



Maximum To Minimum Salary Ratio And Variable Remuneration For Employees

Ratio Type	Ratio		
	2019	2018	2017
Highest to lowest employee salary	55.82x	58.94x	60.51 x
Highest to lowest salary of BoD members	2.96x	3.11x	3.20 x
Highest to lowest salary of BoC members	1.27 x	1.27 x	1.27 x
Highest salary of BoD member to highest employee salary	3.34x	3.25x	3.15 x

Variable remuneration for employees in 2019

Variable Remuneration	Total Received in a year	
	Employees	Rp (Million)
	People	
Total	6,945	210,261