.750.400
Total	1.243.268.425.631	1.249.434.881.485
Allowance for impairment losses	(154.658.455.047)	(126.668.734.370)
Net retrocession receivables	1.088.609.970.584	1.122.766.147.115

c. By Currency

	2024	2023
Rupiah	937.511.448.876	898.294.435.692
United States Dollar	300.770.950.651	346.571.785.212
Others (below Rp 10 billion)	4.986.026.104	4.568.660.581
Total	1.243.268.425.631	1.249.434.881.485
Allowance for impairment losses	(154.658.455.047)	(126.668.734.370)
Net retrocession receivables	1.088.609.970.584	1.122.766.147.115

d. By type of Insurance

	2024	2023
Insurance	556.488.370.178	584.887.978.709
Life reinsurance	304.935.052.697	307.436.419.023
General reinsurance	381.845.002.756	357.110.483.753
Total	1.243.268.425.631	1.249.434.881.485
Allowance for impairment losses	(154.658.455.047)	(126.668.734.370)
Net reinsurance receivables	1.088.609.970.584	1.122.766.147.115

e. Allowance for Impairment Losses

	2024	2023
Beginning balance	126.668.734.370	141.993.712.320
Impairment (recovery) during the years - net (Note 37)	27.989.720.677	(15.324.977.950)
Ending balance	154.658.455.047	126.668.734.370

Manajemen berkeyakinan bahwa jumlah cadangan kerugian penurunan nilai cukup untuk menutupi kerugian yang mungkin timbul dari tidak tertagihnya piutang reasuransi/ retrosesi tersebut.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

8. ASET RETROSESI/ REASURANSI

	2024	2023
Induk		
Kebakaran	2.262.244.561.550	2.517.967.219.161
Jiwa	1.047.580.983.605	776.491.923.789
Casualty	172.786.904.505	75.316.227.425
Motor	90.043.477.410	30.426.651.854
Rangka kapal	48.342.696.565	103.502.649.869
Engineering	45.681.687.166	141.370.790.347
Kecelakaan diri	44.465.922.612	1.246.022.568
Pengangkutan	3.839.472.537	44.894.622.346
Aviasi	1.277.755.545	2.870.219.637
Entitas anak		
Asuransi kredit	690.912.173.706	334.383.022.848
Asuransi umum	481.503.354.387	447.783.018.843
Asuransi penjaminan	16.149.767.301	16.010.757.171
Asuransi ekspor	13.685.824.912	4.454.698.596
Asuransi syariah	7.446.601.152	7.078.624.563
Reasuransi masuk	(171.213.605)	-
Jumlah	4.925.789.969.348	4.503.796.449.017

8. RETROCESSION/ REINSURANCE ASSETS

Induk	
Fire	
Life	
Casualty	
Motorcycle	
Marine hull	
Engineering	
Personal accident	
Marine cargo	
Aviation	
Subsidiaries	
Credit insurance	
General insurance	
Suretyship insurance	
Export insurance	
Sharia Insurance	
Reinsurance	
Total	

9. PIUTANG UJROH

Akun ini merupakan tagihan atas klaim kepada perusahaan-perusahaan atas bisnis reasuransi berbasis syariah. Piutang Ujroh per 31 Desember 2024 dan 2023 masing-masing sebesar Rp 24.990.054.287 dan Rp 34.889.920.871.

9. Ujroh Receivable

This account represents receivables from outward reinsurance sharia business. Ujroh Receivables as of December 31, 2024 and 2023 amounted Rp 24,990,054,287 and Rp 34,889,920,871, respectively.

10. ASET KEUANGAN LAINNYA

	2024	2023
Piutang hasil investasi	47.910.162.539	43.290.268.207
Subrogasi	41.120.809.378	48.114.244.859
Piutang deposit		
asuransi ekspor - Bersih	8.122.161.670	8.155.485.884
Sewa gedung dibayar dimuka	-	60.250.000
Aset Tiphone - Bersih	-	6.171.206.002
Piutang biaya informasi - Bersih	397.488.746	300.188.746
Lain-lain	3.799.167.804	3.566.963.582
Jumlah	101.349.790.137	109.658.607.280

10. OTHER FINANCIAL ASSETS

Accrued investment income	
Subrogation	
Export insurances	
deposit receivable - Net	
Prepaid building rent	
Tiphone asset - Net	
Information fee receivable - Net	
Others	
Total	

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**
Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**
For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

11. ASET TETAP

11. FIXED ASSETS

2024							
	Saldo Awal/ Beginning Balance	Penambahan/ Additional	Pengurangan/ Deduction	Reklasifikasi/ Reclassification	Saldo Akhir/ Ending Balance		
Harga perolehan:						Acquisition Cost:	
Tanah	295.910.536.043	-	-	-	295.910.536.043	Land	
Bangunan	227.135.805.740	839.665.721	-	-	227.975.471.461	Buildings	
Peralatan dan perabotan kantor	107.079.728.817	3.284.755.452	7.410.920.979	631.886.576	103.585.449.866	Equipment and office furniture	
Kendaraan	26.861.448.000	-	5.177.890.000	-	21.683.558.000	Vehicles	
Aset dalam pembangunan	46.940.533.355	50.348.466.431	25.664.926.397	(1.284.403.155)	70.339.670.234	Assets under contruction	
	703.928.051.955	54.472.887.604	38.253.737.376	(652.516.579)	719.494.685.604		
Akumulasi penyusutan:						Accumulated depreciation:	
Bangunan	77.909.139.948	11.022.832.301	-	(660.547.219)	88.271.425.030	Building	
Perabot dan perabotan kantor	98.592.148.258	3.888.257.659	7.402.134.729	768.575.750	95.846.846.938	Office equipment and furniture	
Kendaraan	26.600.473.279	340.533.251	5.177.889.199	(108.028.531)	21.655.088.800	Vehicles	
	203.101.761.485	15.251.623.211	12.580.023.928	-	205.773.360.768		
Nilai Tercatat Bersih	500.826.290.470				513.721.324.836	Net Carrying Value	

2023							
	Saldo Awal/ Beginning Balance	Penambahan/ Additional	Pengurangan/ Deduction	Reklasifikasi/ Reclassification	Saldo Akhir/ Ending Balance		
Harga perolehan:						Acquisition Cost:	
Tanah	291.859.116.043	-	-	4.051.420.000	295.910.536.043	Land	
Bangunan	237.074.878.027	337.609.600	5.843.715.225	(4.432.966.662)	227.135.805.740	Buildings	
Peralatan dan perabotan kantor	104.659.145.789	1.824.429.328	-	596.153.700	107.079.728.817	Equipment and office furniture	
Kendaraan	26.861.448.000	-	-	-	26.861.448.000	Vehicles	
Aset dalam pembangunan	11.268.480.317	41.825.554.000	3.594.320.237	(2.559.180.725)	46.940.533.355	Assets under contruction	
	671.723.068.176	43.987.592.928	9.438.035.462	(2.344.573.687)	703.928.051.955		
Akumulasi penyusutan:						Accumulated depreciation:	
Bangunan	69.590.603.772	10.483.687.686	2.165.151.510	-	77.909.139.948	Building	
Perabot dan perabotan kantor	93.649.381.283	6.624.460.859	1.681.693.884	-	98.592.148.258	Office equipment and furniture	
Kendaraan	24.716.732.379	1.883.740.900	-	-	26.600.473.279	Vehicles	
	187.956.717.434	18.991.889.445	3.846.845.394	-	203.101.761.485		
Nilai Tercatat Bersih	483.766.350.742				500.826.290.470	Net Carrying Value	

Penyusutan yang dibebankan pada laba rugi untuk tahun yang berakhir 31 Desember 2024 dan 2023 adalah sebesar Rp 15.251.623.211 dan Rp 18.991.889.444 (Catatan 36).

Depreciation charged the profit or loss for the years ended December 31, 2024 and 2023 are amounting to Rp 15,251,623,211 and Rp 18,991,889,444, respectively (Note 36).

Pada 31 Desember 2024 PT Reasuransi Indonesia Utama (Persero) dan entitas anak memiliki asuransi atas aset tetap dengan total pertanggungan sebesar Rp 235.430.937.005.

As of December 31, 2024 PT Reasuransi Indonesia Utama (Persero) and subsidiaries has insurance for fixed assets with a total coverage of Rp 235,430,937,005.

Manajemen berpendapat bahwa nilai pertanggungan asuransi cukup memadai untuk menutup kemungkinan kerugian atas risiko yang mungkin dialami.

Management believes that the sum insured is adequate to cover any possible losses from damage and other risks.

Berdasarkan penelahan aset tetap secara individu pada akhir tahun 2024, Manajemen berpendapat bahwa tidak diperlukan penyisihan penurunan nilai aset tetap.

According to the individual review on fixed asset at the end of 2024, management believes that no allowance is necessary for impairment on the value of property and equipment.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

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 2024 dan 2023 masing-masing sebesar Rp 7.259.553.091 dan Rp 8.100.999.284.

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, 2024 and 2023 are Rp 7,259,553,091 and Rp 8,100,999,284, respectively.

13. ASET NON KEUANGAN LAINNYA

	2024
Sistem komputerisasi - bersih	31.208.157.676
Jaminan	4.455.612.977
Piutang tagihan pajak	671.778.489
Dana ditahan reasuransi	-
Lain-lain	1.706.701.138
Jumlah	38.042.250.280

Untuk tahun-tahun yang berakhir pada 31 Desember 2024 dan 2023 saldo beban amortisasi sistem komputerisasi masing-masing sebesar Rp 8.254.961.764 dan Rp 7.869.787.935 dan (Catatan 36).

Dana ditahan reasuransi merupakan dana yang ditahan oleh *ceding/broker* dari premi reasuransinya sehubungan dengan kontrak yang masih berlanjut pada periode berjalan.

13. OTHER NON FINANCIAL ASSETS

	2023	
	13.941.817.681	Computerization system - net
	5.208.974.872	Guarantee
	1.370.427.991	Tax receivables
	11.060.884.065	Retained fund of reinsurance
	3.022.823.353	Others
Total	34.604.927.962	

For the years ending in December 31, 2024 and 2023 the computerized system amortization expense balance amounted to Rp 8,254,961,764 and Rp 7,869,787,935, respectively (Note 36).

Reinsurance retained funds represent funds retained by the cedants/broker from reinsurance premiums relating to contracts that are still ongoing in the current period.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

14. UTANG KLAIM/ REASURANSI

a. Berdasarkan Cedant/ Pemegang Polis

	2024	2023
Pihak berelasi (Catatan 38)	75.075.027.913	65.049.176.734
Pihak ketiga		
PT AIA Financial	77.463.922.119	-
PT Asuransi Allianz Life Indonesia	42.402.473.002	-
PT Lippo General Insurance	38.553.815.616	48.120.299.210
PT Willis Indonesia Insurance Broker Central	22.521.402.207	-
PT IBS Insurance Brokers Service	19.888.052.283	-
Manulife Indonesia	17.782.504.567	-
PT Asuransi Tokio Marine Indonesia	16.812.365.500	-
PT Mandiri Axa General Insurance	15.885.332.421	-
PT Asuransi Jiwa BCA	15.157.552.816	-
PT Asia Reinsurance Broker	15.105.912.463	-
PT KBRU Insurance Broker	14.264.103.189	-
PT Avrist General Insurance	11.078.130.523	-
PT Asuransi Central Asia	-	74.592.371.959
PT Heksa Solution Insurance	-	45.269.913.332
PT Garuda Jasa Pratama	-	29.149.668.948
PT Chubb Life Insurance Indonesia	-	28.995.709.082
PT Asuransi Multi Artha Guna	-	13.287.179.127
PT Personal Worldwide Service	-	12.436.621.132
PT AIG Insurance Indonesia	-	11.216.964.333
Lain-lain (dibawah Rp10.000.000.000)	-	10.062.118.026
	156.283.566.200	179.799.114.355
Sub-Jumlah	463.199.132.906	452.929.959.504
Jumlah	538.274.160.819	517.979.136.238

b. Berdasarkan Umur

	2024	2023
0 - 60 hari	272.142.234.774	297.130.124.979
61 - 365 hari	176.718.670.919	143.693.269.801
Lebih dari 1 tahun	89.413.255.126	77.155.741.458
Jumlah utang klaim	538.274.160.819	517.979.136.238

c. Berdasarkan Jenis Mata Uang

	2024	2023
Rupiah	414.296.917.444	397.218.078.783
Dolar Amerika Serikat	124.980.713.850	107.750.027.380
Mata uang lain	(1.003.470.475)	13.011.030.075
Jumlah utang klaim	538.274.160.819	517.979.136.238

14. CLAIM/ REINSURANCE PAYABLES

a. By Cedant/ Police Holder

Related parties (Note 38)	
Third parties	
PT AIA Financial	
PT Asuransi Allianz Life Indonesia	
PT Lippo General Insurance	
PT Willis Indonesia Insurance Broker Central	
PT IBS Insurance Brokers Service	
Manulife Indonesia	
PT Asuransi Tokio Marine Indonesia	
PT Mandiri Axa General Insurance	
PT Asuransi Jiwa BCA	
PT Asia Reinsurance Broker	
PT KBRU Insurance Broker	
PT Avrist General Insurance	
PT Asuransi Central Asia	
PT Heksa Solution Insurance	
PT Garuda Jasa Pratama	
PT Chubb Life Insurance Indonesia	
PT Asuransi Multi Artha Guna	
PT Personal Worldwide Service	
PT AIG Insurance Indonesia	
Other (below Rp10,000,000,000)	
Sub-Total	
Total	

b. By Age

0 - 60 days	
61 - 365 days	
More than 1 years	
Total claim payables	

c. By Currency

Rupiah	
United State Dollars	
Others currency	
Total claim payables	

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

14. UTANG KLAIM/ REASURANSI (Lanjutan)

d. Berdasarkan Jenis Asuransi

	2024	2023	
Asuransi	19.501.331.585	26.493.957.488	Insurance
Reasuransi jiwa	252.545.406.493	209.332.551.176	Life reinsurance
Reasuransi umum	266.227.422.741	282.152.627.574	General reinsurance
Jumlah utang klaim	538.274.160.819	517.979.136.238	Total claim payables

14. CLAIM/ REINSURANCE PAYABLES (Continued)

d. By Type of Insurances

15. UTANG REASURANSI / RETROSESI

a. Berdasarkan Reasurandur/ Retrosesioner

	2024	2023
Pihak berelasi (Catatan 38)	55.737.758.294	57.270.723.863
Pihak ketiga		
PT K.M Dastur Indonesia		
Reinsurance Broker	927.185.231.668	852.775.698.569
Allianz Aktiengesellschaft	286.588.968.258	290.085.461.597
AON Re Brokers Asia Pte Ltd	141.751.058.340	149.510.090.317
PT Willis Reinsurance		
Brokers Indonesia	59.601.097.315	86.809.173.772
AXA PPP Healthcare Ltd	55.985.826.837	60.934.972.548
Swiss Reinsurance Company Ltd	28.294.928.052	-
Chubb European Group SE	22.530.074.619	22.013.236.115
CHINA	19.065.728.071	-
UIB Asia Reinsurance		
Brokers Pte Ltd	14.936.847.335	-
PT Maskapai Reasuransi		
Indonesia Tbk	13.659.812.963	16.091.234.068
SCOR	13.842.336.321	-
Munich Reinsurance Co	11.986.442.191	-
MARSH-GUYC	11.868.350.714	-
MIL	10.178.329.264	-
J B Boda & Co Pte Ltd	-	67.490.749.792
Reinsurance Group Of America (RGA)	-	37.975.191.190
Guy Carpenter & Company, LCC	-	35.100.068.844
Willis Faber & Dumas Limited	-	31.686.361.590
Lainnya (dibawah Rp10.000.000.000)	107.670.987.582	113.262.822.660
Sub-Jumlah	1.725.146.019.530	1.763.735.061.062
Jumlah	1.780.883.777.824	1.821.005.784.925

Related parties (Note 38)

Third parties

PT K.M Dastur Indonesia
Reinsurance Broker
Allianz Aktiengesellschaft
AON Re Brokers Asia Pte Ltd
PT Willis Reinsurance
Brokers Indonesia
AXA PPP Healthcare Ltd
Swiss Reinsurance Company Ltd
Chubb European Group SE
CHINA
UIB Asia Reinsurance
Brokers Pte Ltd
PT Maskapai Reasuransi
Indonesia Tbk
SCOR
Munich Reinsurance Co
MARSH-GUYC
MIL
J B Boda & Co Pte Ltd
Reinsurance Group Of America (RGA)
Guy Carpenter & Company, LCC
Willis Faber & Dumas Limited
Other (below Rp10,000,000,000)

Sub-Total

T o t a l

b. Berdasarkan Umur

	2024	2023
0 - 60 hari	184.475.417.447	560.333.723.083
61 - 365 hari	534.909.056.383	980.892.037.616
Lebih dari 1 tahun	1.061.499.303.994	279.780.024.226
Jumlah utang reasuransi	1.780.883.777.824	1.821.005.784.925

b. By Age

0 - 60 days

61 - 365 days

More than 1 years

Total reinsurance payables

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

15. UTANG REASURANSI / RETROSESI (Lanjutan)

c. Berdasarkan Jenis Mata Uang

	2024	2023
Rupiah	1.501.797.382.509	1.525.450.198.211
Dolar Amerika Serikat	273.483.455.724	284.300.739.978
Mata uang lain (dibawah 10 Miliar)	5.602.939.591	11.254.846.736
Jumlah utang reasuransi	1.780.883.777.824	1.821.005.784.925

d. Berdasarkan Jenis Asuransi

	2024	2023
Asuransi	64.298.472.982	78.724.177.398
Reasuransi jiwa	442.952.425.721	417.720.860.689
Reasuransi umum	1.273.632.879.121	1.324.560.746.838
Jumlah utang reasuransi	1.780.883.777.824	1.821.005.784.925

**15. REINSURANCE / RETROCESSION PAYABLES
(Continued)**

c. By Currency

Rupiah
United State Dollars
Others (below Rp 10 billion)
Total reinsurance payables

d. By Type of Insurance

Insurance
Life reinsurance
General reinsurance
Total reinsurance payables

16. LIABILITAS KONTRAK ASURANSI

	2024	2023
Estimasi klaim	6.800.684.577.252	6.146.094.772.790
Premi yang belum merupakan pendapatan	2.764.908.872.073	2.294.401.035.885
Jumlah	9.565.593.449.325	8.440.495.808.675

a. Premi yang belum merupakan pendapatan

	2024	2023
Induk		
Kebakaran	547.007.662.491	648.822.112.814
J i w a	689.614.690.052	600.116.940.276
Casualty	327.767.979.315	223.348.045.220
Engineering	208.188.837.918	181.104.710.302
Rangka kapal	75.919.332.411	63.353.285.160
Motor	31.865.688.047	32.770.911.075
Kecelakaan diri	23.558.472.726	15.855.728.388
Pengangkutan	9.802.600.174	8.877.719.114
Aviasi	3.394.436.122	3.796.856.415

Entitas Anak

Asuransi kredit	718.788.920.957	448.272.263.754
Asuransi umum	112.549.926.454	53.656.976.633
Asuransi syariah	6.138.442.308	9.435.415.945
Asuransi penjaminan	4.778.232.356	2.597.331.801
Asuransi ekspor	4.070.451.621	2.392.735.856
Reasuransi	1.463.199.121	3.132

Jumlah

2.764.908.872.073 **2.294.401.035.885**

16. INSURANCE CONTRACT LIABILITIES

a. Unearned Premium

Estimated claims
Unearned premiums
Total

Parent
Fire
Life
Casualty
Engineering
Marine hull
Motorcycle
Personal Accident
Marine cargo
Aviation

Subsidiaries

Credit insurance
General insurance
Sharia Insurance
Suretyship insurance
Export insurance
Reinsurance

Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

16. LIABILITAS KONTRAK ASURANSI (Lanjutan)

a. Premi yang belum merupakan pendapatan (Lanjutan)

Premi yang belum merupakan pendapatan pada 31 Desember 2024 dan 2023 untuk Perusahaan Induk dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdr. Yusuf Hidayat Kalla, No. Register PAI 2021103775). Sedangkan per 31 Desember 2023 dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdr. Nico Demus, No. Register PAI 201110876).

Pada Entitas Anak (AAI), Cadangan premi yang belum merupakan pendapatan per 31 Desember 2024 dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdri. Fenny Silviastuti, No. Register PAI 2019102734). Sedangkan per 31 Desember 2023 dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdri. Mijanna, No. Registrasi PAI 200010127).

b. Estimasi Klaim

	2024	2023
Induk		
Kebakaran	2.835.002.455.886	2.742.691.835.322
J i w a	1.277.055.790.828	1.160.491.592.671
Casualty	580.301.845.395	493.014.136.049
Rangka kapal	305.575.651.918	346.480.919.227
Engineering	658.726.693.866	429.776.011.089
Pengangkutan	234.888.689.980	190.874.735.354
Motor	96.178.670.031	70.344.168.858
Aviation	37.676.965.067	33.526.178.102
Kecelakaan diri	6.469.585.765	9.617.270.042
Entitas anak		
Asuransi umum	446.871.761.743	457.170.774.220
Asuransi kredit	190.781.705.207	93.148.408.482
Reasuransi	71.434.305.075	84.759.083.856
Asuransi penjaminan	20.874.860.817	21.776.185.184
Asuransi ekspor	35.736.527.382	10.372.890.771
Asuransi syariah	3.109.068.292	2.050.583.563
Jumlah	6.800.684.577.252	6.146.094.772.790

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 2024 dan 2023 untuk Perusahaan Induk dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdr. Yusuf Hidayat Kalla, No. Register PAI 2021103775). Sedangkan, per 31 Desember 2023 dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdr. Nico Demus, No. Register PAI 201110876).

16. INSURANCE CONTRACT LIABILITIES (Continued)

a. Unearned Premium (Continued)

Premiums that are not yet income as of December 31, 2024 and 2024 for the Parent Company are calculated by Internal Actuary who is registered with the OJK (Mr. Yusuf Hidayat Kalla, Register No. PAI 2021103775). Meanwhile, as of December 31, 2023 is calculated by the Company's Internal Actuary who is registered with the OJK (Mr. Nico Demus, Register No. PAI 201110876).

In Subsidiaries (AAI), premium reserves which are not yet income as of December 31, 2024 is calculated by the Company's Internal Actuary who is registered with the OJK (Mrs. Fenny Silviastuti, Register No. OAI 2019102734). Meanwhile, as of December 31, 2023 is calculated by the Company's Internal Actuary who is registered with the OJK (Mrs. Mijanna, Registration No. PAI 200010127).

b. Estimated Claim

	2024	2023
Parent		
Fire	2.835.002.455.886	2.742.691.835.322
Life	1.277.055.790.828	1.160.491.592.671
Casualty	580.301.845.395	493.014.136.049
Marine hull	305.575.651.918	346.480.919.227
Engineering	658.726.693.866	429.776.011.089
Marine cargo	234.888.689.980	190.874.735.354
Motorcycle	96.178.670.031	70.344.168.858
Aviation	37.676.965.067	33.526.178.102
Personal accident	6.469.585.765	9.617.270.042
Subsidiaries		
General insurance	446.871.761.743	457.170.774.220
Credit insurance	190.781.705.207	93.148.408.482
Reinsurance	71.434.305.075	84.759.083.856
Suretyship insurance	20.874.860.817	21.776.185.184
Export insurance	35.736.527.382	10.372.890.771
Sharia Insurance	3.109.068.292	2.050.583.563
Total	6.800.684.577.252	6.146.094.772.790

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, 2024 and 2023 of the Parent Company is calculated by the Company's Internal Actuary who is registered with the OJK (Mr. Yusuf Hidayat Kalla, Register No. PAI 2021103775). Meanwhile, as of December 31, 2023 is calculated by the Company's Internal Actuary who is registered with the OJK (Mr. Nico Demus, Register No. PAI 201110876).

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

16. LIABILITAS KONTRAK ASURANSI (Lanjutan)

b. Estimasi Klaim (Lanjutan)

Pada Entitas Anak (AAI), Estimasi klaim terdiri dari klaim yang masih dalam proses verifikasi (OSC) dan klaim yang telah terjadi tetapi belum dilaporkan oleh asuradur (IBNR). Jumlah cadangan klaim bruto per 31 Desember 2024 dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdri. Fenny Silviastuti, No. Register PAI 2019102734). Sedangkan per 31 Desember 2023 dihitung oleh Aktuaris Internal Perusahaan yang telah terdaftar di OJK (Sdri. Mijanna, No. Registrasi PAI 200010127).

16. INSURANCE CONTRACT LIABILITIES (Continued)

b. Estimated Claim (Continued)

In Subsidiaries (AAI), Estimated claims consist of outstanding claims that are still in the verification process (OSC) and claims that have occurred but have not been reported by the insurer (IBNR). The amount of gross claim reserves as of December 31, 2024 is calculated by the Company's Internal Actuary who is registered with the OJK (Mrs. Fenny Silviastuti, Register No. OAI 2019102734). Meanwhile, as of December 31, 2023 is calculated by the Company's Internal Actuary who is registered with the OJK (Mrs. Mijanna, Registration No. PAI 200010127).

17. PERPAJAKAN

a. Utang Pajak

	2024	2023
Perusahaan		
Sengketa pajak	43.600.645.274	43.600.645.274
Pajak penghasilan final	9.784.493	-
Pajak penghasilan pasal 21	6.112.731.815	3.922.257.362
Pajak pertambahan nilai	1.209.703.270	1.250.548.427
Pajak penghasilan pasal 23	368.016.060	293.484.385
Pajak penghasilan pasal 26	-	-
Pajak penghasilan pasal 22	3.520.500	-
Sub-jumlah	51.304.401.412	49.066.935.448
Entitas anak		
Pajak penghasilan pasal 21	1.927.062.971	1.075.954.906
Pajak pertambahan nilai	19.750.314	417.586.761
Pajak penghasilan pasal 23	314.044.336	19.960.609
Pajak penghasilan pasal 25	46.558.163	-
Pajak penghasilan final	-	20.526.970
Sub-jumlah	2.307.415.784	1.534.029.246
Jumlah	53.611.817.196	50.600.964.694

Pada 31 Desember 2022 Perusahaan telah melakukan pembebanan keseluruhan atas nilai pokok sengketa beserta denda pajak sebesar Rp 290.740.393.318 dan Utang sengketa pajak pada 31 Desember 2024 dan 2023 sebesar Rp 43.600.645.274 merupakan sisa nilai akrual atas sengketa pajak yang masih dicatatkan Perusahaan.

17. TAXATION

a. Tax Payables

	2024	2023	
			The Company
			Tax dispute
			Income tax final
			Income tax article 21
			Value add tax
			Income tax article 23
			Income tax article 26
			Income tax article 22
			Sub-total
			Subsidiary
			Income tax article 21
			Value add tax
			Income tax article 23
			Income tax article 25
			Income tax final
			Sub-total
			Total

As of December 31, 2022, the Company has fully encumbered the principal amount of the dispute along with tax penalties amounting to Rp 290,740,393,318 and the tax dispute payable as of December 31, 2024 and 2023 amounting to Rp 43,600,645,274 is the remaining accrual value of the tax dispute that is still recorded by the Company.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

17. PERPAJAKAN (Lanjutan)

b. Pajak Kini

Rekonsiliasi antara laba (rugi) sebelum pajak menurut laba rugi konsolidasian dengan laba kena pajak Perusahaan menurut fiskal untuk tahun yang berakhir 31 Desember 2024 dan 2023 adalah sebagai berikut:

	<u>2024</u>	<u>2023</u>
<u>Pajak kini</u>		
Perusahaan		
Penyesuaian atas tahun sebelumnya	-	-
Pajak badan	-	-
Entitas anak		
PT Asuransi Asei Indonesia	-	-
PT Reasuransi Syariah Indonesia	(46.558.160)	-
Sub-jumlah	(46.558.160)	-
<u>Pajak tangguhan</u>		
Perusahaan		
Pajak tangguhan	70.259.597.931	40.971.072.856
Entitas anak		
PT Asuransi Asei Indonesia	(7.828.634.751)	6.006.052.072
PT Reasuransi Syariah Indonesia	212.144.204	314.830.006
Sub-jumlah	62.643.107.384	47.291.954.934
Jumlah	<u>62.596.549.224</u>	<u>47.291.954.934</u>

17. TAXATION (Continued)

b. Current Tax

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, 2024 and 2023 is as follows:

<u>Current tax</u>
The Company
Adjustment to prior year
Corporate Tax
Subsidiary
PT Asuransi Asei Indonesia
PT Reasuransi Syariah Indonesia
Sub-total
<u>Deferred tax</u>
The Company
Deferred tax
Subsidiary
PT Asuransi Asei Indonesia
PT Reasuransi Syariah Indonesia
Sub-total
Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

17. PERPAJAKAN (Lanjutan)

b. Pajak Kini (Lanjutan)

	2024	2023
(Rugi) laba sebelum pajak - konsolidasian		
Bagian rugi dari entitas anak	10.182.864.611	8.748.326.673
<u>Dikurang:</u>		
Laba sebelum pajak entitas anak	-	-
Laba sebelum pajak perusahaan	(62.142.022.511)	21.799.267.009
Sub-jumlah	72.324.887.122	(13.050.940.336)
Perbedaan waktu:		
Beban penyusutan	(2.672.863.059)	(2.898.075.181)
Imbalan pasti pascakerja	13.000.508.798	12.077.587.234
Cadangan kerugian penurunan nilai	31.844.326.809	25.407.017.609
Accrual bonus karyawan	5.397.857.350	17.500.000.000
Cadangan IBNR	339.637.604.341	157.801.038.623
Sub-jumlah	387.207.434.239	209.887.568.285
Perbedaan tetap:		
Beban yang tidak dapat dikurangkan	3.475.131.810	9.122.595.613
Hasil investasi	(301.995.127.003)	(262.352.949.240)
Jasa giro	(103.827.949)	(50.881.861)
Sub-jumlah	(298.623.823.142)	(253.281.235.488)
Laba (rugi) fiskal tahun berjalan	160.908.498.219	(56.444.607.538)
Rugi fiskal :		
Tahun 2021	(591.006.084.127)	(591.006.084.127)
Tahun 2022	(126.931.959.869)	(126.931.959.869)
Tahun 2023	(56.444.607.538)	-
Akumulasi rugi fiskal	(774.382.651.534)	(717.938.043.997)
Kompensasi	160.908.498.218	(56.444.607.538)
Total akumulasi rugi fiskal	(613.474.153.316)	(774.382.651.535)
Perhitungan pajak penghasilan badan tarif tunggal (22%)	-	-
Pajak penghasilan dibayar di muka PPh pasal 25	-	-
Taksiran kurang bayar pajak penghasilan	-	-

17. TAXATION (Continued)

b. Current Tax (Continued)

(Loss) income before tax - consolidated	
Loss portion of subsidiaries	
<u>Less:</u>	
Profit before subsidiary income tax	
Profit before tax - the company	
Sub-total	
Timing differences:	
Depreciation expenses	
Employee benefit	
Impairment losses	
Accrual employee bonus	
Allowance for IBNR	
Sub-total	
Permanent differences:	
Non-deductible expenses	
Investment income	
Interest Income	
Sub-total	
Tax (loss) profit for the current year	
Fiscal loss :	
Year 2021	
Year 2022	
Year 2023	
Fiscal loss accumulation	
Compensations	
Total fiscal loss accumulation	
Provision for income tax calculation single rate (22%)	
Prepaid taxes	
Tax article 25	
Estimated under payment income tax	

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

17. PERPAJAKAN (Lanjutan)

c. Pajak Tangguhan

Dampak pajak atas perbedaan nilai buku aset dan liabilitas berdasarkan fiskal dan menurut akuntansi yang bersifat sementara dengan tarif pajak maksimum tahun 2024 sebesar 10% - 22% yang diakui sebagai aset pajak tangguhan dan manfaat/beban pajak tangguhan adalah sebagai berikut:

17. TAXATION (Continued)

c. Deferred 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 2024 of 10% - 22% as deferred taxes assets and deferred tax benefits/ expenses are as follows:

	2024				
	1 Januari 2024/ January 1, 2024	Dikreditkan ke laba (rugi)/ Credited to profit (loss) income	Dibebankan (dikreditkan) ke penghasilan komprehensif lainnya/ Expensed (credited) to other comprehensive income	Dampak perubahan tarif pajak/ Effect of change in tax rate	31 Desember 2024/ December 31, 2024
Entitas induk/ Parent company					
Penyusutan aset tetap/ Fixed assets depreciation	1.781.578.591	(1.673.118.443)	-	-	108.460.148
CKPN - Piutang premi/ Allowance of receivable	24.603.626.871	(5.804.858.077)	-	-	18.798.768.794
CKPN - Aset lain-lain	1.201.854.330	1.036.943.149	-	-	2.238.797.479
Kenaikan (penurunan) AFS/ Increase (decrease) AFS Receivable	(5.760.414.165)	-	6.331.056.050	-	570.641.885
Penilaian kembali liabilitas Imbalan kerja/ Remeasurement of post employment benefit	21.120.964.889	792.829.597	(2.516.658.441,00)	-	19.397.136.045
Accrual bonus karyawan/ Employee bonus accrual	3.850.000.003	1.187.528.618	-	-	5.037.528.621
Penyisihan IBNR/ Allowance for IBNR	104.086.013.278	74.720.272.955	-	-	178.806.286.233
Jumlah entitas induk/ Total parent company	150.883.623.797	70.259.597.799	3.814.397.609	-	224.957.619.205
Entitas anak/ Subsidiaries					
Penyusutan aset tetap/ Fixed assets depreciation	(76.235.727)	142.040.657	-	-	65.804.930
CKPN - Piutang premi/ Allowance of premium receivable	21.522.284.485	(10.219.379.636)	-	-	11.302.904.849
CKPN - Piutang reasuransi/ Allowance of reinsurance	26.927.309.926	317.902.920	-	-	27.245.212.846
CKPN - piutang lain-lain Allowance of other receivables	605.504.014	139.305.236	-	-	744.809.250
CKPN - aset investasi/ Allowance for impairment losses investment assets	-	-	-	-	-
CKPN - piutang subrogasi Allowance of subrogation receivables	2.247.558.385	402.218.731	-	-	2.649.777.116
Kenaikan (penurunan) AFS/ Increase (decrease) AFS	323.956.913	(323.956.913)	-	-	-
Penilaian kembali liabilitas imbalan kerja/ Remeasurement of post employment benefit	5.514.778.800	64.423.314	418.719.588	-	5.997.921.702
Accrual bonus karyawan/ Employee bonus accrual	249.782.893	335.351.455	-	-	585.134.348
Tantiem dan Bonus/ Tantiem and Bonus	3.107.082.785	1.525.603.689	-	-	4.632.686.474
Penyisihan IBNR/ Allowance for IBNR					
Jumlah entitas anak/ Total Subsidiaries	60.422.022.474	(7.616.490.547)	418.719.588	-	53.224.251.515
Jumlah aset pajak tangguhan/ Deferred tax assets	211.305.646.271				278.181.870.720

17. PERPAJAKAN (Lanjutan)

17. TAXATION (Continued)

c. Pajak Tangguhan (Lanjutan)

c. Deferred Tax (Continued)

Reksa Dana/ Mutual Funds	2023				
	1 Januari 2023/ January 1, 2023	Dikreditkan ke laba (rugi)/ Credited to profit (loss) income	Dibebankan (dikreditkan) ke penghasilan komprehensif lainnya/ Expensed (credited) to other comprehensive income	Dampak perubahan tarif pajak/ Effect of change in tax rate	31 Desember 2023/ December 31, 2023
Entitas induk/ Parent company					
Penyusutan aset tetap/ Fixed assets depreciation	2.618.090.230	(836.511.639)	-	-	1.781.578.591
CKPN - Piutang premi/ Allowance of receivable	19.611.686.184	4.991.940.687	-	-	24.603.626.871
CKPN - Aset lain-lain	1.004.904.383	196.949.947	-	-	1.201.854.330
Kenaikan (penurunan) AFS/ Increase (decrease) AFS Receivable	(2.926.928.041)	-	(2.833.486.124)	-	(5.760.414.165)
Penilaian kembali liabilitas Imbalan kerja/ Remeasurement of post employment benefit	22.221.178.568	2.012.465.364	(3.112.679.043)	-	21.120.964.889
Accrual/ bonus karyawan/ Employee bonus accrual	3.960.000.003	(110.000.000)	-	-	3.850.000.003
Penyisihan IBNR/ Allowance for IBNR	69.369.784.781	34.716.228.497	-	-	104.086.013.278
Jumlah entitas induk/ Total parent company	115.858.716.108	40.971.072.856	(5.946.165.167)	-	150.883.623.797
Entitas anak/ Subsidiaries					
Penyusutan aset tetap/ Fixed assets depreciation	1.131.237.613	(1.207.473.340)	-	-	(76.235.727)
CKPN - Piutang premi/ Allowance of premium receivable	19.863.252.533	1.659.031.952	-	-	21.522.284.485
CKPN - Piutang reasuransi/ Allowance of reinsurance	24.219.791.246	2.707.518.680	-	-	26.927.309.926
CKPN - piutang lain-lain Allowance of other receivables	605.504.014	-	-	-	605.504.014
CKPN - aset investasi/ Allowance for impairment losses investment assets	-	-	-	-	-
CKPN - piutang subrogasi Allowance of subrogation receivables	-	2.247.558.385	-	-	2.247.558.385
Kenaikan (penurunan) AFS/ Increase (decrease) AFS	(117.373.558)	-	441.330.471	-	323.956.913
Penilaian kembali liabilitas imbalan kerja/ Remeasurement of post employment benefit	5.245.024.816	804.239.487	(534.485.503)	-	5.514.778.800
Accrual/ bonus karyawan/ Employee bonus accrual	2.314.868.262	(1.896.046.987)	(169.038.382)	-	249.782.893
Tantiem dan Bonus/ Tantiem and Bonus	1.101.028.883	2.006.053.902	-	-	3.107.082.785
Penyisihan IBNR/ Allowance for IBNR					
Jumlah entitas anak/ Total Subsidiaries	54.363.333.809	6.320.882.079	(262.193.414)	-	60.422.022.474
Jumlah aset pajak tangguhan/ Deferred tax assets	170.222.049.917				211.305.646.271

18. UTANG JASA PRODUKSI

18. EMPLOYEES PERFORMANCE INCENTIVES

Pada tanggal 31 Desember 2024 dan 2023 utang jasa produksi adalah masing-masing sebesar Rp 24.090.545.143 dan Rp 17.500.000.000. Utang jasa produksi dibayarkan berdasarkan Keputusan Rapat Umum Pemegang Saham Pengesahan Laporan Tahunan.

As of December 31, 2024 and 2023 employee's performance incentives amounted to Rp 24,090,545,143 and Rp 17,500,000,000. employee's performance incentives will be paid based on the shareholder's general meeting.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

19. UTANG KOMISI

	2024	2023
Asuransi kredit	3.172.011	7.558.141.067
Asuransi umum	5.320.839.838	1.340.270.851
Asuransi ekspor	733.237.753	1.259.237.982
Asuransi pinjaman	512.069.917	536.558.836
Jumlah	6.569.319.519	10.694.208.736

19. COMMISSION PAYABLE

Credit insurance
General insurance
Export insurance
Suretyship insurance

Total

20. UANG JAMINAN

Uang jaminan merupakan uang jaminan AAI. Akun ini merupakan jaminan yang diberikan oleh *principal* atas penerbitan polis. Saldo per tanggal 31 Desember 2024 dan 2023 masing-masing sebesar Rp 3.646.179.716 dan Rp 4.153.933.078.

20. CASH COLLATERAL

The security deposit is AAI's security deposit. This account is a guarantee provided by the principal for the issuance of the policy. The balance as of December 31, 2024 and 2023 each amounted to Rp 3.646.179.716 and Rp 4,153,933,078, respectively.

21. BEBAN AKRUAL

	2024	2023
Umum	49.312.678.955	18.515.357.932
Administrasi	8.353.103.149	4.523.692.662
Operasional	2.354.729.097	30.243.515.703
Jumlah	60.020.511.201	53.282.566.297

21. ACCRUED EXPENSES

General
Administrations
Operasional

Total

22. UTANG LANCAR LAINNYA

	2024	2023
Ujroh	31.292.944.259	31.759.152.756
Provisi	23.167.967.094	15.167.967.094
Utang zakat	522.086.523	447.745.717
Utang bunga MCB	-	15.750.000.000
Lainnya	7.705.759.533	4.700.089.735
Jumlah	62.688.757.409	67.824.955.302

22. OTHER CURRENT LIABILITIES

Ujroh
Provisions
Zakat payable
MCB interest payable
Others

Total

Provisi merupakan estimasi atas klaim di masa depan yang dibentuk Perusahaan sehubungan dengan bisnis PT Reasuransi Umum Indonesia/RUI (Persero) yang beralih sebagai akibat penggabungan ke dalam Indonesia Re. (Catatan 40).

Provisions represent estimates of future claims made by the Company in connection with the business of PT Reasuransi Umum Indonesia/RUI (Persero) which was transferred as a result of the merger into Indonesia Re. (Note 40).

23. PINJAMAN REKENING DANA INVESTASI

	2024	2023
Pokok pinjaman	87.120.000.000	88.027.500.000
Non pokok	237.698.513.746	240.174.539.931
Jumlah	324.818.513.746	328.202.039.931

23. INVESTMENT FUND LOAN

Principal
Non principal

Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

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 Rp 110.000.000.000, 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 Rp 353.103.625.545 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 Rp 338.352.618.486 selama 16 (enam belas) tahun sejak tanggal persetujuan Direktur Jenderal Perbendaharaan dengan rincian sebagai berikut :

Tahun/ Year
2021 - 2024
2025 - 2028
2029 - 2032
2033 - 2036

24. OBLIGASI WAJIB KONVERSI

Pada tanggal 31 Desember 2014, ReIndo (entitas anak) menerbitkan Obligasi Wajib Konversi ("OWK") dengan nominal Rp 900.000.000.000. 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 Rp 300.000.000.000. Dengan penggabungan ReIndo kedalam Perusahaan, maka secara otomatis saat ini posisi Perusahaan adalah sebagai Penerbit.

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 Rp 110,000,000,000, administration 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 Rp 353,103,625,545 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 Rp 338,352,618,486 for 16 (sixteen) years from the date of approval from the Director General of the Treasury with the following details:

Angsuran per tahun/ Installment per year (Dalam Rupiah/ In Rupiah)
3.383.536.185
16.917.630.924
30.451.735.664
33.835.261.849

24. MANDATORY CONVERTIBLE BONDS

On December 31, 2014, ReIndo (subsidiary) issued the Mandatory Convertible Bonds ("MCB") with a nominal value of Rp 900,000,000,000. MCB offered private placement to strategic investors, namely PT Taspen (Persero), PT Jasa Raharja (Persero) and Perum Jamkrindo with each investor has MCB Rp 300,000,000,000. With ReIndo merged into the Company, then automatically the current position of the Company is as issuer of MCB.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

24. OBLIGASI WAJIB KONVERSI (Lanjutan)

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 ditandatangani 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
- Perubahan keenam pada tanggal 17 Februari 2025 sesuai Akta Notaris Vita Cahyojati, S.H., MHum, No. 12

Penyajian OWK sesuai dengan Laporan Asurans Keyakinan Terbatas Independen sehubungan dengan Kajian Penyajian dan Pencatatan OWK yang dilakukan oleh Kantor Akuntan Publik (KAP) Mirawati Sensi Idris No. 00006/2.1090/AK/08/0154/1/III/2023 tanggal 3 Maret 2023.

Pencatatan OWK posisi 31 Desember 2024 dan 2023 sebagai berikut:

	2024	2023	
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	226.702.155.505	59.595.438.930	Yield difference
OWK - Komponen liabilitas	226.702.155.505	59.595.438.930	MCB-Liability component
OWK - Komponen ekuitas	673.297.844.495	840.404.561.070	MCB-Equity component

25. LIABILITAS IMBALAN KERJA

Penilaian aktuarial atas manfaat pensiun pada tahun yang berakhir tanggal 31 Desember 2024, dilakukan oleh konsultan aktuarial independen, Kantor Konsultan Aktuarial Nurichwan untuk PT Reasuransi Indonesia Utama (Persero) dan AAI (entitas anak), dan KKA Azwir Arifin dan Rekan untuk RSI (entitas anak). Penilaian aktuarial atas manfaat pensiun dilakukan dengan menggunakan metode "Projected Unit Credit".

24. MANDATORY CONVERTIBLE BONDS (Continued)

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.
- The sixth amendment is on February 17, 2025 according to the Notary Deed of Vita Cahyojati, S.H., MHum, No. 12

MCB appropriate presentation based on the Independent Limited Assurance Report in connection with the Review of the Presentation and Listing of MCB conducted by the Public Accounting Firm (KAP) Mirawati Sensi Idris No. 00006/2.1090/AK/08/0154/1/III/2023 dated March 3, 2023.

MCB recording position as of December 31, 2024 and 2023 are as follows:

25. EMPLOYEE BENEFITS LIABILITIES

The actuarial valuation of pension benefits for the year ending December 31, 2023, was carried out by independent actuarial consultants, the Nurichwan Actuarial Consultant Office for PT Reasuransi Indonesia Utama (Persero) and 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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

25. LIABILITAS IMBALAN KERJA (Lanjutan)

25. EMPLOYEE BENEFITS LIABILITIES (Continued)

	2024	2023	
Liabilitas imbalan pascakerja			Post employee benefits
PT Reasuransi Indonesia			PT Reasuransi Indonesia
Utama (Persero)	88.168.800.208	96.004.385.861	Utama (Persero)
Entitas anak	27.263.279.864	25.067.175.763	Subsidiaries
Liabilitas yang diakui pada laporan posisi keuangan konsolidasian	115.432.080.072	121.071.561.624	Liability recognized in the consolidated statement of financial position

Rekonsiliasi status pembiayaan atas program pensiun berdasarkan laporan aktuaria Kantor Konsultan Aktuaria Nurichwan tanggal 6 Januari 2025 untuk RIU dan tanggal 21 Februari 2025 untuk AAI, serta KKA Azwir, Arifin dan Rekan tanggal 31 Januari 2025, 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 6, 2025 for RIU, and dated February 21, 2025 for AAI, and KKA Azwir, Arifin and Partners dated January 31, 2025, is presented as follows:

	2024	2023	
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	121.071.561.624	124.846.379.021	Liability the beginning of year
Biaya jasa yang diakui tahun berjalan	16.897.285.386	16.291.417.442	Service cost which recognized on current year
Penilaian kembali keuntungan (kerugian) diakui pada penghasilan komprehensif lain	(9.557.488.586)	(16.578.021.265)	Revaluation gain (loss) recognized on the other comprehensive income
Pembayaran manfaat	(12.979.278.352)	(3.488.213.574)	Actual benefit payments
Liabilitas yang diakui oleh perusahaan	115.432.080.072	121.071.561.624	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	7.350.646.627	8.502.004.352	Current service cost
Biaya bunga	8.110.512.000	8.645.961.252	Interest cost
(Kenaikan) penurunan kewajiban perubahan program	(819.471.109)	-	(Increase) decrease in program change liability
Biaya jasa lalu	2.255.597.868	(856.548.162)	Past service post
Jumlah beban imbalan pascakerja	16.897.285.386	16.291.417.442	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:

	2024	2023	
Asumsi ekonomi:			Economic assumptions:
Tingkat diskonto per tahun sebelum usia pensiun normal	6,88% - 7,14%	6,17% - 7,10%	Annual discount rate before
Tingkat kenaikan penghasilan per tahun	5,00% - 7,00%	5,00% - 8,00%	Normal retirement age
Asumsi lain:			Other assumption:
Usia pensiun normal	55 - 57 tahun/ years	51 - 57 tahun/ years	Normal retirement age
Tingkat kematian	TMI IV/2019	TMI IV/2019	Mortality rate
Tingkat cacat	5% - 10% dari tingkat kematian/ 1% from mortality rate	5% - 10% 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

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

25. LIABILITAS IMBALAN KERJA (Lanjutan)

Asumsi utama yang digunakan dalam menentukan biaya manfaat karyawan adalah sebagai berikut:
(Lanjutan)

	2024		
	Kenaikan 1%/ Increase 1 %	Penurunan 1 %/ Decrease 1 %	
Asumsi tingkat diskonto	105.870.942.903	125.903.555.750	Discount rate assumptions
Asumsi tingkat kenaikan upah	122.248.212.418	106.579.742.991	Salary growth rate assumptions

	2023		
	Kenaikan 1%/ Increase 1 %	Penurunan 1 %/ Decrease 1 %	
Asumsi tingkat diskonto	111.266.329.643	131.249.521.025	Discount rate assumptions
Asumsi tingkat kenaikan upah	130.295.948.763	111.966.692.959	Salary growth rate assumptions

26. UTANG DANA PESERTA

	2024	2023	
Dana tabarru	9.344.050.918	8.592.447.590	Tabarru' funds

Utang dana peserta (Dana tabarru) adalah dana kontribusi dari peserta yang dikelola oleh PT Asuransi Asei Indonesia sebagai wakil peserta.

25. EMPLOYEE BENEFITS LIABILITIES (Continued)

The main assumptions used in determining employee benefit costs are as follows: (Continued)

26. POLICY HOLDER PAYABLE

Participant funds payable (Tabarru Funds) are funds contributed by participants which are managed by PT Asuransi Asei Indonesia as the participant's representative.

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 Perusahaan sebanyak 538.358 saham atau sebesar Rp 538.358.000.000, 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 Rp 538.357.264.802 dan dari Kapitalisasi sebagian cadangan sebesar Rp 735.198. 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 Rp 538,358,000,000, 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 Rp 538,357,264,802 and from capitalization of reserves amounted to Rp 735,198. In the deed on January 19, 2017 No. 14 Notary by Nanda Fauz Iwan, Jakarta.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

27. MODAL SAHAM (Lanjutan)

Susunan pemegang saham Perusahaan pada tanggal 31 Desember 2024 dan 2023 sebagai berikut:

	Jumlah Saham/ Number of Shares	Persentase Kepemilikan/ Percentage of Ownership %	Jumlah/ Total	
Pemerintah Republik Indonesia	878.358	100%	878.358.000.000	Government of The Republic Indonesia
Jumlah	878.358	100%	878.358.000.000	Total

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 Permodalan 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 Rp 1.000.000
 - 1.199.999 saham seri B, masing-masing dengan nilai nominal sebesar Rp 1.000.000
- b. Modal yang telah disetor oleh Negara Republik Indonesia sebanyak Rp 878.358.000.000 terdiri dari:
 - 1 saham seri A Dwiwarna dengan nilai nominal Rp 1.000.000
 - 878.357 saham seri B, masing-masing dengan nilai nominal sebesar Rp 1.000.000.

27. SHARE CAPITAL (Continued)

The composition of shareholders in the Company on December 31, 2024 and 2023 will be as follows:

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 Rp 1,200,000,000,000 is divided into 1,200,000 shares consisting of:
 - 1 Series A Dwiwarna share, with a par value of Rp 1,000,000
 - 1,199,999 series B shares, each with a par value of Rp 1,000,000
- b. The capital paid by the State of the Republic of Indonesia as much as Rp 878,358,000,000 consists of:
 - 1 Series A Dwiwarna share with a par value of Rp 1,000,000
 - 878,357 series B shares, each with a par value of Rp 1,000,000.

28. PEMBAGIAN DIVIDEN TUNAI

Berdasarkan Keputusan Rapat Umum Pemegang Saham Tahunan PT Reasuransi Indonesia Utama tanggal 28 Juni 2024 No. 00253/TU.01.02/00/IndonesiaRe/06/2024, Perusahaan tidak membayarkan dividen dari Laba Tahun Buku 2023.

28. CASH DIVIDEND DISTRIBUTION

Based on the decision of the Annual General Meeting of Shareholders of PT Reasuransi Indonesia Utama on June 28, 2024 No. 00253/TU.01.02/00/IndonesiaRe/06/2024, the Company does not paid cash dividends from the profit for the 2023 financial year.

29. SALDO LABA DITENTUKAN PENGGUNAANNYA

Komposisi saldo laba ditentukan per 31 Desember 2024 dan 2023 adalah sebagai berikut:

	2024	2023	
Cadangan umum	779.969.927.750	779.969.927.750	General reserve
Cadangan tujuan	238.359.985.092	238.359.985.092	Appropriated reserve
Jumlah	1.018.329.912.842	1.018.329.912.842	Total

29. RETAINED EARNINGS - APPROPRIATED

Composition of appropriated retained earnings as of December 31, 2024 and 2023 are as follows:

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

30. KENAIKAN (PENURUNAN) PENGHASILAN KOMPREHENSIF LAINNYA	30. INCREASE (DECREASE) OF COMPREHENSIVE INCOME	OTHER
Kenaikan (penurunan) penghasilan komprehensif lainnya untuk tahun- tahun yang berakhir 31 Desember 2024 dan 2023 adalah sebagai berikut:	Increase (decrease) of other comprehensive income for the years ended December 31, 2024 and 2023 are as follows:	
	2024	2023
Pemilik entitas induk		Owner of parent entity
Saldo Awal	317.122.650.214	263.592.779.421
Perubahan nilai wajar	(100.344.435.189)	51.762.256.893
Pajak penghasilan terkait pos yang akan direklasifikasikan ke laba rugi	6.331.056.050	(2.561.198.634)
Pajak penghasilan terkait pos yang tidak akan direklasifikasikan ke laba rugi	-	4.328.812.534
Saldo Akhir	223.109.271.075	317.122.650.214
Kepentingan non pengendali		Non controlling interest
Perubahan nilai wajar	(128.218)	110.994
Pajak penghasilan terkait pos yang akan direklasifikasikan ke laba rugi	-	2.059
Jumlah	(128.218)	113.053
Perubahan nilai wajar aset keuangan tersedia untuk dijual	Gain from changes in fair value of available for sale financial assets	
	2024	2023
Entitas pengendali		Owner of parent entity
Perubahan nilai wajar	223.109.271.075	317.122.650.214
Penyesuaian reklasifikasi atas keuntungan yang termasuk dalam laba rugi	-	-
Sub Jumlah	223.109.271.075	317.122.650.214
Kepentingan non pengendali		Non controlling interest
Perubahan nilai wajar	(128.218)	113.053
Jumlah	223.109.142.857	317.122.763.267
	2024	2023
Entitas pengendali	223.109.271.075	317.122.650.214
Kepentingan non pengendali	(128.218)	113.053
Jumlah	223.109.142.857	317.122.763.267

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

31. PENDAPATAN REASURANSI/ PREMI

31. REINSURANCE/ PREMIUM INCOME

2024					
	Premi reasuransi/ <i>Premi bruto/ Reinsurance premium/ Gross premium</i>	Premi retrosessi/ Premi reasuransi keluar/ <i>Retrocession/ Reinsurance premium outward</i>	Penurunan (kenaikan) yang belum merupakan pendapatan/ <i>Decrease (increase) in unearned premium income</i>	Pendapatan premi neto/ <i>Premium income - net</i>	
Induk					Parent
Jiwa	2.053.443.377.336	(1.247.608.877.612)	22.298.688.011	828.133.187.735	Life
Kebakaran	2.671.255.119.706	(1.354.771.021.113)	86.828.560.839	1.403.312.659.432	Fire
Engineering	612.867.081.614	(143.935.773.508)	(26.174.498.265)	442.756.809.841	Engineering
Casualty	409.329.385.801	(55.387.023.510)	(88.574.821.260)	265.367.541.031	Casualty
Rangka kapal	198.904.293.557	(40.365.195.806)	(12.094.096.564)	146.445.001.187	Marine hull
Pengangkutan	160.983.388.992	(33.258.102.688)	2.892.593.797	130.617.880.101	Marine cargo
Motor	130.121.108.708	(7.541.744.032)	(4.934.795.793)	117.644.568.883	Motor
Kecelakaan diri	95.046.829.478	(1.347.391.575)	(6.878.231.542)	86.821.206.361	Personal accident
Aviation	17.387.878.074	(2.296.601.157)	725.248.834	15.816.525.751	Aviation
Entitas anak - AAI					Subsidiary - AAI
Asuransi kredit	14.273.533.731	(7.801.819.572)	(8.749.245.271)	(2.277.531.112)	Credit insurance
Asuransi ekspor	30.239.501.081	(12.234.767.357)	(1.464.030.954)	16.540.702.770	Export insurance
Asuransi umum	151.499.532.007	(96.514.276.453)	(17.473.330.528)	37.511.925.026	General insurance
Asuransi penjaminan	18.945.684.714	(9.175.614.841)	(1.619.005.954)	8.151.063.919	Suretyship insurance
Reasuransi masuk	12.050.559.759	-	(1.463.195.989)	10.587.363.770	Inward reinsurance
Asuransi syariah	2.298.447.962	70.614.297	(699.305.988)	1.669.756.271	Sharia insurance
Jumlah	6.578.645.722.520	(3.012.167.594.927)	(57.379.466.627)	3.509.098.660.966	Total
2023					
	Premi reasuransi/ <i>Premi bruto/ Reinsurance premium/ Gross premium</i>	Premi retrosessi/ Premi reasuransi keluar/ <i>Retrocession/ Reinsurance premium outward</i>	Penurunan (kenaikan) yang belum merupakan pendapatan/ <i>Decrease (increase) in unearned premium income</i>	Pendapatan premi neto/ <i>Premium income - net</i>	
Induk					Parent
Jiwa	1.830.620.216.238	(909.711.333.089)	138.966.109.061	1.059.874.992.210	Life
Kebakaran	2.782.913.196.459	(1.800.556.979.778)	117.730.490.115	1.100.086.706.796	Fire
Engineering	597.434.489.577	(157.248.584.249)	(24.401.922.562)	415.783.982.766	Engineering
Casualty	370.456.424.305	(74.191.404.579)	(37.231.208.819)	259.033.810.907	Casualty
Rangka kapal	225.121.409.198	(57.115.535.935)	(4.132.233.993)	163.873.639.270	Marine hull
Pengangkutan	157.956.352.067	(52.146.394.865)	(1.231.354.438)	104.578.602.764	Marine cargo
Motor	118.234.993.787	(32.833.187.351)	(5.300.295.960)	80.101.510.476	Motor
Kecelakaan diri	65.238.622.286	(982.051.722)	(908.464.943)	63.348.105.621	Personal accident
Aviation	16.390.491.563	(3.051.556.247)	4.453.478.967	17.792.414.283	Aviation
Entitas anak - AAI					Subsidiary - AAI
Asuransi kredit	155.637.311.639	(78.966.817.783)	472.368.180	77.142.862.036	Credit insurance
Asuransi ekspor	28.264.171.088	(14.072.141.727)	(278.790.816)	13.913.238.545	Export insurance
Asuransi umum	82.487.610.846	(68.235.989.017)	(1.121.729.582)	13.129.892.247	General insurance
Asuransi penjaminan	13.527.620.288	(2.436.903.477)	(331.013.735)	10.759.703.076	Suretyship insurance
Reasuransi masuk	6.863.163.262	-	2.624.909	6.865.788.171	Inward reinsurance
Asuransi syariah	2.075.447.899	(240.107.323)	1.554.080.492	3.389.421.068	Sharia insurance
Jumlah	6.453.221.520.502	(3.251.788.987.142)	188.242.136.876	3.389.674.670.236	Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

32. BEBAN KLAIM

32. CLAIMS EXPENSES

2024						
	Klaim bruto/ <i>Gross claim</i>	Klaim reasuransi keluar/ <i>Reinsurance claims outward</i>	Recoveries/ <i>Recoveries</i>	(Kenaikan) penurunan cadangan klaim/ <i>Decrease (increase) in claims reserve</i>	Beban klaim neto/ <i>Claims expenses - net</i>	
Induk						Parent
Jiwa	(1.811.071.635.820)	1.014.793.221.071	-	42.728.423.870	(753.549.990.879)	Life
Kebakaran	(1.205.848.863.497)	742.271.618.201	-	(307.437.357.909)	(771.014.603.205)	Fire
Engineering	(225.662.865.235)	57.391.034.281	-	(202.698.068.780)	(370.969.899.734)	Engineering
Rangka kapal	(137.742.530.459)	19.415.099.129	-	(17.387.646.080)	(135.715.077.410)	Marine hull
Casualty	(135.607.253.194)	12.652.905.842	-	(84.151.701.222)	(207.106.048.574)	Casualty
Pengangkutan	(74.168.187.038)	6.299.665.796	-	(44.383.355.264)	(112.251.876.506)	Marine cargo
Motor	(74.078.685.647)	13.554.413.722	-	(5.600.740.654)	(66.125.012.579)	Motor
Kecelakaan diri	(31.535.527.246)	132.063.770	-	2.000.433.517	(29.403.029.959)	Personal accident
Aviation	(2.534.584.574)	-	-	(3.504.362.769)	(6.038.947.343)	Aviation
Entitas Anak - AAI						Subsidiary - AAI
Asuransi ekspor	(13.528.308.147)	6.764.154.073	539.987.858	(16.346.195.107)	(22.570.361.323)	Sharia Insurance
Asuransi penjaminan	-	-	162.374.492	478.439.897	640.814.389	Export insurance
Reasuransi masuk	(22.129.096.967)	2.133.779.457	-	13.153.565.175	(6.841.752.335)	Inward reinsurance
Asuransi kredit	(18.969.610.765)	15.892.984.040	509.516.077	(2.871.557.798)	(5.438.668.446)	Suretyship insurance
Asuransi umum	(51.998.533.321)	38.332.044.005	163.800.001	2.599.728.726	(10.902.960.589)	General insurance
Asuransi syariah	-	-	-	-	-	Credit insurance
Jumlah	(3.804.875.681.910)	1.929.632.983.387	1.375.678.428	(623.420.394.398)	(2.497.287.414.493)	T o t a l
2023						
	Klaim bruto/ <i>Gross claim</i>	Klaim reasuransi keluar/ <i>Reinsurance claims outward</i>	Recoveries/ <i>Recoveries</i>	(Kenaikan) penurunan cadangan klaim/ <i>Decrease (increase) in claims reserve</i>	Beban klaim neto/ <i>Claims expenses - net</i>	
Induk						Parent
Jiwa	(1.406.007.367.558)	626.269.084.408	-	(151.027.422.468)	(930.765.705.618)	Life
Kebakaran	(1.129.081.435.177)	391.841.615.994	-	348.403.630.490	(388.836.188.693)	Fire
Engineering	(243.833.163.791)	43.812.210.074	-	(131.875.700.743)	(331.896.654.460)	Engineering
Rangka kapal	(126.278.827.917)	43.052.571.438	-	(84.968.649.155)	(168.194.905.634)	Marine hull
Casualty	(169.355.719.907)	13.090.584.334	-	30.357.405.774	(125.907.729.799)	Casualty
Pengangkutan	(53.226.515.115)	13.913.594.878	-	(72.539.928.411)	(111.852.848.648)	Marine cargo
Motor	(78.246.771.396)	16.167.931.041	-	639.998.470	(61.438.841.885)	Motor
Kecelakaan diri	(36.910.485.310)	100.119.695	-	2.308.558.886	(34.501.806.729)	Personal accident
Aviation	(15.013.000.980)	-	-	(61.229.056)	(15.074.230.036)	Aviation
Entitas Anak - AAI						Subsidiary - AAI
Asuransi ekspor	(25.396.720.443)	12.345.553.915	32.700.622.918	16.284.783.609	35.934.239.999	Sharia Insurance
Asuransi penjaminan	(2.414.106.142)	141.527.896	936.843.952	85.355.729	(1.250.378.565)	Export insurance
Reasuransi masuk	(13.318.218.330)	523.827.578	-	6.845.945.512	(5.948.445.240)	Inward reinsurance
Asuransi kredit	(106.515.592.522)	88.082.147.093	3.781.767.506	1.755.620.749	(12.896.057.174)	Suretyship insurance
Asuransi umum	(55.758.461.896)	42.294.821.167	-	(2.977.572.707)	(16.441.213.436)	General insurance
Asuransi syariah	-	-	-	-	-	Credit insurance
Jumlah	(3.461.356.386.484)	1.291.635.589.511	37.419.234.376	(36.769.203.321)	(2.169.070.765.918)	T o t a l

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

33. PENDAPATAN (BEBAN) KOMISI – NETO

33. COMMISSION INCOME (EXPENSES) – NET

		2024				
		Pendapatan komisi/ Commission income		Beban komisi/ Commission expense		Komisi neto/ Net commission income
Induk						Parent
Kebakaran	322.882.221.175	(	764.528.346.485)	(	441.646.125.310)	Fire
Engineering	33.446.526.638	(	154.301.640.138)	(	120.855.113.500)	Engineering
Casualty	7.747.623.087	(	113.954.243.981)	(	106.206.620.894)	Casualty
Jiwa	62.325.326.875	(	85.728.833.671)	(	23.403.506.796)	Life
Rangka kapal	323.855.721	(	41.565.163.232)	(	41.241.307.511)	Marine hull
Pengangkutan	4.761.234.300	(	44.271.533.575)	(	39.510.299.275)	Marine cargo
Motor	1.394.021.409	(	35.923.455.417)	(	34.529.434.008)	Motor
Kecelakaan diri	105.798.350	(	27.501.675.729)	(	27.395.877.379)	Personal accident
Aviation	-	(	6.830.151.023)	(	6.830.151.023)	Aviation
Entitas Anak - AAI						Subsidiary - AAI
Asuransi umum	13.738.047.454	(	19.365.988.663)	(	5.627.941.209)	Export insurance
Asuransi ekspor	3.972.165.929	(	2.233.321.544)		1.738.844.385	Inward reinsurance
Asuransi kredit	1.316.042.495	(	1.523.584.287)	(	207.541.792)	General insurance
Reasuransi masuk	-	(	3.882.195.594)	(	3.882.195.594)	Sharia insurance
Asuransi penjaminan	2.715.884.840	(	2.892.890.380)	(	177.005.540)	Suretyship insurance
Asuransi syariah	-	(	88.543.669)	(	88.543.669)	Credit insurance
Jumlah	454.728.748.273	(	1.304.591.567.388)	(	849.862.819.115)	Total
		2023				
		Pendapatan komisi/ Commission income		Beban komisi/ Commission expense		Komisi neto/ Net commission income
Induk						Parent
Kebakaran	143.654.469.354	(	788.086.965.938)	(	644.432.496.584)	Fire
Engineering	39.054.050.637	(	146.784.511.890)	(	107.730.461.253)	Engineering
Casualty	9.593.379.278	(	104.975.245.416)	(	95.381.866.138)	Casualty
Jiwa	14.494.024.680	(	85.707.530.472)	(	71.213.505.792)	Life
Rangka kapal	6.552.552.707	(	46.687.274.363)	(	40.134.721.656)	Marine hull
Pengangkutan	9.413.120.291	(	45.592.059.776)	(	36.178.939.485)	Marine cargo
Motor	8.243.767.036	(	28.722.869.189)	(	20.479.102.153)	Motor
Kecelakaan diri	113.834.321	(	20.050.582.291)	(	19.936.747.970)	Personal accident
Aviation	-	(	2.724.733.204)	(	2.724.733.204)	Aviation
Entitas Anak - AAI						Subsidiary - AAI
Asuransi umum	9.853.433.536	(	7.053.408.185)		2.800.025.351	Export insurance
Asuransi ekspor	4.725.374.055	(	2.412.973.485)		2.312.400.570	Inward reinsurance
Asuransi kredit	12.348.102.929	(	16.377.328.817)	(	4.029.225.888)	General insurance
Reasuransi masuk	-	(	2.197.996.310)	(	2.197.996.310)	Sharia insurance
Asuransi penjaminan	783.998.311	(	2.623.992.991)	(	1.839.994.680)	Suretyship insurance
Asuransi syariah	-	(	449.682.950)	(	449.682.950)	Credit insurance
Jumlah	258.830.107.135	(	1.300.447.155.277)	(	1.041.617.048.142)	Total

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

34. BEBAN UNDERWRITING LAINNYA

34. OTHER UNDERWRITING EXPENSES

		2024			
	Pendapatan underwriting lainnya/ Other underwriting income	Beban underwriting lainnya/ Other underwriting expense	Pendapatan (beban) underwriting neto/ Net underwriting income (expense)		
Induk				Parent	
Kebakaran	106.423.650	(4.307.683)	102.115.967	Fire	
Engineering	(104.426.487.914)	63.941.777.831	(40.484.710.083)	Engineering	
Pengangkutan	399.414	-	399.414	Marine cargo	
Casualty	-	-	-	Casualty	
Rangka kapal	-	-	-	Marine hull	
Entitas Anak - AAI				Subsidiary - AAI	
Asuransi syariah	-	-	-	Credit insurance	
Asuransi ekspor	-	-	-	Export insurance	
Asuransi penjaminan	581.855.000	(1.722.166.074)	(1.140.311.074)	Suretyship insurance	
Asuransi kredit	191.416.656	(14.005.949)	177.410.707	Credit insurance	
Asuransi umum	6.600.000	(284.494.995)	(277.894.995)	General insurance	
Reasuransi masuk	111.844.278	(941.369.755)	(829.525.477)	Inward reinsurance	
Jumlah	(103.427.948.916)	60.975.433.375	(42.452.515.541)	Total	
		2023			
	Pendapatan underwriting lainnya/ Other underwriting income	Beban underwriting lainnya/ Other underwriting expense	Pendapatan (beban) underwriting neto/ Net underwriting income (expense)		
Induk				Parent	
Kebakaran	119.042.339	(1.208.499)	117.833.840	Fire	
Engineering	5.601.450	-	5.601.450	Engineering	
Pengangkutan	1.931.716	-	1.931.716	Marine cargo	
Casualty	368.145	-	368.145	Casualty	
Rangka kapal	274.673	-	274.673	Marine hull	
Entitas Anak - AAI				Subsidiary - AAI	
Asuransi syariah	4.339.981.138	-	4.339.981.138	Credit insurance	
Asuransi ekspor	1.563.419.482	(1.367.248.806)	196.170.676	Export insurance	
Asuransi penjaminan	951.260.858	(3.197.979.118)	(2.246.718.260)	Suretyship insurance	
Asuransi kredit	14.990.000	(2.502.436.418)	(2.487.446.418)	Credit insurance	
Asuransi umum	45.205.883	(1.314.563.264)	(1.269.357.381)	General insurance	
Reasuransi masuk	-	(27.629.956)	(27.629.956)	Inward reinsurance	
Jumlah	7.042.075.684	(8.411.066.061)	(1.368.990.377)	Total	

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

35. HASIL INVESTASI

	2024	2023
Pendapatan bunga dan bagi hasil efek dimiliki tersedia untuk dijual	236.676.715.202	205.592.372.518
Pendapatan bunga dan bagi hasil deposito berjangka	112.863.222.508	84.239.215.234
Pendapatan dividen penyertaan langsung	12.135.957.490	11.970.301.218
Laba (rugi) penjualan surat berharga diperdagangkan	(9.651.975.810)	6.490.934.829
Keuntungan selisih kurs mata uang asing dari deposito berjangka dan obligasi	80.566.372.246	993.068.264
Hasil investasi lainnya	7.604.151.269	11.728.611.735
Jumlah	440.194.442.905	321.014.503.798

35. INVESTMENT INCOME

<i>Interest income and revenue sharing from available for sale securities</i>
<i>Interest income and revenue sharing on time deposits</i>
<i>Dividend income of direct investment</i>
<i>Gain (loss) on sale from trading securities</i>
<i>Foreign exchange gain on time deposits and bonds</i>
<i>Other investment income</i>
Total

36. BEBAN USAHA

	2024	2023
Karyawan	206.224.501.325	205.065.022.445
Umum	90.018.647.618	81.123.956.883
Manajemen	59.153.462.823	57.921.654.413
Penyusutan (Catatan 11)	15.251.623.211	18.991.889.444
Operasional	19.775.692.440	13.829.802.169
Amortisasi (Catatan 13)	8.254.961.764	7.869.787.935
Jumlah	398.678.889.183	384.802.113.289

36. OPERATING EXPENSES

<i>Employee General Management</i>
<i>Depreciation (Note 11)</i>
<i>Operational Amortization (Note 13)</i>
Total

37. PENDAPATAN (BEBAN) LAIN-LAIN

	2024	2023
Pendapatan lain-lain		
Pendapatan uroh	32.054.997.160	23.446.012.439
Laba atas selisih kurs	-	5.418.322.933
Bunga pinjaman pegawai	3.582.630.068	6.640.410.659
Jasa giro	331.591.095	309.777.797
Pendapatan lain-lain program pemulihan PEN	126.112.881	255.143.614
Laba penjualan aktiva tetap	1.398.076.294	-
Pendapatan lain-lain	12.632.694.407	17.315.750.329
Jumlah pendapatan lain-lain	50.126.101.905	53.385.417.771
Beban lain-lain		
Biaya bunga pinjaman OWK	(63.000.000.000)	(63.000.000.000)
Beban penyisihan piutang usaha (Catatan 6 dan 7)	(71.848.912.835)	(44.359.747.996)
Biaya bank	(3.967.891.684)	(3.683.393.037)
Beban penyisihan aset non keuangan lain	(6.488.927.664)	(895.227.031)
Biaya zakat	(522.086.525)	(447.745.715)
Rugi selisih kurs	(3.944.915)	(664.072)
Biaya lain-lain	(55.122.939.208)	(46.080.569.555)
Jumlah beban lain-lain	(200.954.702.831)	(158.467.347.406)
Jumlah beban lain-lain - bersih	(150.828.600.926)	(105.081.929.635)

37. OTHER INCOME (EXPENSES)

Other income
<i>Ujroh income</i>
<i>Gain foreign exchanges</i>
<i>Interest on employee loans</i>
<i>Current account service</i>
<i>Other income recovery PEN program</i>
<i>Profit on sale of fixed assets</i>
<i>Other income</i>
Total other income
Other expenses
<i>Interest expenses of MCB loans</i>
<i>Allowance for impairment of account receivables (Note 6 and 7)</i>
<i>Bank expenses</i>
<i>Allowance for impairment of non financial assets</i>
<i>Zakat expenses</i>
<i>Loss foreign exchanges</i>
<i>Other expenses</i>
Total other expenses
Total other expenses - net

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI

38. NATURE AND TRANSACTIONS WITH RELATED PARTIES

Sifat pihak berelasi

Nature of Relationship

Pihak Berelasi/ Related Parties	Sifat Hubungan/ Nature of Relationships	Transaksi/ Transactions
Negara Republik Indonesia/ <i>Republic of Indonesia</i>	Pemegang Saham Akhir/ <i>Ultimate Shareholder</i>	Obligasi/ <i>Bonds</i>
Indonesia Eximbank	Entitas sepengendali/ <i>Under common control</i>	Obligasi, Utang Klaim/ <i>Bonds, Claim Payable</i>
PT Adhi Karya (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>	Obligasi, Saham/ <i>Bonds, Stock</i>
PT Aneka Tambang Tbk	Entitas sepengendali/ <i>Under common control</i>	Saham/ <i>Stock</i>
PT Angkasa Pura I (Persero)	Entitas sepengendali/ <i>Under common control</i>	Obligasi/ <i>Bonds</i>
PT Angkasa Pura II (Persero)	Entitas sepengendali/ <i>Under common control</i>	Obligasi/ <i>Bonds</i>
PT ASDP Indonesia Ferry (Persero)	Entitas sepengendali/ <i>Under common control</i>	Piutang Premi/ <i>Premium Receivables</i>
PT Asuransi Bangun Askrida	Entitas sepengendali/ <i>Under common control</i>	Piutang Reasuransi, Utang Reasuransi/
PT Asuransi BNI Life	Entitas sepengendali/ <i>Under common control</i>	Piutang Premi/ <i>Premium Receivables</i>
PT Asuransi Jasa Indonesia (Persero)	Entitas sepengendali/ <i>Under common control</i>	Piutang Premi, Piutang Reasuransi, Utang Klaim, Utang Reasuransi/ <i>Premium Receivables, Reinsurance Receivables, Claim Payables, Reinsurance Payables</i>
PT Asuransi Jasa Raharja (Persero)	Entitas sepengendali/ <i>Under common control</i>	Piutang Reasuransi/ <i>Reinsurance Receivable</i>
PT Asuransi Jasaraharja Putera	Entitas sepengendali/ <i>Under common control</i>	Piutang Premi, Piutang Reasuransi, Utang Reasuransi, Utang Klaim/ <i>Premium Receivables, Reinsurance Receivables, Reinsurance Payables, Claim Payable</i>
PT Asuransi Jiwa Inhealth Indonesia	Entitas sepengendali/ <i>Under common control</i>	Utang Klaim/ <i>Claim Payable</i>
PT Asuransi Jiwa IFG (Persero)	Entitas sepengendali/ <i>Under common control</i>	Utang Klaim/ <i>Claim Payable</i>
PT Asuransi Jiwasraya	Entitas sepengendali/ <i>Under common control</i>	Utang Klaim/ <i>Claim Payable</i>
PT Asuransi Kredit Indonesia (Persero)	Entitas sepengendali/ <i>Under common control</i>	Piutang Premi, Piutang Reasuransi, Utang Reasuransi, Utang Klaim/ <i>Premium Receivables, Reinsurance Receivables, Reinsurance Payables, Claim Payable</i>
PT Asuransi Samsung Tugu	Entitas sepengendali/ <i>Under common control</i>	Piutang Reasuransi/ <i>Reinsurance Receivable</i>
PT Asuransi Tokio Marine Indonesia	Entitas sepengendali/ <i>Under common control</i>	Utang Klaim/ <i>Claim Payable</i>
PT Asuransi Tugu Pratama Indonesia Tbk	Entitas sepengendali/ <i>Under common control</i>	Piutang Premi, Saham/ <i>Premium Receivable, Stock</i>
PT AXA Mandiri Financial	Entitas sepengendali/ <i>Under common control</i>	Piutang Premi, Utang Klaim <i>Premium Receivables, Claim Payables</i>
PT Bahana Pembinaan Usaha Indonesia (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>	<i>Medium Term Note/ Medium Term Note</i>
PT Bank Mandiri (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>	Bank, Deposito, Obligasi, Saham/ <i>Bank, Deposit, Bonds, Stock</i>
PT Bank Mandiri Taspen	Entitas sepengendali/ <i>Under common control</i>	Obligasi/ <i>Bonds</i>
PT Bank Negara Indonesia (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>	Bank, Deposito, Obligasi, Saham, Piutang Premi/ <i>Bank, Deposit, Bonds, Stock, Premium Receivables</i>
PT Bank Rakyat Indonesia (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>	Bank, Deposito, Obligasi, Saham, Piutang Premi/ <i>Bank, Deposit, Bonds, Stock, Premium Receivables</i>
PT Bank Syariah Indonesia Tbk	Entitas sepengendali/ <i>Under common control</i>	Bank, Deposito/ <i>Bank, Deposit</i>
PT Bank Tabungan Negara (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>	Bank, Deposito, Saham/ <i>Bank, Deposit, Stock</i>
PT Bukit Asam (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>	Saham/ <i>Stock</i>
PT Dayamitra Telekomunikasi Tbk	Entitas sepengendali/ <i>Under common control</i>	Saham/ <i>Stock</i>

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)

Sifat pihak berelasi (Lanjutan)

Pihak Berelasi/ Related Parties	Sifat Hubungan/ Nature of Relationships
PT Garuda Maintenance Facility Aero Asia Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Indonesia Kendaraan Terminal Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Jaminan Kredit Indonesia	Entitas sepengendali/ <i>Under common control</i>
PT Jasa Marga (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Kereta Api Indonesia (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Mandiri AXA General Insurance	Entitas sepengendali/ <i>Under common control</i>
PT Mandiri Tunas Finance	Entitas sepengendali/ <i>Under common control</i>
PT Nindya Karya (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Pelabuhan Indonesia I (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Pembangunan Perumahan (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Permodalan Nasional Madani (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Perusahaan Gas Negara (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Perusahaan Listrik Negara (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Perusahaan Pengelola Aset (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Pupuk Indonesia (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Pupuk Kalimantan Timur (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Reasuransi Nasional Indonesia	Entitas sepengendali/ <i>Under common control</i>
PT Sarana Multi Infrastruktur (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Sarana Multigriya Finansial (Persero)	Entitas sepengendali/ <i>Under common control</i>
PT Semen Baturaja (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Semen Indonesia (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Taspen Properti	Entitas sepengendali/ <i>Under common control</i>
PT Telekomunikasi Indonesia (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Telekomunikasi Indonesia	Entitas sepengendali/ <i>Under common control</i>
PT Timah (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Tugu Insurance Company Ltd Hongkong	Entitas sepengendali/ <i>Under common control</i>
PT Tugu Reasuransi Indonesia	Entitas sepengendali/ <i>Under common control</i>
PT Waskita Beton Precast Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Waskita Karya (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
PT Wijaya Karya (Persero) Tbk	Entitas sepengendali/ <i>Under common control</i>
BPD Istimewa Aceh	Entitas sepengendali/ <i>Under common control</i>
PT Asuransi Jiwa Bringin	Entitas sepengendali/ <i>Under common control</i>
Jasa Marga	Entitas sepengendali/ <i>Under common control</i>
PT Pegadaian	Entitas sepengendali/ <i>Under common control</i>
PT Infrastructure Finance	Entitas sepengendali/ <i>Under common control</i>
PT Perusahaan Pengelola Aset (Persero)	Entitas sepengendali/ <i>Under common control</i>

38. NATURE AND TRANSACTIONS WITH RELATED PARTIES (Continued)

Nature of Relationship (Continued)

Transaksi/ Transactions
Saham/ <i>Stock</i>
Saham/ <i>Stock</i>
Utang Klaim/ <i>Claim Payable</i>
Obligasi, Saham/ <i>Bonds, Stock</i>
Obligasi/ <i>Bonds</i>
Piutang Reasuransi/ <i>Reinsurance Receivable</i>
Obligasi/ <i>Bonds</i>
Piutang Premi/ <i>Premium Receivables</i>
Piutang Premi/ <i>Premium Receivables</i>
Saham/ <i>Stock</i>
Obligasi/ <i>Bonds</i>
Saham/ <i>Stock</i>
Obligasi, Piutang Premi/ <i>Bonds, Premium Receivables</i>
Obligasi/ <i>Bonds</i>
Obligasi/ <i>Bonds</i>
Piutang Premi/ <i>Premium Receivables</i>
Piutang Premi, Piutang Reasuransi, Utang Reasuransi/ <i>Premium Receivables, Reinsurance Receivable, Reinsurance Payables</i>
Obligasi/ <i>Bonds</i>
Obligasi/ <i>Bonds</i>
Piutang Premi/ <i>Premium Receivables</i>
Obligasi, Saham, Piutang Premi/ <i>Bonds, Stock, Premium Receivables</i>
Penyertaan Langsung/ <i>Direct Investment</i>
Obligasi, Saham, Piutang Premi/ <i>Bonds, Stock, Premium Receivables</i>
Saham, Piutang Premi/ <i>Stock, Premium Receivable</i>
Obligasi/ <i>Bonds</i>
Utang Klaim/ <i>Claim Payable</i>
Piutang Retrosesi, Utang Klaim/ <i>Retrocession Receivable, Claim Payable</i>
Saham/ <i>Stock</i>
Piutang Premi, Saham/ <i>Premium Receivables, Stock</i>
Obligasi, Saham, Utang Klaim/ <i>Bonds, Stock, Claim Payables</i>
Utang Klaim/ <i>Claim Payable</i>
Piutang Premi/ <i>Premium Receivables</i>
Saham/ <i>Stock</i>
Obligasi/ <i>Bonds</i>
Obligasi/ <i>Bonds</i>
Obligasi/ <i>Bonds</i>

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)

Kas dan Setara Kas

**Kas dan setara kas/
Cash and equivalent (Catatan 4/ Note 4)**

Bank/ Cash in bank

Rupiah

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
PT Bank Mandiri (Persero) Tbk	4.528.472.725	22.566.497.146	0,03%	0,20%
PT Bank Syariah Indonesia Tbk	3.561.464.621	3.997.815.046	0,02%	0,04%
PT Bank Negara Indonesia (Persero) Tbk	5.778.068.486	5.645.904.621	0,04%	0,05%
PT Bank Rakyat Indonesia (Persero) Tbk	173.868.967	366.852.130	0,00%	0,00%
PT Bank Tabungan Negara (Persero) Tbk	58.928.453	74.490.686	0,00%	0,00%
Sub jumlah/ Sub total	14.100.803.252	32.651.559.629	0,09%	0,06%

Dolar Amerika Serikat/ US Dollar

PT Bank Mandiri (Persero) Tbk	172.063.490.109	3.509.093.888	1,12%	0,03%
PT Bank Negara Indonesia (Persero) Tbk	21.061.187	23.028.575	0,00%	0,00%
PT Bank Rakyat Indonesia (Persero) Tbk	2.048.049	3.803.436	0,00%	0,00%
PT Bank Syariah Indonesia Tbk	733.896.782	695.985.120	0,00%	0,01%
Sub jumlah/ Sub total	172.820.496.127	4.231.911.019	1,12%	0,01%

Euro/ Euro

PT Bank Mandiri (Persero) Tbk	16.607.645	-	0,00%	0,00%

Deposito berjangka/ Time deposit

Rupiah

PT Bank Tabungan Negara (Persero) Tbk	-	18.000.000.000	0,00%	0,16%

Jumlah/ Total

Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
2024	2023	2024	2023

Deposito berjangka/

Time deposit (Catatan/ Note 5.a)

Rupiah

PT Bank Mandiri Taspen	98.725.679.986	98.725.679.986	0,65%	0,87%
PT Bank Tabungan Negara (Persero) Tbk	220.428.718.266	529.000.164.215	1,44%	4,65%
PT Bank Syariah Indonesia Tbk	439.000.000.000	176.900.000.000	2,87%	1,55%
PT Bank Mandiri (Persero) Tbk	45.000.000.000	45.000.000.000	0,29%	0,40%
PT Bank Rakyat Indonesia (Persero) Tbk	525.000.000.000	466.300.000.000	3,43%	4,10%

Sub jumlah/ Sub total

1.328.154.398.252	1.315.925.844.201	8,68%	11,57%

Dolar Amerika Serikat/ US Dollar

PT Bank Rakyat Indonesia (Persero) Tbk	415.354.771.998	395.804.547.341	2,71%	3,48%
PT Bank Syariah Indonesia Tbk	403.925.000.000	-	2,64%	0,00%
PT Bank Mandiri (Persero) Tbk	325.159.625.000	465.099.875.000	2,12%	4,09%

Sub jumlah/ Sub total

1.144.439.396.998	860.904.422.341	7,48%	7,57%

Jumlah/ Total

2.472.593.795.250	2.176.830.266.542	16,16%	19,14%

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)

Piutang premi / reasuransi

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Piutang premi/ reasuransi				
<i>Premium/ reinsurance receivables (Catatan/ Note 6)</i>				
PT Asuransi Jasa Indonesia (Persero)	133.147.521.156	148.160.639.046	0,87%	1,04%
PT Asuransi Jiwa Bringin Jiwa Sejahtera	12.753.929.797	-	0,08%	0,00%
PT Indonesia Power	4.003.564.513	-	0,03%	0,00%
PT Bank KB Bukopin Tbk	3.212.698.075	-	0,02%	0,00%
Lainnya (Dibawah Rp2.000.000.000)/ Other (less than Rp2,000,000,000)	36.935.265.584	71.204.053.906	0,24%	0,50%
Jumlah/ Total	190.052.979.125	219.364.692.952	1,22%	1,54%

Piutang reasuransi / retrosesi

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Piutang reasuransi/ retrosesi				
<i>Reinsurance/ retrocession receivables (Catatan/ Note 7)</i>				
PT Reasuransi Nasional Indonesia	34.611.546.878	52.440.498.312	0,23%	0,37%
PT Tugu Reasuransi Indonesia	16.327.465.997	-	0,11%	0,00%
PT Asuransi Jasa Indonesia (Persero)	12.582.803.624	12.894.360.917	0,08%	0,09%
PT Jasa Raharja Putera	3.501.693.315	2.316.089.843	0,02%	0,02%
PT Asuransi Kredit Indonesia (Persero)	2.985.621.451	3.139.029.576	0,02%	0,02%
Lainnya (Dibawah Rp2.000.000.000)/ Other (less than Rp2,000,000,000)	46.688.450.377	20.812.661.407	0,31%	0,15%
Jumlah/ Total	116.697.581.642	91.602.640.055	0,76%	0,64%

Utang klaim

	Total/ Amount		Persentase terhadap total liabilitas/ Percentage to total liabilities	
	2024	2023	2024	2023
Utang klaim/				
<i>Claim payable (Catatan/ Note 14)</i>				
PT Asuransi Jiwasraya (Persero)	59.411.408.893	-	0,47%	0,00%
PT Asuransi Jasa Indonesia	9.420.296.466	10.889.334.966	0,07%	0,09%
Lainnya (Di Bawah Rp2.000.000.000)/ Other (below than Rp2,000,000,000)	6.243.322.555	54.159.841.768	0,05%	0,47%
Jumlah/ Total	75.075.027.914	65.049.176.734	0,59%	0,57%

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)

Utang reasuransi / retrosesi

Utang reasuransi/ retrosesi

Reinsurance/ retrocession payable

(Catatan/ Note 15)

	Total/ Amount		Persentase terhadap total liabilitas/ Percentage to total liabilities	
	2024	2023	2024	2023
PT Reasuransi Nasional Indonesia	1.988.654.328	10.141.082.681	0,02%	0,09%
PT Asuransi Jasa Indonesia (Persero)	1.648.980.573	-	0,01%	0,00%
PT Asuransi Bangun Askrida	-	4.419.876.259	0,00%	0,04%
PT Asuransi Jasaraharja Putera	-	3.071.086.353	0,00%	0,03%
Lainnya (Di Bawah Rp1.000.000.000)/ Other (less than Rp1,000,000,000)	52.100.123.393	39.638.678.570	0,41%	0,34%
Jumlah/ Total	55.737.758.294	57.270.723.863	0,44%	0,50%

Nilai Wajar Melalui Laba Rugi

Fair Value Through Profit or Loss

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Saham/ Shares (Catatan/ Note 5d)				
PT Telekomunikasi Indonesia (Persero) Tbk	11.204.224.000	12.118.600.000	0,07%	0,11%
PT Bank Rakyat Indonesia (Persero) Tbk	16.721.064.002	18.889.800.000	0,11%	0,17%
PT Bank Mandiri (Persero) Tbk	14.007.180.000	16.231.350.000	0,09%	0,14%
PT Bank Negara Indonesia (Persero) Tbk	4.297.365.000	6.702.480.000	0,03%	0,06%
PT Perusahaan Gas Negara (Persero) Tbk	2.126.625.000	1.504.687.500	0,01%	0,01%
PT Aneka Tambang Tbk	2.095.054.625	1.607.687.125	0,01%	0,01%
PT Bank Tabungan Negara (Persero) Tbk	1.826.215.000	-	0,01%	0,01%
PT Jasa Marga (Persero) Tbk	1.690.865.000	-	0,01%	0,00%
PT Semen Indonesia (Persero) Tbk	1.002.134.000	1.941.825.000	0,01%	0,02%
PT Adhi Karya (Persero) Tbk	4.028	5.928	0,00%	0,00%
PT Wijaya Karya (Persero) Tbk	-	1.696.810.500	0,00%	0,01%
Jumlah/ Total	54.970.730.655	60.693.246.053	0,36%	0,54%

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**38. SIFAT DAN TRANSAKSI DENGAN PIHAK
BERELASI (Lanjutan)**

Tersedia Untuk Dijual

**38. NATURE AND TRANSACTIONS WITH RELATED
PARTIES (Continued)**

Available For Sale

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Saham/ Shares (Catatan/ Note 5d)				
PT Bank Rakyat Indonesia (Persero) Tbk	10.104.842.160	15.143.058.900	0,07%	0,13%
PT Telekomunikasi Indonesia (Persero) Tbk	7.311.580.000	10.657.100.000	0,05%	0,09%
PT Bank Mandiri (Persero) Tbk	5.409.300.000	5.476.725.000	0,04%	0,05%
PT Bank Negara Indonesia (Persero) Tbk	4.315.200.000	9.801.200.000	0,03%	0,09%
PT Bank Tabungan Negara (Persero) Tbk	1.557.787.500	1.708.762.500	0,01%	0,02%
PT Jasa Marga (Persero) Tbk	2.509.668.000	2.822.652.000	0,02%	0,02%
PT Asuransi Tugu Pratama Indonesia Tbk	1.069.140.000	1.053.570.000	0,01%	0,01%
PT Pembangunan Perumahan (Persero) Tbk	390.780.000	500.760.000	0,00%	0,00%
PT Dayamitra Telekomunikasi Tbk	806.250.000	875.000.000	0,01%	1,00%
PT Semen Indonesia (Persero) Tbk	499.994.460	968.834.250	0,00%	1,00%
PT Waskita Beton Precast Tbk	103.350.000	344.500.000	0,00%	0,00%
PT Waskita Karya (Persero) Tbk	240.857.528	240.857.528	0,00%	0,00%
PT Bukit Asam (Persero) Tbk	706.920.000	629.520.000	0,00%	1,00%
PT Adhi Karya (Persero) Tbk	227.836.824	334.349.024	0,00%	0,00%
PT Indonesia Kendaraan Terminal Tbk	340.900.000	345.770.000	0,00%	0,00%
PT Garuda Maintenance Facility Aero Asia Tbk	120.000.000	197.500.000	0,00%	0,00%
PT Wijaya Karya (Persero) Tbk	24.417.324	24.017.040	0,00%	0,00%
Jumlah/ Total	35.738.823.796	51.124.176.242	0,23%	3,41%

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)

Tersedia Untuk Dijual (Lanjutan)

38. NATURE AND TRANSACTIONS WITH RELATED PARTIES (Continued)

Available For Sale (Continued)

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Obligasi/ Bonds (Catatan/ Note 5.b)				
Negara Republik Indonesia				
Surat Berharga Negara Seri FR0068	277.140.150.000	288.102.520.380	1,81%	2,03%
Surat Berharga Negara Seri FR0096	229.761.200.000	217.452.317.400	1,50%	1,53%
Surat Berharga Negara Seri FR0075	224.360.952.000	233.357.509.940	1,47%	1,64%
Surat Berharga Negara Seri FR0087	185.006.472.000	189.560.970.200	1,21%	1,33%
Surat Berharga Negara Seri FR0082	169.884.400.000	102.409.000.000	1,11%	0,72%
Surat Berharga Negara Seri FR0072	125.240.900.000	45.143.660.000	0,82%	0,32%
Surat Berharga Negara Seri FR0078	120.241.735.000	123.985.774.950	0,79%	0,87%
Surat Berharga Syariah Negara Seri PBS012	118.390.882.980	142.549.396.180	0,77%	1,00%
Surat Berharga Negara Seri FR0073	114.273.600.000	33.643.200.000	0,75%	0,24%
Surat Berharga Negara Seri FR0080	113.168.650.000	10.688.056.300	0,74%	0,08%
Surat Berharga Negara Seri FR0079	110.785.000.000	115.029.000.000	0,72%	0,81%
Surat Berharga Negara Seri FR0074	71.826.300.000	74.145.400.000	0,47%	0,52%
Surat Berharga Negara Seri FR0058	69.399.850.000	71.538.350.000	0,45%	0,50%
Surat Berharga Negara Seri FR0091	67.424.422.000	69.298.175.000	0,44%	0,49%
Surat Berharga Negara Seri FR0071	53.546.500.000	55.367.500.000	0,35%	0,39%
Surat Berharga Syariah Negara Seri PBS005	44.430.943.500	44.649.760.950	0,29%	0,31%
Surat Berharga Negara Seri FR0097	40.137.440.000	-	0,26%	0,00%
Surat Berharga Negara Seri FR0059	24.993.250.000	25.419.750.000	0,16%	0,18%
Surat Berharga Negara Seri FR0089	24.294.512.500	-	0,16%	0,00%
Surat Berharga Syariah Negara Seri PBS022	23.018.469.200	23.052.320.000	0,15%	0,16%
Surat Berharga Negara Seri FR0064	21.427.405.200	21.726.135.000	0,14%	0,15%
Surat Berharga Syariah Negara Seri PBS028	15.900.377.896	16.127.300.110	0,10%	0,11%
Surat Berharga Negara Seri FR0102	13.650.000.000	-	0,09%	0,00%
Surat Berharga Negara Seri FR0098	10.042.880.000	-	0,07%	0,00%
Surat Berharga Negara Seri FR0092	10.017.180.000	-	0,07%	0,00%
Surat Berharga Negara Seri FR0065	9.733.416.000	10.086.874.400	0,06%	0,07%
Surat Berharga Syariah Negara Seri IFR0006	8.046.710.000	8.214.430.000	0,05%	0,06%
Surat Berharga Syariah Negara Seri PBS037	5.034.870.000	5.075.000.000	0,03%	0,04%
Surat Berharga Negara Seri FR0101	4.977.394.500	-	0,03%	0,00%
Surat Berharga Syariah Negara Seri PBS029	3.899.400.000	3.892.156.120	0,03%	0,03%
Surat Berharga Negara Seri FR0070	-	55.201.850.000	0,00%	0,39%
Surat Berharga Syariah Negara Seri PBS015	-	20.156.927.914	0,00%	0,14%
Badan Usaha Milik Negara				
Obligasi Berkelanjutan II				
PT Perusahaan Pengelola Aset				
Tahun 2022 Seri B	50.333.500.000	50.210.500.000	0,33%	0,35%
Obligasi Berwawasan Lingkungan Berkelanjutan I				
Bank BRI Tahap III Tahun 2024 Seri C				
	49.481.000.000	-	0,32%	0,00%
Obligasi Berwawasan Lingkungan Berkelanjutan I				
PT Bank Mandiri (Persero) Tbk				
Tahap I Tahun 2023 Seri A	49.264.000.000	49.759.000.000	0,32%	0,35%
Obligasi Berkelanjutan IPT Angkasa Pura II				
Tahap II Tahun 2020 Seri C				
	31.225.200.000	31.331.700.000	0,20%	0,22%
Sukuk Ijarah Berkelanjutan I				
PT Kereta Api Indonesia (Persero) Tbk				
Tahap I Tahun 2022 Seri B	31.131.000.000	31.842.000.000	0,20%	0,22%
Sub-jumlah dipindahkan/ Total brought forward	2.521.489.962.776	2.169.016.534.844	16,48%	15,59%

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)

Tersedia Untuk Dijual (Lanjutan)

38. NATURE AND TRANSACTIONS WITH RELATED PARTIES (Continued)

Available For Sale (Continued)

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Obligasi/ Bonds (Catatan/ Note 5.b)				
Badan Usaha Milik Negara				
Sub-jumlah pindahan/ Sub-total carried forward	2.521.489.962.776	2.169.016.534.844	16,48%	15,55%
Obligasi Berkelanjutan II				
PT Sarana Multi Infrastruktur (Persero)				
Tahap III Tahun 2019 Seri D	30.834.900.000	31.114.800.000	0,20%	0,22%
Obligasi II PT Kereta Api Indonesia (Persero)				
Tahun 2019 Seri B	30.602.700.000	31.122.000.000	0,20%	0,22%
Obligasi Berkelanjutan VI				
PT Sarana Multigriya Financial (Persero) Tbk				
Tahap III Tahun 2022	30.003.600.000	30.153.000.000	0,20%	0,21%
Sukuk Mudharabah Berkelanjutan I PNM				
Tahap III Tahun 2024 Seri B	29.616.600.000	-	0,19%	0,00%
Obligasi Berkelanjutan III Jasa Marga Tahap I				
Tahun 2024 Seri B	29.009.400.000	-	0,19%	0,00%
Obligasi Berkelanjutan VI				
PT Mandiri Tunas Finance (Persero) Tbk				
Tahap II Tahun 2023 Seri B	24.739.500.000	23.960.250.000	0,16%	0,17%
Obligasi Berkelanjutan II				
PT Jasa Marga (Persero) Tbk				
Tahap I Tahun 2020 Seri B	24.029.280.000	24.490.080.000	0,16%	0,17%
Obligasi Berkelanjutan III				
PT Perusahaan Listrik Negara (Persero)				
Tahap V Tahun 2019 Seri B	20.411.600.000	20.634.000.000	0,13%	0,15%
Obligasi Berkelanjutan II Kereta Api Indonesia				
Tahap I Tahun 2024 Seri C	20.231.400.000	-	0,13%	0,00%
Obligasi Berkelanjutan III				
PT Sarana Multi Infrastruktur (Persero)				
Tahap II Tahun 2022	20.049.000.000	20.174.600.000	0,13%	0,14%
Obligasi Green Bond I				
PT Bank Negara Indonesia (Persero)				
Tahun 2022 Seri A	19.977.000.000	19.789.200.000	0,13%	0,14%
Obligasi Berwawasan Lingkungan Berkelanjutan I				
PT Bank Rakyat Indonesia (Persero) Tbk				
Tahap II Tahun 2023 Seri C	19.894.400.000	20.094.600.000	0,13%	0,14%
Obligasi Berkelanjutan V Pegadaian				
Tahap V Tahun 2024 Seri B	19.720.800.000	-	0,13%	0,00%
Sukuk Mudharabah Berlandaskan Keberlanjutan				
Berkelanjutan I Bank BSI Tahap I				
Tahun 2024 Seri C	15.037.800.000	-	0,10%	0,00%
Obligasi Berkelanjutan VII Sarana				
PT Sarana Multigriya Financial (Persero) Tbk				
Tahap II Tahun 2023 Seri C	14.853.000.000	15.105.450.000	0,10%	0,11%
Obligasi Berkelanjutan II				
PT Wijaya Karya (Persero) Tbk				
Tahap II Tahun 2022 Seri B	12.867.200.000	20.280.600.000	0,08%	0,14%
Obligasi Berkelanjutan I				
PT Kereta Api Indonesia (Persero) Tbk				
Tahap I Tahun 2022 Seri B	10.346.200.000	10.617.000.000	0,07%	0,07%
Obligasi Berkelanjutan Indonesia Eximbank IV				
Tahap VI Tahun 2019 Seri D	10.293.600.000	10.338.000.000	0,07%	0,07%
Sub-jumlah dipindahkan/ Sub-total brought forward	2.904.007.942.776	2.446.890.114.844	18,98%	17,50%

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

*For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)*

38. **NATURE AND TRANSACTIONS WITH RELATED PARTIES** (Continued)**Available For Sale (Continued)**

	2024	2023	2024	2023
Obligasi/ Bonds (Catatan/ Note 5.b)				
Badan Usaha Milik Negara				
Sub-jumlah pindahan/ <i>Sub-total carried forward</i>	2.904.007.942.776	2.446.890.114.844	18,98%	17,50%
Obligasi Berkelanjutan II				
PT Pupuk Indonesia (Persero)				
Tahap II Tahun 2021 Seri C	10.096.300.000	9.974.800.000	0,07%	0,07%
Obligasi Berkelanjutan III				
PT Perusahaan Listrik Negara (Persero)				
Tahap I Tahun 2018 Seri B	10.087.600.000	10.198.700.000	0,07%	0,07%
Obligasi Berkelanjutan III				
PT Adhi Karya (Persero) Tbk				
Tahap III Tahun 2022 Seri A	9.997.400.000	10.110.000.000	0,07%	0,07%
Obligasi Berkelanjutan III Sarana				
PT Sarana Multi Infrastruktur (Persero)				
Tahap IV Tahun 2023 Seri B	7.959.760.000	8.042.560.000	0,05%	0,06%
Sukuk Ijarah Berkelanjutan I Kereta Api Indonesia				
Thp II Thn 2024 Seri B	7.921.851.680	-	0,05%	0,00%
Obligasi Berwawasan Lingkungan				
PT Bank Rakyat Indonesia (Persero) Tbk				
Tahap I Seri C	6.926.430.000	6.939.660.000	0,05%	0,05%
Obligasi Berkelanjutan III				
PT Perusahaan Listrik Negara (Persero)				
Tahap II Tahun 2018 Seri B	5.088.750.000	5.166.600.000	0,03%	0,04%
Obligasi Berkelanjutan I Kereta Api Indonesia				
Tahap II Tahun 2024 Seri A	4.983.550.000	-	0,03%	0,00%
Obligasi Berkelanjutan Indonesia Eximbank IV				
Tahap VI Tahun 2019 Seri C	-	10.065.900.000	0,00%	0,07%
Sukuk Mudharabah Berkelanjutan Indonesia				
Eximbank I Tahap III Tahun 2019 Seri C	-	5.031.435.700	0,00%	0,04%
Obligasi Berkelanjutan II				
PT Adhi Karya (Persero) Tbk				
Tahap II Tahun 2019 Seri B	-	10.096.300.000	0,00%	0,07%
Obligasi PT Angkasa Pura I Tahun 2016 Seri B	-	-	0,00%	0,00%
Obligasi Berkelanjutan II				
PT Bank Rakyat Indonesia (Persero) Tbk				
Tahap III Tahun 2017 Seri C	-	10.066.600.000	0,00%	0,07%
Obligasi Berkelanjutan I				
PT Indonesia Infrastructure Finance				
Tahun 2019 Seri C	-	10.135.100.000	0,00%	0,07%
Obligasi Berkelanjutan III				
PT Permodalan Nasional Madani				
Tahap I Tahun 2019 Seri B	-	10.144.500.000	0,00%	0,07%
Obligasi Berkelanjutan IV Sarana				
PT Sarana Multigriya Finansial (Persero)				
Tahap VII Tahun 2019 Seri C	-	2.007.460.000	0,00%	0,01%
Obligasi Berkelanjutan I				
PT Semen Indonesia (Persero) Tbk				
Tahap II Tahun 2019 Seri A	-	10.146.500.000	0,00%	0,07%
Obligasi Berkelanjutan I PT Timah Tbk				
Tahap II Tahun 2019 Seri B	-	9.968.900.000	0,00%	0,07%
Jumlah/ Total	2.967.069.584.456	2.574.985.130.544	19,40%	18,41%

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

38. SIFAT DAN TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)

Tersedia Untuk Dijual (Lanjutan)

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Medium term note/ Medium term note (Catatan /Notes 5.e)				
MTN PT Bahana Pembinaan Usaha - Indonesia (Persero) Tahun 2022	52.750.000.000	53.639.500.000	0,34%	0,47%
Jumlah/ Total	52.750.000.000	53.639.500.000	0,34%	0,47%

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Efek beragunan aset/ Asset-backed securities (Catatan /Notes 5.e)				
PT Sarana Multi Finansial (Persero) - EBA Surat Partisipasi BTN07 Kelas A	5.468.663.053	7.463.525.818	0,04%	0,07%
PT Sarana Multi Finansial (Persero) - EBA Surat Partisipasi BTN08 Kelas A	21.321.334.690	26.788.752.515	0,14%	0,24%
Jumlah/ Total	26.789.997.743	34.252.278.333	0,18%	0,31%

Penyertaan Saham

Investment in Share

	Total/ Amount		Persentase terhadap total aset/ Percentage to total assets	
	2024	2023	2024	2023
Penyertaan saham/ Investment in share (Catatan /Notes 5.f)				
PT Taspen Properti Indonesia	1.245.889.000	1.245.889.000	0,01%	0,01%
Jumlah/ Total	1.245.889.000	1.245.889.000	0,01%	0,01%

39. 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.

39. 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.

39. 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.

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 2024 dan 2023, 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.

39. 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.

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 2024 and 2023, 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.

39. MANAJEMEN RISIKO KEUANGAN (Lanjutan)

Faktor Risiko Keuangan (Lanjutan)

a. Risiko Pasar (Lanjutan)

ii. Risiko Suku Bunga (Lanjutan)

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.

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.

39. FINANCIAL RISKS MANAGEMENT (Continued)

Financial Risk Factor (Continued)

a. Market Risk (Continued)

ii. Interest Rate Risk (Continued)

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.

iii. Insurance risk

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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

39. MANAJEMEN RISIKO KEUANGAN (Lanjutan)

Kontrak Asuransi (Lanjutan)

Justifikasi lebih lanjut digunakan untuk menghitung tingkat dimana faktor eksternal seperti keputusan pengadilan 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.

a. Risiko Pasar

	Pengaruh pada laba bersih/ Impact on net income		
Rasio kerugian	+5%	3.638.970.692	Loss ratio
Rasio kerugian	-5%	(3.638.970.692)	Loss ratio

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:

39. FINANCIAL RISKS MANAGEMENT (Continued)

Insurance Contract (Continued)

Further justification is required to assess the extent to which external factors such as judicial decisions and government regulations affect the claim estimates. Other key conditions affecting the reliability of assumption used are loss ratio, delay in settlement and changes in foreign currency exchange rates.

a. Market Risk

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 2024 / December 31, 2024						
Kurang dari tiga bulan/ Less than three months	Lebih dari tiga bulan dan kurang dari satu tahun/ More than three months and not less than one year	Lebih dari satu tahun dan kurang dari lima tahun/ More than one year and not less than five years	Lebih dari lima tahun/ More than five year	Jumlah/ Total		
Liabilitas keuangan/						Financial liabilities
Utang klaim	272.142.234.774	176.718.670.919	89.274.160.819	-	538.135.066.512	Claim payables
Utang reasuransi	184.475.417.447	534.909.056.383	1.061.499.303.994	-	1.780.883.777.824	Reinsurance payables
Beban akrual	60.020.511.201	-	-	-	60.020.511.201	Accrued expenses
Liabilitas lain-lain	-	159.950.669.900	-	115.432.080.072	275.382.749.972	Other Liabilities
Pinjaman rekening dana investasi	-	-	-	324.818.513.746	324.818.513.746	Investment fund loan
OWK - komponen liabilitas	-	-	226.702.155.505	-	226.702.155.505	MCB - liabilities component
	<u>516.638.163.422</u>	<u>871.578.397.202</u>	<u>1.377.475.620.318</u>	<u>440.250.593.818</u>	<u>3.205.942.774.760</u>	

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

39. MANAJEMEN RISIKO KEUANGAN (Lanjutan)

Kontrak Asuransi (Lanjutan)

b. Risiko Likuiditas (Lanjutan)

39. FINANCIAL RISKS MANAGEMENT (Continued)

Insurance Contract (Continued)

b. Liquidity Risk (Continued)

31 Desember 2023 / December 31, 2023

	Kurang dari tiga bulan/ Less than three months	Lebih dari tiga bulan dan kurang dari satu tahun/ More than three months and not less than one year	Lebih dari satu tahun dan kurang dari lima tahun/ More than one year and not less than five years	Lebih dari lima tahun/ More than five years	Jumlah/ Total	
Liabilitas keuangan/						Financial liabilities
Utang klaim	297.130.124.979	143.693.269.801	77.155.741.458	-	517.979.136.238	Claim payables
Utang reasuransi	560.333.723.083	980.892.037.616	279.780.024.226	-	1.821.005.784.925	Reinsurance payables
Beban akrual	53.282.566.297	-	-	-	53.282.566.297	Accrued expenses
Liabilitas lain-lain	-	159.366.509.400	-	121.071.561.624	280.438.071.024	Other Liabilities
Pinjaman rekening dana investasi	-	-	-	328.202.039.931	328.202.039.931	Investment fund loan
OWK - komponen liabilitas	-	-	59.595.438.930	-	59.595.438.930	MCB - liabilities component
	<u>910.746.414.359</u>	<u>1.283.951.816.817</u>	<u>416.531.204.614</u>	<u>449.273.601.555</u>	<u>3.060.503.037.345</u>	

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 2024 and 2023:

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, 2024 and 2023:

	2024	2023	
Pendapatan lain-lain			Other income
Pendapatan ujroh	36.240.248.642	23.446.012.439	Ujroh income
Laba atas selisih kurs	-	5.418.322.933	Gain foreign exchanges
Bunga pinjaman pegawai	3.582.630.068	6.640.410.659	Interest on employee loans
Jasa giro	331.591.095	309.777.797	Current account service
Pendapatan lain-lain program pemulihan PEN	126.112.881	255.143.614	Other income recovery PEN program
Laba penjualan aktiva tetap (Catatan 11)	1.398.076.294	-	Profit on sale of fixed assets (Note 11)
Pendapatan lain-lain	<u>12.632.694.407</u>	<u>17.315.750.329</u>	Other income
Jumlah pendapatan lain-lain	<u>54.311.353.387</u>	<u>53.385.417.771</u>	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)	(71.848.912.835)	(44.359.747.996)	Allowance for impairment of account receivables (Note 6 and 7)
Biaya bank	(3.967.891.684)	(3.683.393.037)	Bank expenses
Beban penyisihan aset non keuangan lain	(6.488.927.664)	(895.227.031)	Allowance for impairment of non financial assets
Biaya zakat	(522.086.525)	(447.745.715)	Zakat expenses
Rugi selisih kurs	(3.944.915)	(664.072)	Loss foreign exchanges
Biaya lain-lain	<u>(55.122.939.208)</u>	<u>(46.080.569.555)</u>	Other expenses
Jumlah beban lain-lain	<u>(200.954.702.831)</u>	<u>(158.467.347.406)</u>	Total other expenses
Jumlah beban lain-lain - bersih	<u>(146.643.349.444)</u>	<u>(105.081.929.635)</u>	Total other expenses - net

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

39. MANAJEMEN RISIKO KEUANGAN (Lanjutan)

Nilai Wajar (Lanjutan)

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.

40. PROVISI DAN KONTINJENSI

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 potensi tuntutan hukum yang diperkirakan manajemen akan timbul dikemudian hari terkait dengan tagihan-tagihan klaim atas transaksi/bisnis PT Reasuransi Umum Indonesia/RUI (Persero) yang beralih sebagai akibat penggabungan ke dalam PT Reasuransi Indonesia Utama (Persero)/RIU oleh karena itu RIU telah membuat estimasi dengan membentuk provisi sebesar Rp 23.167.967.094 (Catatan 22).

Kontinjensi PT Reasuransi Syariah Indonesia (Entitas Anak)

Pada tahun 2023, Perusahaan memiliki transaksi penjaminan dengan PT Penjaminan Jamkrindo Syariah ("Jamsyar") berupa transaksi produk penjaminan (kafalah) Pra dan Pensiunan melalui PT Igna Asia sebagai broker atas transaksi tersebut. Sampai dengan tanggal laporan keuangan, Perusahaan masih dalam tahap penyelesaian rekonsiliasi utang piutang dengan pihak Jamsyar terkait perbedaan pencatatan yang diakui oleh kedua belah pihak. Perusahaan dan Jamsyar sama-sama berada dibawah Kementerian BUMN sehingga penyelesaian atas utang piutang diharapkan dapat diselesaikan tanpa jalur litigasi dan diselesaikan secara musyawarah sesuai dengan arahan dari Kementerian.

39. FINANCIAL RISKS MANAGEMENT (Continued)

Fair Value (Continued)

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.

40. PROVISION AND CONTINGENCY

In carrying out its activities, the Company is inseparable from various legal cases and demands related to compliance, contracts, agreements, government regulations and asset ownership. Until the date of completion of the statement of financial position, there is a potential for legal claims that management estimates will arise in the future related to claim claims for transactions/business of PT Reinsurance General Indonesia/RUI (Persero) which were transferred as a result of the merger into Indonesia Re therefore PT Reasuransi Indonesia Utama (Persero)/RIU has made an estimate by forming a provision of Rp 23,167,967,094 (Note 22).

Contingency PT Reasuransi Syariah Indonesia (Subsidiaries)

In 2023, the Company engaged in guarantee transactions with PT Penjaminan Jamkrindo Syariah ("Jamsyar") involving guarantee (kafalah) products for Pre-Retirement and Retirement programs, facilitated through PT Igna Asia as the broker for these transactions. As of the financial reporting date, the Company is in the process of reconciling outstanding receivables and payables with Jamsyar due to discrepancies in the recording recognized by both parties. Given that both the Company and Jamsyar operate under the Ministry of State-Owned Enterprises (BUMN), the resolution of these outstanding balances is expected to be settled amicably through deliberation, in accordance with the directives of the Ministry, without resorting to litigation.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

40. PROVISI DAN KONTINJENSI (Lanjutan)

Kontinjensi PT Asuransi Asei Indonesia (Entitas Anak)

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, diantaranya:

- Terdapat klaim yang masih dalam proses kasus hukum, yaitu atas nama PT Marubeni Itochu Steel Indonesia. tuntutan/ kewajiban Perusahaan adalah Kewajiban pembayaran klaim kepada PT Marubeni Itochu Steel Indonesia sebesar Rp 1.766.407.031,10 (satu miliar tujuh ratus enam puluh enam juta empat ratus tujuh ribu tiga puluh satu rupiah sepuluh sen) dan Kewajiban pembayaran biaya arbitrase sebesar Rp 58.955.000 (lima puluh delapan juta sembilan ratus lima puluh lima ribu rupiah). Sejak tanggal 23 Maret 2024 dijatuhkan putusan yang menyatakan permohonan tidak dapat diterima (niet ontvankelijk verklaard) yang telah berkekuatan hukum tetap (BHT) pada tanggal yang sama.
- Terdapat klaim yang masih dalam proses kasus hukum, yaitu atas nama PT Bumi Menara Internusa. Tuntutan yang diajukan kepada Perusahaan adalah Rp 4.176.402.393 (empat miliar seratus tujuh puluh enam juta empat ratus dua ribu tiga ratus Sembilan puluh tiga rupiah). Sejak tanggal 16 Desember 2024 telah mengajukan kontra memori banding.
- Terdapat klaim yang masih dalam proses kasus hukum, yaitu atas nama PT BPR Modern Express, tuntutan ganti rugi yang diajukan kepada Perusahaan adalah Rp 46.969.764 (empat puluh enam juta Sembilan ratus enam puluh Sembilan ribu tujuh ratus enam puluh empat rupiah). Perusahaan telah menyampaikan jawaban gugatan pada tanggal 18 Desember 2024.

41. INFORMASI KEUANGAN TAMBAHAN ATAS LAPORAN KEUANGAN KONSOLIDASIAN

Informasi keuangan Perusahaan (entitas induk) terlampir, yang terdiri dari laporan posisi keuangan 31 Desember 2024 dan 2023 serta laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas, dan laporan arus kas untuk tahun-tahun yang berakhir pada 31 Desember 2024 dan 2023 (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 Akuntansi 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.

40. PROVISION AND CONTINGENCY (Continued)

Contingency PT Asuransi Asei Indonesia (Subsidiaries)

In carrying out its activities, the Company is inseparable from various legal cases and demands related to compliance, contracts, agreements, government regulations and asset ownership. As of the completion date of the statement of financial position, there are legal claims that are still in the process of being resolved in court, including:

- *There is a claim that is still in the process of a legal case, namely in the name of PT Marubeni Itochu Steel Indonesia. Company's claim/ obligation is the obligation to pay claims to PT Marubeni Itochu Steel Indonesia in the amount of Rp 1,766,407,031.10 (one billion seven hundred sixty six million four hundred seven thousand thirty one rupiah ten cents) and the obligation to pay arbitration fees of Rp 58,955,000 (fifty eight million nine hundred and fifty five thousand rupiah). Since March 23, 2024 a decision was made stating that the application could not be accepted (niet ontvankelijk verklaard) which had permanent legal force (BHT) on the same date.*
- *There is a claim that is still in the process of legal case, namely on behalf of PT Bumi Menara Internusa. The claim given to Company's is Rp 4,176,402,393 (four billion one hundred seventy six million four hundred two thousand three hundred and ninety three rupiah). Since December 16, 2024, a counter appeal memorandum has been filed.*
- *There is a claim that is still in the process of legal, namely on behalf of PT BPR Modern Express, the claim for compensation submitted to Company's is Rp. 46,969,764 (forty six million nine hundred and sixty nine thousand seven hundred and sixty four rupiah). The Company's has submitted a response to the lawsuit on December 18, 2024*

41. 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, 2024 and 2023, 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, 2024 and 2023 (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.

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**41. INFORMASI KEUANGAN TAMBAHAN ATAS
LAPORAN KEUANGAN KONSOLIDASIAN
(Lanjutan)**

**a. Analisis Kekayaan dan Perhitungan Batas
Tingkat Solvabilitas**

Berdasarkan POJK No. 71/POJK.05/2016 jo. POJK No.5 Tahun 2023 dan POJK No. 72/POJK.05/2016 jo. POJK No. 28/POJK.05/2018 untuk syariah, Perusahaan setiap saat wajib memenuhi tingkat solvabilitas yang dihitung dengan menggunakan pendekatan *Risk Based Capital* (RBC). Perusahaan setiap saat wajib memenuhi tingkat solvabilitas minimum sebesar 120% dari risiko kerugian yang mungkin timbul sebagai akibat dari deviasi dalam pengelolaan kekayaan dan kewajiban.

Rasio solvabilitas sebagaimana dimaksud di dalam keputusan tersebut dihitung dengan membandingkan tingkat solvabilitas dengan batas minimum tingkat solvabilitas yang diwajibkan. Tingkat solvabilitas dihitung dengan mengurangi jumlah liabilitas (kecuali utang subordinasi) dari aset yang diperkenankan.

Batas minimum tingkat solvabilitas yang diwajibkan dihitung dengan mem-pertimbangkan kegagalan pengelolaan kekayaan, ketidak-seimbangan antara nilai kekayaan dan liabilitas dalam setiap jenis mata uang, perbedaan antara beban klaim, yang terjadi dan beban klaim yang diperkirakan, ketidakcukupan premi akibat perbedaan imbal hasil investasi yang sebenarnya diperoleh, ketidakmampuan pihak retrosioner untuk memenuhi kewajiban membayar klaim dan deviasi lainnya yang timbul dari pengelolaan kekayaan dan liabilitas.

Rasio pencapaian untuk posisi 31 Desember 2024 dan 2023 dihitung sesuai dengan POJK No.5 Tahun 2023 Tentang Perubahan Kedua Atas Peraturan Otoritas Jasa Keuangan No.71/POJK.05/2016 Tentang Kesehatan Keuangan Perusahaan Asuransi dan Perusahaan Reasuransi sebagai berikut:

	2024	2023
PT Reasuransi Indonesia Utama	132,83%	132,65%
PT Asuransi ASEI Indonesia	162,95%	265,38%
PT Reasuransi Syariah Indonesia	517,53%	957,25%

**41. SUPPLEMENTARY FINANCIAL INFORMATION ON
THE CONSOLIDATED FINANCIAL STATEMENTS
(Continued)**

**a. Asset Analysis and Calculation of Solvency
Margin Limits**

Based on POJK No. 71/POJK.05/2016 jo. POJK No.5 Tahun 2023 and POJK no. 72/POJK.05/2016 jo. POJK No. 28/POJK.05/2018 for sharia, companies are required to meet the solvency level calculated using the *Risk Based Capital* (RBC) approach at all times. Companies are required at all times to meet a minimum solvency level of 120% of the risk of loss that may arise as a result of deviations in managing assets and liabilities.

The solvency ratio as intended in the decision is calculated by comparing the solvency level with the required minimum solvency level. The solvency level is calculated by subtracting total liabilities (except subordinated debt) from permitted assets.

The minimum required solvency level is calculated by considering wealth management failures, the imbalance between the value of assets and liabilities in each type of currency, the difference between the claims expense, which occurs and the estimated claim burden, insufficiency of premiums due to differences in investment returns actually obtained, the inability of retrosionary parties to fulfill their obligations to pay claims and other deviations arising from the management of assets and liabilities.

The solvency level of the Company and its subsidiaries for December 31, 2024 and 2023 is calculated based on Financial Services Authority Regulation No. 5 year 2023 io POJK 71/POJK.05/2016 about Financial Health of Insurance Companies and Reinsurance Companies are as follows:

PT Reasuransi Indonesia Utama
PT Asuransi ASEI Indonesia
PT Reasuransi Syariah Indonesia

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**41. INFORMASI TAMBAHAN YANG TIDAK
DIPERSYARITKAN OLEH STANDAR AKUNTANSI
INDONESIA (Lanjutan)**

**a. Analisis Kekayaan dan Perhitungan Batas
Tingkat Solvabilitas (Lanjutan)**

**41. ADDITIONAL INFORMATION THAT IS NOT
REQUIRED BY INDONESIAN ACCOUNTING
STANDARDS (Continued)**

**a. Asset Analysis and Calculation of Solvency
Margin Limits (Continued)**

2024					
	Kekayaan dibukukan/ <i>Recorded wealth</i>	Kekayaan belum dibukukan/ <i>Unrecorded wealth</i>	Kekayaan tidak diperkenankan/ <i>Unpermitted wealth</i>	Kekayaan diperkenankan/ <i>Permitted wealth</i>	
Investasi					<i>Investment</i>
Deposito berjangka	2.409.766.518.819	-	-	2.409.766.518.819	<i>Time deposits</i>
Saham	172.245.418.902	-	-	172.245.418.902	<i>Stocks</i>
Reksa dana	715.653.217.927	-	-	715.653.217.927	<i>Mutual Funds</i>
Surat utang negara	1.949.459.500.000	-	-	1.949.459.500.000	
Obligasi	678.996.720.000	-	-	678.996.720.000	<i>Sukuk</i>
<i>Medium term note</i>	52.750.000.000	-	-	52.750.000.000	<i>Government Sharian</i>
Efek beragunan aset	26.789.997.743	-	-	26.789.997.743	<i>Bonds</i>
Unit penyertaan saham	790.849.099.065	-	-	790.849.099.065	
Jumlah Investasi	6.796.510.472.456	-	-	6.796.510.472.456	<i>Total Investment</i>
Kas dan bank	249.200.049.911	-	-	249.200.049.911	<i>Cash and bank</i>
Piutang reasuransi	838.435.468.589	-	397.814.326.959	440.621.141.630	<i>Reinsurance receivable</i>
Piutang retrosesi	663.602.768.585	-	328.278.294.038	335.324.474.547	<i>Retrocession receivable</i>
Aset retrosesi	3.716.263.461.495	-	-	3.716.263.461.495	<i>Retrocession Assets'</i>
Tagihan hasil investasi	41.412.774.154	-	-	41.412.774.154	<i>Investment receivables</i>
Aset tetap - setelah dikurangi akumulasi penyusutan	417.350.467.720	-	(17.900.812.280)	435.251.280.000	<i>Fixed assets - net of accumulated depreciation</i>
Aset lainnya	766.524.808.551	-	766.524.808.551	-	<i>Other assets</i>
Jumlah aset	13.489.300.271.461	-	1.474.716.617.268	12.014.583.654.193	<i>Total assets</i>
2023					
	Kekayaan dibukukan/ <i>Recorded wealth</i>	Kekayaan belum dibukukan/ <i>Unrecorded wealth</i>	Kekayaan tidak diperkenankan/ <i>Unpermitted wealth</i>	Kekayaan diperkenankan/ <i>Permitted wealth</i>	
Investasi					<i>Investment</i>
Deposito berjangka	2.038.368.328.438	-	-	2.038.368.328.438	<i>Time deposits</i>
Saham	193.681.018.319	-	-	193.681.018.319	<i>Stocks</i>
Reksa dana	876.266.822.309	-	-	876.266.822.309	<i>Mutual Funds</i>
Surat utang negara	1.700.182.930.000	-	-	1.700.182.930.000	
Obligasi	603.664.460.000	-	-	603.664.460.000	<i>Sukuk</i>
<i>Medium term note</i>	53.639.500.000	-	-	53.639.500.000	<i>Government Sharian</i>
Efek beragunan aset	34.252.278.333	-	-	34.252.278.333	<i>Bonds</i>
Jumlah Investasi	5.500.055.337.399	-	-	5.500.055.337.399	<i>Total Investment</i>
Kas dan bank	138.492.732.275	-	-	138.492.732.275	<i>Cash and bank</i>
Piutang reasuransi	813.035.276.213	-	257.423.582.536	555.611.693.677	<i>Reinsurance receivable</i>
Piutang retrosesi	681.575.848.643	-	575.251.407.761	106.324.440.882	<i>Retrocession receivable</i>
Aset retrosesi	3.694.086.326.996	-	-	3.694.086.326.996	<i>Retrocession Assets'</i>
Tagihan hasil investasi	37.246.357.976	-	-	37.246.357.976	<i>Investment receivables</i>
Aset tetap - setelah dikurangi akumulasi penyusutan	472.067.249.360	-	36.815.921.361	435.251.327.999	<i>Fixed assets - net of accumulated depreciation</i>
Aset lainnya	629.664.735.682	-	629.664.735.682	-	<i>Other assets</i>
Jumlah aset	11.966.223.864.544	-	1.499.155.647.340	10.467.068.217.203	<i>Total assets</i>

**PT REASURANSI INDONESIA UTAMA (PERSERO)
DAN ENTITAS ANAK
CATATAN ATAS LAPORAN KEUANGAN
KONSOLIDASIAN**

Untuk Tahun yang Berakhir pada 31 Desember 2024
(Disajikan dalam Rupiah, kecuali dinyatakan lain)

**PT REASURANSI INDONESIA UTAMA (PERSERO)
AND SUBSIDIARIES
NOTES TO CONSOLIDATED
FINANCIAL STATEMENTS**

For the Year Ended December 31, 2024
(Expressed in Rupiah, unless otherwise stated)

**41. INFORMASI TAMBAHAN YANG TIDAK
DIPERSYARATKAN OLEH STANDAR AKUNTANSI
INDONESIA (Lanjutan)**

b. Rasio Keuangan

	2024
Rasio likuiditas	119,45%
Rasio investasi terhadap kewajiban	54,27%
Rasio hasil investasi	
terhadap rata-rata investasi	6,55%
Rasio hasil <i>underwriting</i>	
terhadap pendapatan premi bruto	1,82%

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 meminjamkaikan 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 dihitung 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.

Dalam addendum perjanjian yang ditandatangani pada tanggal 31 Desember 2021 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.

Sedangkan besar kompensasi atas aset pinjam pakai pada tanggal 31 Desember 2024 dan 31 Desember 2023 disepakati dengan nilai besaran kompensasi sebesar Rp 2.227.921.033.

**41. ADDITIONAL INFORMATION THAT IS NOT
REQUIRED BY INDONESIAN ACCOUNTING
STANDARDS (Continued)**

b. Financial Ratios

	2023	
	122,38%	Liquidity ratio
	55,52%	Investment to liability ratio
		Investment income to
	5,14%	average of investment ratio
		Underwriting result to
	2,75%	to gross premium ratio

c. Right on Uses of Assets Agreement

On 18 December 2014, the Company and PT Asuransi Asei Indonesia, a subsidiary, signed an Asset Lending Agreement which contains among others that: (1) The Company agreed to lend the Company's assets as mentioned in the attachment of the Agreement to PT AAI for PT AAI's operational activities; (2) The period of time of the agreement is as follows. The term of the Agreement is 10 (ten) years starting from 18 December 2014 and can be extended automatically for the same period; (3) The compensation is that PT AAI will pay the inherent taxes and be charged for the depreciation of these assets.

In the addendum to the agreement signed on December 31, 2021, it 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.

Meanwhile, the amount of compensation for the loan-to-use assets on 31 December 2024 and 31 December 2023 was agreed to be a compensation amount of Rp 2,227,921,033.

**41. INFORMASI TAMBAHAN YANG TIDAK
DIPERSYARITKAN OLEH STANDAR AKUNTANSI
INDONESIA (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 2024 dan 2023, 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 Rp 2.397.610.297.500 atau sebesar 34.6% dan Rp 2.672.024.750.065 atau sebesar 41.8% dari total investasi.

**41. ADDITIONAL INFORMATION THAT IS NOT
REQUIRED BY INDONESIAN ACCOUNTING
STANDARDS (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 Government 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, 2024 and 2023, 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 Rp 2,397,610,297,500 or amounting to 34.6% and Rp 2,672,024,750,065 or 41.8% of the total investment.

PT REASURANSI INDONESIA UTAMA (PERSERO)
(ENTITAS INDUK SAJA)
LAPORAN POSISI KEUANGAN
 Per 31 Desember 2024
 (Dinyatakan dalam Rupiah)

PT REASURANSI INDONESIA UTAMA (PERSERO)
(PARENT ENTITY ONLY)
STATEMENTS OF FINANCIAL POSITION
 As of December 31, 2024
 (Express in Rupiah)

	31 Desember 2024/ December 31, 2024	31 Desember 2023/ December 31, 2023	
ASET			ASSETS
Kas dan setara kas	249.200.049.911	138.492.732.275	Cash and cash equivalents
Investasi	6.008.099.727.221	5.502.493.691.228	Investments
Penyertaan anak usaha	788.410.745.236	870.238.549.315	Subsidiary's equity
Piutang reasuransi/ premi - bersih	838.435.468.589	813.035.276.213	Reinsurance/ premium receivables - net
Piutang retrosesi/ reasuransi - bersih	663.602.768.585	681.575.848.643	Retrocession/ reinsurance receivables - net
Aset reasuransi/ retrosesi	3.716.263.461.495	3.694.086.326.996	Reinsurance/ retrocession assets
Aset keuangan lainnya	475.715.105.063	477.126.787.936	Others financial assets
Aset tetap - bersih	483.188.574.803	472.067.249.360	Fixed assets - net
Piutang pegawai	7.259.553.091	7.453.811.861	Employee receivables
Aset non keuangan lainnya	34.167.198.132	31.446.870.064	Other non financial assets
Aset pajak tangguhan - bersih	224.957.619.337	150.883.623.797	Deferred tax assets - net
JUMLAH ASET	13.489.300.271.463	12.838.900.767.688	TOTAL ASSETS
LIABILITAS DAN EKUITAS			LIABILITIES AND EQUITY
LIABILITAS			LIABILITIES
Utang klaim	518.772.829.234	491.485.178.750	Claim payables
Utang retrosesi/ reasuransi	1.716.585.304.842	1.742.281.607.527	Retrocession/ reinsurance payables
Liabilitas kontrak asuransi	7.948.996.047.992	7.280.473.186.259	Insurance contract liabilities
Utang pajak	51.304.401.412	49.066.935.448	Taxes payable
Utang jasa produksi	22.897.857.350	17.500.000.000	Employees performance incentives
Beban akrual	41.939.477.484	36.917.561.486	Accrued expenses
Utang lancar lainnya	24.111.430.797	31.676.297.686	Other current liabilities
Pinjaman rekening dana investasi	324.818.513.746	328.202.039.931	Investment fund loan
Obligasi wajib konversi - komponen liabilitas	226.702.155.505	59.595.438.930	Mandatory convertible bonds liabilities component -
Liabilitas imbalan kerja	88.168.800.208	96.004.385.861	Employment benefits liabilities
JUMLAH LIABILITAS	10.964.296.818.570	10.133.202.631.878	TOTAL LIABILITIES
EKUITAS			EQUITY
Ekuitas yang dapat diatribusikan kepada pemilik entitas induk:			Equity attributable to owner parent entity:
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 disetor penuh sebesar 878.358 saham	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	673.297.844.495	840.404.561.070	Mandatory convertible bonds equity component -
Penurunan penyisihan ujah	(4.065.984.335)	(4.764.718.452)	Decrease in ujah reserves
Saldo laba:			Retained earnings:
Ditentukan penggunaannya	1.018.329.912.842	1.018.329.912.842	Appropriated
Belum ditentukan penggunaannya	(264.295.342.121)	(344.022.020.801)	Unappropriated
Penghasilan komprehensif lainnya	223.109.271.075	317.122.650.214	Other comprehensive income
JUMLAH EKUITAS	2.525.003.452.893	2.705.698.135.810	TOTAL EQUITY
JUMLAH LIABILITAS DAN EKUITAS	13.489.300.271.463	12.838.900.767.688	TOTAL LIABILITIES AND EQUITY

PT REASURANSI INDONESIA UTAMA (PERSERO)
(ENTITAS INDUK SAJA)
LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN

 Untuk Tahun yang Berakhir 31 Desember 2024
 (Dinyatakan dalam Rupiah)

PT REASURANSI INDONESIA UTAMA (PERSERO)
(PARENT ENTITY ONLY)
STATEMENTS OF PROFIT OR LOSS AND
OTHER COMPREHENSIVE INCOME

 For the Year Ended December 31, 2024
 (Express in Rupiah)

	2024	2023	
PENDAPATAN UNDERWRITING			UNDERWRITING INCOME
Pendapatan reasuransi/premi			Reinsurance/premium income
Premi reasuransi/ bruto	6.349.338.463.265	6.164.366.195.480	Reinsurance/gross premium
Premi retrosesi/ reasuransi keluar	(2.886.511.731.001)	(3.087.837.027.815)	Retrocession/reinsurance outward
Kenaikan premi yang belum merupakan pendapatan	(25.911.351.943)	187.944.597.428	Increase in unearned premium income
Pendapatan underwriting - neto	3.436.915.380.321	3.264.473.765.093	Underwriting income - net
BEBAN UNDERWRITING			UNDERWRITING EXPENSES
Beban klaim			Claims expense
Klaim bruto	(3.698.250.132.710)	(3.257.953.287.151)	Gross claims
Klaim reasuransi keluar	1.866.510.021.812	1.148.247.711.862	Reinsurance claims outward
Recoveries	-	-	Recoveries
Kenaikan cadangan klaim	(620.434.375.291)	(58.763.336.213)	Increase in claims reserve
Beban klaim - bersih	(2.452.174.486.189)	(2.168.468.911.502)	Claims expense - net
Beban komisi - bersih	(841.618.435.696)	(1.038.212.574.234)	Commission expenses - net
Beban underwriting lainnya	(40.382.194.702)	126.009.824	Other underwriting expenses
Beban underwriting - bersih	(882.000.630.398)	(1.038.086.564.410)	Underwriting expenses - net
Hasil underwriting - bersih	102.740.263.734	57.918.289.181	Underwriting income - net
Hasil investasi - bersih	382.561.499.249	262.352.949.240	Investment income - net
Beban usaha	(275.254.067.422)	(255.588.214.084)	Operating expenses
LABA USAHA	210.047.695.561	64.683.024.337	PROFIT FROM OPERATIONS
Beban lain-lain - bersih	(74.722.808.440)	(14.733.964.673)	Other expenses - net
Bunga obligasi wajib konversi	(63.000.000.000)	(63.000.000.000)	Interest of mandatory convertible bond
LABA (RUGI) SEBELUM PAJAK	72.324.887.122	(13.050.940.336)	PROFIT (LOSS) BEFORE TAX
BEBAN (MANFAAT) PAJAK			TAX BENEFITS (EXPENSE)
Pajak kini	-	-	Current tax
Pajak tangguhan	70.259.597.931	40.971.072.856	Deferred tax
JUMLAH MANFAAT PAJAK	70.259.597.931	40.971.072.856	TOTAL TAX BENEFITS
LABA (RUGI) SETELAH PAJAK	142.584.485.053	27.920.132.520	PROFIT (LOSS) AFTER TAX
Laba entitas anak	(69.803.777.750)	25.416.711.225	Profit subsidiaries
LABA (RUGI) TAHUN BERJALAN	72.780.707.303	53.336.843.745	PROFIT (LOSS) FOR THE YEAR
PENGHASILAN (BEBAN) KOMPREHENSIF LAIN			OTHER COMPREHENSIVE INCOME (EXPENSES)
Pos yang tidak akan direklasifikasi ke laba rugi :			Items that will not be reclassified to profit or loss:
Pengukuran kembali atas imbalan pascakerja	9.536.085.697	16.577.981.331	Remeasurement on post-employment benefits
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi	(2.097.938.853)	(3.647.153.780)	Income tax related to item that will not be reclassified to profit or loss
	7.438.146.844	12.930.827.551	
Keuntungan yang berasal dari revaluasi aset tetap	-	4.328.812.534	Gain from revaluation of fixed assets
Pajak penghasilan terkait pos yang tidak akan direklasifikasi ke laba rugi	-	-	Income tax related to item that will not be reclassified to profit or loss
	-	4.328.812.534	
Pos yang akan direklasifikasi ke laba rugi :			Items that may be reclassified subsequently to profit or loss:
Keuntungan (kerugian) atas perubahan nilai wajar aset keuangan tersedia untuk dijual	(100.344.674.401)	51.762.256.893	Gain (loss) from changes in fair value of available for sale financial assets
Pajak penghasilan terkait pos yang akan direklasifikasi ke laba rugi	6.331.056.050	(2.561.198.634)	Income tax related to item that may be reclassified to profit or loss
	(94.013.618.351)	49.201.058.259	
Penghasilan komprehensif lain tahun berjalan setelah pajak	(86.575.471.507)	66.460.698.344	Others comprehensive income for the year after tax
JUMLAH LABA (RUGI) KOMPREHENSIF TAHUN BERJALAN	(13.794.764.204)	119.797.542.089	TOTAL COMPREHENSIVE PROFIT (LOSS) FOR THE YEAR

	878.358.000.000	269.750.937	784.834.092.522	(5.938.772.919)	1.018.329.912.842	(410.289.692.097)	608.040.220.745	(45.101.419.154)	308.694.188.575	263.592.779.421	2.529.156.070.706	
Saldo per 1 Januari 2023/ Balance as of January 1, 2023												
Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual - bersih/ Unrealized gain (loss) on available for sale securities	-	-	-	-	-	-	-	-	-	-	49.201.058.259	
Revaluasi aset tetap/ Fixed assets revaluation	-	-	-	-	-	-	-	-	4.328.812.534	4.328.812.534	4.328.812.534	
Laba rugi aktualisasi imbalan pascakerja/ Actuarial gain (loss) for post employment benefit	-	-	-	-	-	12.930.827.551	12.930.827.551	-	-	-	12.930.827.551	
Penyisihan ujroh/ Ujroh reserve	-	-	-	1.174.054.467	-	-	-	-	-	-	1.174.054.467	
Obligasi Wajib Konversi/ Mandatory Convertible Bond	-	-	55.570.468.548	-	-	-	-	-	-	-	55.570.468.548	
Reklas ASEI	-	-	-	-	-	-	-	-	-	-	-	
Rugi bersih tahun berjalan/ Net loss for the current year	-	-	-	-	-	53.336.843.745	53.336.843.745	-	-	-	53.336.843.745	
Saldo per 31 Desember 2023/ Balance as of December 31, 2023	878.358.000.000	269.750.937	840.404.561.070	(4.764.718.452)	1.018.329.912.842	(344.022.020.801)	674.307.892.041	4.099.639.105	313.023.011.109	317.122.650.214	2.705.698.135.810	
Laba (rugi) yang belum direalisasi atas efek tersedia untuk dijual - bersih/ Unrealized gain (loss) on available for sale securities	-	-	-	-	-	-	-	(94.013.379.139)	-	(94.013.379.139)	(94.013.379.139)	
Laba rugi aktualisasi imbalan pascakerja/ Actuarial gain (loss) for post employment benefit	-	-	-	-	-	7.438.176.235	7.438.176.235	-	-	-	7.438.176.235	
Penyesuaian	-	-	-	-	(492.204.658)	(492.204.658)	(492.204.658)	-	-	-	(492.204.658)	
Penyisihan ujroh/ Ujroh reserve	-	-	-	698.734.117	-	-	-	-	-	-	698.734.117	
Obligasi Wajib Konversi/ Mandatory Convertible Bond	-	-	(167.106.716.575)	-	-	-	-	-	-	-	(167.106.716.575)	
Laba bersih tahun berjalan/ Net Gain for the current year	-	-	-	-	-	72.780.707.303	72.780.707.303	-	-	-	72.780.707.303	
Saldo per 31 Desember 2024/ Balance as of December 31, 2024	878.358.000.000	269.750.937	673.297.844.495	(4.005.984.339)	1.018.329.912.842	(264.295.342.121)	754.034.570.721	(89.913.740.034)	313.023.011.109	223.109.271.075	2.525.003.452.893	

Lihat Catatan atas Laporan Keuangan Konsolidasian yang tidak terpisahkan dari Laporan Keuangan Konsolidasian secara keseluruhan

LAMPIRAN 4

ATTACHMENT 4

PT REASURANSI INDONESIA UTAMA (PERSERO)
(ENTITAS INDIK SAJA)
LAPORAN ARUS KAS
 Untuk Tahun yang Berakhir 31 Desember 2024
 (Dinyatakan dalam Rupiah)

PT REASURANSI INDONESIA UTAMA (PERSERO)
(PARENT ENTITY ONLY)
STATEMENTS OF CASH FLOWS
 For the Year Ended December 31, 2024
 (Express in Rupiah)

	2024	2023	
ARUS KAS DARI AKTIVITAS OPERASI			CASH FLOWS FROM OPERATING ACTIVITIES
Penerimaan premi reasuransi dan asuransi	5.154.684.995.940	5.317.947.758.295	Receipt of reinsurance and insurance premiums
Penerimaan klaim retrocesi dan reasuransi	1.344.849.577.260	955.196.850.206	Acceptance of retrocession and reinsurance claims
Pembayaran premi retrocesi dan reasuransi	(1.885.809.912.957)	(1.854.820.561.649)	Retrocession and reinsurance premium payments
Pembayaran klaim reasuransi dan asuransi	(3.893.586.133.585)	(3.952.328.401.366)	Payment of reinsurance and insurance claims
Pembayaran beban usaha	(243.270.223.914)	(218.332.100.063)	Payment for operating expenses
Pembayaran pajak	(27.609.630.808)	(38.995.181.546)	Payment for tax
(Pembayaran) penerimaan lain-lain	(27.674.379.676)	(5.731.914.515)	Others (payment) receipt
Kas netto yang diperoleh dari aktivitas operasi	421.584.292.260	202.936.449.362	Net cash flows provided by operating activities
ARUS KAS DARI AKTIVITAS INVESTASI			CASH FLOWS FROM INVESTING ACTIVITIES
Penerimaan hasil investasi	323.608.528.360	250.032.552.196	Receipt from investment
Penempatan investasi	(45.250.451.449.805)	(29.871.751.696.399)	Placement of investment
Pencairan investasi	44.710.079.475.991	29.606.795.169.424	Redeem of investment
Pembelian aset tetap	(11.980.002.985)	(14.214.253.862)	Purchase of fixed assets
Kas netto yang digunakan untuk aktivitas investasi	(228.743.448.439)	(29.138.228.641)	Net cash flows used in investing activities
ARUS KAS DARI AKTIVITAS PENDANAAN			CASH FLOWS FROM FINANCING ACTIVITIES
Pembayaran bunga OWK	(78.750.000.000)	(63.399.436.650)	MCB interest payment
Pembayaran bunga pinjaman rekening dana Investasi - non pokok	(3.383.526.185)	(3.383.526.185)	Interest payment of investment fund loan - non principal
Kas netto yang digunakan untuk aktivitas pendanaan	(82.133.526.185)	(66.782.962.835)	Net cash flows used in financing activities
Kenaikan netto kas dan setara kas	110.707.317.636	107.015.257.886	Net increase in cash and cash equivalent
Kas dan setara kas awal tahun	138.492.732.275	31.477.474.389	Cash and cash equivalent at beginning of the year
Kas dan setara kas akhir tahun	249.200.049.911	138.492.732.275	Cash and cash equivalent at end of the year

2024

Laporan Tahunan
Annual Report

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