





03

## Laporan Manajemen Management Report



Teguh Pudjowigoro - Presiden Komisaris (Independen) | President Commissioner (Independent)

# Laporan Dewan Komisaris

## Board of Commissioners Report

Puji dan syukur kami panjatkan pada Tuhan Yang Maha Kuasa dan Maha Pemurah yang telah melimpahkan berkah dan rahmat-Nya selalu untuk kita semua. Pada kesempatan ini kami akan menyampaikan hasil pelaksanaan tugas kami sebagai Dewan Komisaris dalam melakukan pengawasan terhadap pelaksanaan pengelolaan PT First Media Tbk di sepanjang tahun 2022.

Dewan Komisaris mensyukuri bahwa Perseroan dan anak-anak usahanya telah berhasil melalui tahun 2022 dengan cukup baik di tengah kondisi bisnis di industri teknologi digital yang penuh dinamika dan tantangan. Kinerja anak-anak usaha yang dimiliki Perseroan secara keseluruhan mencapai hasil yang cukup baik, meski masih dihadapkan dengan situasi Pandemi Covid-19.

### Prospek Usaha

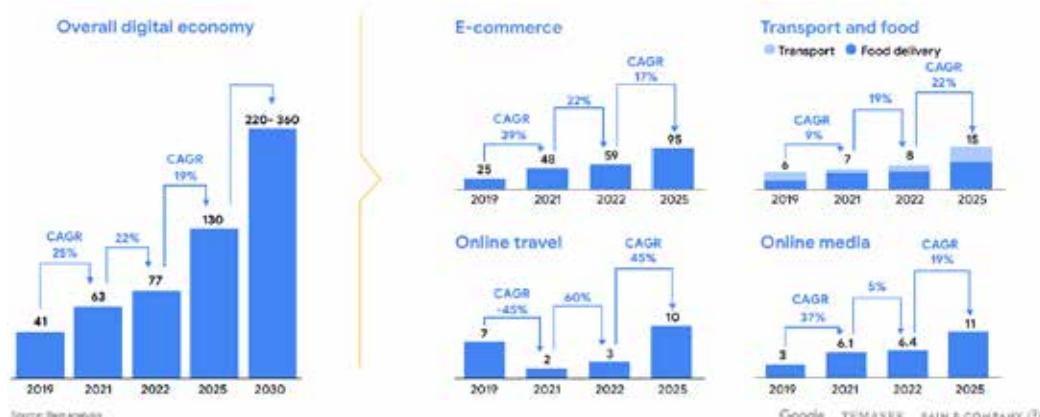
Ekonomi digital yang diproyeksi menjadi mesin pendorong ekonomi masa depan sudah menjadi kenyataan, hasil studi Google, Temasek, Bain & Company (2022) menunjukkan bahwa nilai ekonomi digital Indonesia sepanjang tahun 2022 sebesar 77 miliar USD bertumbuh sebesar 22% (YoY) dan dapat menyentuh di angka 130 miliar USD pada tahun 2025 dengan e-commerce sebagai pendorong utama.

Dear Shareholders and stakeholders, praise and gratitude we pray to God the Almighty and the Most Gracious who has bestowed His blessings and mercy on all of us. On this occasion, we will convey the results of the implementation of our duties as the Board of Commissioners in supervising the implementation of the management of PT First Media Tbk throughout 2022.

The Board of Commissioners is grateful that the Company and its subsidiaries have made it through 2022 quite well, in the midst of business conditions in the digital technology industry which are full of dynamics and challenges. The performance of the subsidiaries owned by the Company as a whole achieved quite good results, even though they were still faced with the Covid-19 Pandemic situation.

### Business prospect

The digital economy which is projected to become an engine driving the future economy has become a reality, the results of a study by Google, Temasek, Bain & Company (2022) show that the value of Indonesia's digital economy throughout 2022 is USD 77 billion, growing by 22% (YoY) and can touch below figure of 130 billion USD by 2025 with e-commerce as the main driver.



Selain itu, pertumbuhan ekonomi secara makro di Indonesia pada tahun 2022 mencapai 5,31% lebih tinggi dibanding capaian tahun 2021 yang mengalami pertumbuhan sebesar 3,70%. Dari sisi produksi, pertumbuhan tertinggi terjadi pada Lapangan Usaha Transportasi dan Pergudangan sebesar 19,87%. Sementara dari sisi pengeluaran pertumbuhan tertinggi dicapai oleh Komponen Ekspor Barang dan Jasa sebesar 16,28%.

#### **Pandangan pada Pelaksanaan Tata Kelola Perusahaan yang baik**

Dewan Komisaris memiliki tugas untuk melakukan pengawasan kinerja terhadap jajaran Direksi. Dewan Komisaris juga secara konsisten merekomendasikan jajaran Direksi untuk selalu menerapkan Prinsip-prinsip Tata Kelola Perusahaan yang baik dengan tujuan agar semakin memperkuat kinerja Perseroan. Selain itu, mekanisme-mekanisme seperti Piagam Dewan Komisaris, Kode Etik dan Sistem Whistleblowing terus digunakan secara tepat guna, agar memberikan kontribusi positif bagi pengelolaan sistem usaha yang baik.

Penetapan kebijakan dan mekanisme prosedur yang tepat, sesuai dengan konteks dan kondisi terkini, menjembatani penyelesaian masalah yang muncul untuk dapat disampaikan ke Manajemen. Berdasarkan laporan Komite Audit dan fungsi pengendalian lainnya, Dewan Komisaris berpendapat bahwa Perseroan telah secara konsisten menerapkan Prinsip-prinsip Tata Kelola Perusahaan yang baik sepanjang tahun 2022. Selanjutnya, hasil evaluasi kinerja yang telah dilakukan terhadap jajaran para Direksi akan dilaporkan pada Rapat Umum Pemegang Saham (RUPS) di kemudian hari.

#### **Pengawasan Atas Kinerja Direksi**

Perseroan telah mempertahankan komposisi Manajemen yang solid sehingga memudahkan Dewan Komisaris dalam melaksanakan pengawasan, bersama dengan komite di bawah Dewan Komisaris, yaitu Komite Audit dan Komite Nominasi dan Remunerasi, senantiasa melakukan pengawasan dan evaluasi atas perkembangan rencana kerja Perseroan secara berkala. Pengawasan di sepanjang tahun 2022 dilakukan dari laporan kinerja yang disampaikan oleh Direksi kepada Dewan Komisaris. Laporan tersebut diantaranya berupa uraian mengenai kinerja keuangan Perseroan, laporan kinerja operasi unit-unit usaha, penjualan, dan sebagainya, termasuk hasil evaluasi dan rekomendasi yang diberikan oleh Komite Audit.

In addition, macroeconomic growth in Indonesia in 2022 will reach 5.31% higher than the achievements in 2021 which experienced growth of 3.70%. From the production side, the highest growth occurred in the Transportation and Warehousing Business Field of 19.87%. While from the expenditure side the highest growth was achieved by the Goods and Services Export Component of 16.28%.

#### **Views on the Implementation of Good Corporate Governance**

The Board of Commissioners has the task of supervising the performance of the Board of Directors. The Board of Commissioners also consistently recommends the Board of Directors to always apply the Good Corporate Governance Principles with the aim of further strengthening the Company's performance. In addition, mechanisms such as the Board of Commissioners Charter, Code of Ethics and the Whistleblowing System continue to be used effectively, in order to make a positive contribution to good business system management.

Determination of appropriate policies and procedural mechanisms, in accordance with the current context and conditions, bridges the resolution of problems that arise so that they can be conveyed to the Management. Based on the report of the Audit Committee and other controlling functions, the Board of Commissioners is of the opinion that the Company has consistently implemented the Good Corporate Governance Principles throughout 2022. Furthermore, the results of the performance evaluation conducted on the Board of Directors will be reported at the General Meeting of Shareholders (GMS) at a later date.

#### **Supervision of the Performance of the Board of Directors**

The Company has maintained a solid composition of Management that makes it easier for the Board of Commissioners to carry out supervision, together with the committees under the Board of Commissioners, namely the Audit Committee and Nomination and Remuneration Committee, continues to monitor and evaluate the progress of the Company's work plans on a regular basis. Supervision throughout 2022 is carried out from the performance reports submitted by the Board of Directors to the Board of Commissioners. These reports include a description of the Company's financial performance, reports on the operating performance of business units, sales, and so on, including the evaluation results and recommendations provided by the Audit Committee.

Laporan yang diterima oleh Dewan Komisaris menjadi bahan kajian mendalam untuk selanjutnya disampaikan dalam bentuk rekomendasi maupun catatan kepada Direksi pada saat rapat gabungan yang diadakan setiap tiga bulan sekali. Apabila diperlukan, maka sangat dimungkinkan penyampaian rekomendasi dilakukan oleh Dewan Komisaris di waktu dan sarana lain dengan memperhitungkan situasi dan kondisi Perseroan agar dapat segera memberikan solusi terbaik kepada Direksi Perseroan.

#### **Pengawasan & Evaluasi Atas Kinerja Komite di bawah Dewan Komisaris**

Dalam menjalankan fungsi pengawasannya, kami dibantu oleh 2 (dua) komite, yaitu Komite Audit dan Komite Nominasi & Renumerasi. Apresiasi kami sampaikan kepada Komite Audit dan Komite Nominasi & Renumerasi karena telah bekerja dengan baik dan berkontribusi dalam membantu Dewan Komisaris dalam melakukan pengawasan pengelolaan Perseroan.

Komite Audit telah bekerja dengan baik dalam melakukan pengawasan efektifitas dan efisiensi operasional yang dijalankan unit-unit usaha yang dimiliki Perseroan. Komite Audit telah melakukan penelaahan pada laporan pemeriksaan yang dilakukan Internal Auditor atas laporan keuangan dan transaksi-transaksi keuangan, khususnya di unit-unit usaha yang dimiliki Perseroan. Sedangkan Komite Nominasi & Renumerasi telah membantu Dewan Komisaris dengan memberikan rekomendasi terkait kebijakan dan seleksi jabatan strategis di lingkungan Perseroan dan unit-unit usahanya, sesuai dengan prinsip-prinsip Tata Kelola Perusahaan yang baik.

The report received by the Board of Commissioners becomes material for in-depth study to be further submitted in the form of recommendations or notes to the Board of Directors at joint meetings held every three months. If necessary, it is possible for the Board of Commissioners to submit recommendations at other times and by taking into account the Company's situation and condition in order to immediately provide the best solution to the Company's Board of Directors.

#### **Supervision & Evaluation of Committee Performance under the Board of Commissioners**

In carrying out its supervisory function, we are assisted by 2 (two) committees, namely the Audit Committee and the Nomination & Remuneration Committee. Our appreciation goes to the Audit Committee and the Nomination & Remuneration Committee for working well and contributing to assisting Board of Commissioners in supervising the management of the Company.

The Audit Committee has worked well in supervising the effectiveness and efficiency of operations carried out by the Company's business units. The Audit Committee has reviewed the audit report conducted by the Internal Auditor on the financial statements and financial transactions, particularly in the business units owned by the Company. Meanwhile, the Nomination & Remuneration Committee has assisted the Board of Commissioners by providing recommendations regarding policies and selection of strategic positions within the Company and its business units, in accordance with the principles of Good Corporate Governance.

#### Apresiasi

Kami sangat menyadari bahwa pencapaian berbagai tujuan perusahaan tidak terlepas dari dukungan seluruh pemangku kepentingan yang memiliki peranan utama dalam rencana pengembangan Perseroan. Kami sebagai Dewan komisaris mengucapkan terimakasih atas dukungan dan keterlibatan para pemegang saham, yang telah mengambil peranan kunci dalam upaya kami untuk memajukan Indonesia dalam industri teknologi digital. Penghargaan yang tinggi disampaikan kepada Direksi dan para karyawan yang telah berupaya turut mendukung kinerja Perseroan sepanjang tahun 2022 ini, serta kepada mitra bisnis dan pemangku kepentingan lainnya atas kepercayaan dan dukungan yang berkelanjutan kepada Perseroan.

Semoga pencapaian kinerja tahun 2022 dapat menjadi pemicu semangat seluruh pemangku kepentingan untuk mencapai kinerja yang lebih baik di tahun 2023.

#### Apreciation

We are very aware that the achievement of various company goals cannot be separated from the support of all stakeholders who have a major role in the Company's development plan. We, as the Board of Commissioners, would like to thank you for the support and involvement of the shareholders, who have played a key role in our efforts to advance Indonesia in the digital technology industry. High appreciation is conveyed to the Board of Directors and employees who have tried to support the Company's performance throughout 2022, as well as to business partners and other stakeholders for their continued trust and support to the Company.

Hopefully the achievement of performance in 2022 can be a trigger for the enthusiasm of all stakeholders to achieve better performance in 2023.

Jakarta, 28 April 2023

Untuk dan atas nama Dewan Komisaris

For and on behalf of the Board of Commissioners,

**PT First Media Tbk**



**Teguh Pudjowigoro**

Presiden Komisaris (Independen)

President Commissioner (Independent)





Harianda Noerlan - Presiden Direktur (Independen) | President Director (*Independent*)

# Laporan Direksi

## Board of Directors Report

Para Pemegang Saham dan pemangku kepentingan yang terhormat, puji syukur kami panjatkan ke hadirat Tuhan Yang Maha Esa yang atas rahmat dan karunia-Nya yang telah dilimpahkan kepada Perseroan sehingga Perseroan dapat melalui berbagai tantangan dan persaingan bisnis di tahun 2022.

Dengan ini kami sampaikan Laporan Tahunan PT First Media Tbk untuk tahun buku yang berakhir pada 31 Desember 2022, beserta Laporan Keuangan Konsolidasian yang telah diaudit oleh Kantor Akuntan Publik Amir Abadi Jusuf, Aryanto, Mawar & Rekan.

### Wajah Baru Perseroan

Mengutip dari laporan tahunan sebelumnya, Perseroan telah menyampaikan bahwa Perseroan telah berfokus pada segmen bisnis Media dan Pembuatan Konten. Perubahan fokus bisnis menjadi keputusan strategis bagi Perseroan untuk memberikan dampak nilai ekonomi Perusahaan secara berkelanjutan.

Pada tahun 2022, Perseroan melakukan penjualan kepemilikan saham di PT Link Net Tbk berdasarkan hasil keputusan Rapat Umum Pemegang Saham Luar Biasa (RUPSLB) pada 8 Juni 2022. Dari hasil Rapat tersebut, Perseroan resmi melepas seluruh kepemilikan sahamnya di PT Link Net Tbk kepada Axiata Investments (Indonesia) Sdn.Bhd. dan PT XL Axiata Tbk.

Kini Perseroan berfokus dalam sepenuhnya memajukan bisnis Media dan Pembuatan Konten melalui anak-anak Perusahaannya. Perseroan menyakini dengan maraknya digitalisasi, bisnis media *online* dan pembuatan konten akan menjadi peluang bisnis yang baik di kemudian hari.

Dear Shareholders and stakeholders, we express our gratitude to the presence of God Almighty for His grace and gifts that have been bestowed upon the Company so that the Company can overcome various challenges and business competition in 2022.

We hereby submit the Annual Report of PT First Media Tbk for the financial year ending December 31, 2022, along with the Consolidated Financial Statements that have been audited by the Public Accounting Firm of Amir Abadi Jusuf, Aryanto, Mawar & Rekan.

### New Face of the Corporation

Refer from the previous annual report, the Company has stated that the Company has focused its business to Media and Content Creation segment. The change in business focus has become a strategic decision for the Company to have an impact on the Company's economic value in a sustainable manner.

In 2022, the Company conducted in the sale of share ownership in PT Link Net Tbk based on the resolution of the Extraordinary General Meeting of Shareholders (EGMS) on 8 June 2022. From the results of the Meeting, the Company officially released all of its share ownership in PT Link Net Tbk to Axiata Investments (Indonesia) Sdn. Bhd. and PT XL Axiata Tbk.

Now the Company focuses on advancing the Media and Content Creation business through its subsidiaries. The Company believes that with the rise of digitalization, the online media business and content creation will be a good business opportunity in the future.

### Prospek Usaha

Gairah pertumbuhan ekonomi digital di Indonesia selaras dengan bertambahnya penetrasi pengguna internet di Indonesia. Mengutip kajian dari APJII (Asosiasi Penyedia Jasa Internet Indonesia) tingkat penetrasi pengguna internet sudah mencapai 77,02% pada periode kuartal-I tahun 2022, secara angka ada sekitar 210 juta orang yang telah menjadi aktif pengguna internet.

Jika kita melihat lebih dekat profil perilaku digital di Indonesia, hasil studi dari HotSuite (*We Are Social*) 2022 menunjukkan data yang menarik. Hasil survei menunjukkan bahwa jumlah pengguna media sosial meningkat setiap tahun dan mencapai 191 juta jiwa di Indonesia. Dari kajian tersebut, juga diungkapkan mengenai waktu orang Indonesia mengakses media digital secara rata-rata setiap hari selama 8 jam, 36 menit. Dari lama waktu tersebut, alasan masyarakat Indonesia aktif mengakses internet untuk mencari informasi sebesar 80% dan diikuti alasan mencari ide dan inspirasi baru sebesar 72%.

Menyambung dari perilaku tersebut, perilaku pembaca berita *online* dengan berlangganan telah menjadi tren, hasil survei Reuters Institute menempatkan Hong Kong sebagai negara dengan persentase masyarakat yang membayar berita daring terbesar di antara negara lainnya di kawasan Asia Pasifik sebesar 23%, diikuti peringkat kedua oleh Indonesia dengan 19%, yang mana banyak responden mengakui pernah membayar untuk konten berita daring premium. Berita premium berbayar merupakan salah satu opsi bagi pembaca untuk memperoleh berita yang berkualitas dan komprehensif. Penyediaan fitur berita berbayar atau menurut istilah biasa dikenal dengan Paywall. Paywall ini menjadi salah satu sumber pendapatan bagi perusahaan-perusahaan media di tengah tingginya biaya untuk beroperasi.

### Business prospect

The passion for digital economic growth in Indonesia is in line with the growing penetration of internet users in Indonesia. Citing a study from APJII (Indonesia Internet Service Provider Association) the penetration rate of internet users has reached 77.02% in the first quarter of 2022, numerically there are around 210 million people who have become active internet users.

If we take a closer look at Indonesia's digital behavior profile, the results of a study from HotSuite (*We Are Social*) 2022 show interesting data. The survey results show that the number of social media users increases every year and reaches 191 million people in Indonesia. The study also revealed that the average time for Indonesians to access digital media every day is 8 hours, 36 minutes. From that length of time, the reason why Indonesian people actively access the internet is to seek information by 80%, followed by reasons for seeking new ideas and inspiration by 72%.

Continuing from this behavior, the behavior of online news readers by subscribing has become a trend in itself. The Reuters Institute survey results placed Hong Kong as the country with the largest percentage of people who pay for online news among other countries in the Asia Pacific region 23%, followed in second place by Indonesia with 19%, which many respondents admit to having paid for premium online news content. Paid premium news is an option for readers to get quality and comprehensive news. Provision of paid news features or according to the term commonly known as Paywall. This paywall is a source of income for media companies amidst the high costs to operate.



### Tata Kelola Perusahaan

Pengembangan Perseroan dan kegiatan usahanya tidak mengesampingkan Tata Kelola Perusahaan yang baik atau *Good Corporate Governance* (GCG). Selain memperhitungkan aspek bisnis, Perseroan juga senantiasa memastikan bahwa setiap kegiatan usahanya dilaksanakan sejalan dengan peraturan yang berlaku. Selain itu, secara internal Perseroan memberitahukan berbagai *Standard Operating Procedure* (SOP), panduan kode etik & tugas tanggung jawab profesional, serta peraturan perusahaan.

Untuk memastikan penerapan GCG, setiap bulan Direksi melakukan peninjauan atas kegiatan yang akan dilakukan dan telah selesai dilaksanakan oleh unit usaha Perseroan melalui rapat koordinasi dengan manajemen dari masing-masing entitas anak Perseroan. Komite Audit yang bertanggung jawab kepada Dewan Komisaris Perseroan, serta divisi Internal Audit yang bertanggung jawab kepada Direksi Perseroan terlibat aktif melalui fungsi pengawasan tersebut.

### Tanggung Jawab Sosial Perusahaan

Tanggung jawab sosial Perseroan dilakukan sebagaimana yang telah diatur oleh Pemerintah melalui Peraturan Pemerintah No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas dan dipastikan sepenuhnya bermanfaat bagi masyarakat, seperti kebersihan lingkungan hidup, pendidikan, donor darah, dan berbagai kegiatan sosial yang berkaitan dengan penanganan Covid-19.

### Corporate Governance

The development of the Company and its business activities do not override Good Corporate Governance (GCG). Apart from taking into account the business aspects, the Company also ensures that every business activity is carried out in accordance with applicable regulations. In addition, the Company internally informs various Standard Operating Procedures (SOPs), guidelines for code of ethics & professional responsibilities, as well as company regulations.

To ensure the implementation of GCG, every month the Board of Directors reviews the activities that will be carried out and have been completed by the Company's business units through coordination meetings with the management of each of the Company's subsidiaries. The Audit Committee which reports to the Company's Board of Commissioners, as well as the Internal Audit division responsible to the Company's Board of Directors is actively involved through this supervisory function.

### Corporate Social Responsibility

The Company's social responsibility is carried out as regulated by the Government through Government Regulation No. 47 of 2012 concerning Social and Environmental Responsibility of Limited Liability Companies and it is guaranteed to be fully beneficial for the community, such as environmental cleanliness, education, blood donation, and various social activities related to the handling of Covid-19.

### Pengembangan Sumber Daya Manusia

Peningkatan kompetensi karyawan merupakan bagian dari kontribusi pembangunan sumber daya manusia bagi Perseroan dan juga bagi angkatan kerja di Indonesia. Divisi Sumber Daya Manusia Perseroan menyelenggarakan program peningkatan kualitas karyawan Perseroan melalui pelatihan dan pendidikan terstruktur dan terencana untuk sejalan dengan layanan bisnis media dan pembuatan konten yang menjadi bisnis Perseroan. Di sisi lain, meningkatnya kemampuan sumber daya manusia di bidang Teknologi Informasi Komunikasi ini amat diperlukan oleh negara untuk mampu memberikan daya saing di kompetisi global.

### Budaya Perusahaan

Sikap mental dan perilaku sumber daya manusia dalam bekerja dan bermasyarakat menjadi landasan disiplin dan pencapaian prestasi untuk menghasilkan kinerja yang mumpuni. Semua itu ditata dan dipraktikkan sebagai bagian dari kehidupan di lingkungan kerja Perseroan. Tujuan yang ingin dicapai antara lain menciptakan tenaga kerja yang tidak hanya cerdas dan disiplin, namun juga memiliki sikap mental individu dan semangat tim yang positif serta dapat diandalkan.

### Apresiasi

Direksi mengucapkan terima kasih dan penghargaan setinggi-tingginya kepada seluruh pemegang saham dan pemangku kepentingan Perseroan, Dewan Komisaris, dan seluruh manajemen serta karyawan yang telah bekerja keras dalam menghadapi semua tantangan dan mencapai kinerja yang cukup baik selama tahun 2022.

Penghargaan tinggi juga diberikan kepada Lembaga Pemerintah, pelanggan, rekan bisnis, masyarakat Pasar Modal, dan media massa yang selama ini telah mendukung kerja Perseroan. Direksi berharap agar kesuksesan selalu menjadi milik kita semua dan kerjasama yang selama ini telah berjalan secara komprehensif dengan penuh harmoni dapat terus berlangsung dengan baik.

### Human Resource Development

Increasing employee competence is part of the contribution of human resource development for the Company and also for the workforce in Indonesia. The Human Resources Division of the Company organizes programs to improve the quality of the Company's employees through structured and planned training and education to be in line with business services which are the Company's deploy. On the other hand, the increased capacity of human resources in the field of Information and Communication Technology is needed by the state to be able to provide competitiveness in global competition.

### Corporate Culture

The mental attitude and behavior of human resources at work and in society are the basis for discipline and achievement to produce qualified performance. All of these are organized and practiced as part of life in the Company's work environment. The objectives to be achieved include to create a workforce that is not only smart and disciplined, but also has a positive and reliable individual mental attitude and team spirit.

### Appreciation

The Board of Directors would like to express its gratitude and highest appreciation to all shareholders and stakeholders of the Company, the Board of Commissioners, and all management and employees who have worked hard in facing all challenges and achieved fairly good performance during 2022.

The highest award is also given to Government Institutions, customers, business partners, the Capital Market community, and the mass media who have supported the Company's work so far. The Board of Directors hopes that success always belongs to all of us and that the cooperation that has been running comprehensively and in harmony can continue well.

Jakarta, 28 April 2023

Untuk dan atas nama Direksi,

For and on behalf of the Board of Directors,

**PT First Media Tbk**



**Harianda Noerlan**

Presiden Direktur (Independen)

President Director (Independent)



# Profil Dewan Komisaris

## Board of Commissioners Profile



**Teguh Pudjowigoro**  
Presiden Komisaris (Independen)  
President Commissioner (Independent)

### Kewarganegaraan dan Domisili

Warga negara Indonesia usia 70 tahun berdomisili di Indonesia

### Jabatan

Beliau menjabat sebagai Komisaris Independen Perseroan sejak tanggal 21 April 2017 dan menjabat sebagai Presiden Komisaris (Independen) sejak 8 Juni 2022.

### Pendidikan

Beliau menyelesaikan pendidikan strata 1 di Universitas Gajah Mada, Yogyakarta di Fakultas Ekonomi tahun 1976 serta mengikuti berbagai seminar di luar negeri.

### Perjalanan Karir

Beliau adalah seorang profesional dengan pengalaman lebih dari 30 tahun, terutama dalam industri perbankan. Beliau pernah bekerja di Lippo Bank dan menjabat sebagai Head of General Affairs Group, Head of Human Resources Group, Head of Asset Management Group, dan terakhir sebagai Head of Financing and Operation Division di Lippo Bank Syariah. Beliau juga pernah menjabat sebagai presiden direktur dan direktur di perusahaan real estate Lippo Group.

### Nationality & Domicile

Indonesian citizen, 70 years old, domiciled in Indonesia.

### Position

He holds the position as Independent Commissioner of the Company since April 21, 2017 and hold position as President Commissioner (Independent) since June 8, 2022.

### Education

He completed his undergraduate education at Gajah Mada University, Yogyakarta at the Faculty of Economics in 1976 and attended various seminars abroad.

### Career Experience

He is a professional with hold more than 30 years experience, especially in Banking Industry. He was served in Lippo Bank and appointed as Head of General Affairs group, Head of Human Resources Group, Head of Asset Management Group, and he last position was a Head of Financing and Operation Division in Lippo Bank Syariah. He also served as President Director and Director in Lippo Group Real Estate Company.



**Widjaya Hambali**  
Komisaris Independen  
Independent Commissioner

**Kewarganegaraan dan Domisili**

Warga Negara Indonesia berusia 49 tahun dan berdomisili di Indonesia

**Jabatan**

Beliau diangkat sebagai Komisaris Independen Perseroan pada tahun 2021 berdasarkan Rapat Umum Pemegang Saham yang dituang dalam Akta No. 14 tanggal 25 Juni 2021.

**Pendidikan**

Bapak Widjaya Hambali meraih gelar Sarjana Ekonomi dalam bidang Akuntansi dari Universitas Tarumanegara dan gelar Master of Science dalam bidang Akuntansi dan Sistem Informasi dari Universitas Indonesia.

**Perjalanan Karir**

Beliau mengawali karirnya sebagai *Accounting Supervisor* di *Salim Group Plantation* dari tahun 1997-2001, menjabat sebagai *Senior Manager – SAP Consultant* di PT Smart Tbk dari tahun 2001-2006, menjabat sebagai *General Manager of Business Control* di Argo Manunggal Group dari tahun 2006-2008, menjabat sebagai *Head of Finance & Accounting* di Inti Keramik Group dari tahun 2008-2010, dan menjabat sebagai *Head of Information Technology* di PT Mitrabahtera Segara Sejati Tbk dari tahun 2010-2016. Saat ini beliau menjabat sebagai *Head of ICT & Digital Transformation* di Sampoerna Kayoe sejak tahun 2017.

**Nationality & Domicile**

Indonesian citizen, 49 years old, domiciled in Indonesia

**Position**

He was appointed as Independent Commissioner of the Company in 2021 based on the General Meeting of Shareholders as stated in Deed No. 14th June 25, 2021

**Education**

Mr. Widjaya Hambali holds a Bachelor of Economics degree in Accounting from Tarumanegara University and a Master of Science degree in Accounting and Information Systems from the University of Indonesia.

**Career Experience**

He started his career as Accounting Supervisor at Salim Group Plantation from 1997-2001, served as Senior Manager – SAP Consultant at PT Smart Tbk from 2001-2006, served as General Manager of Business Control at Argo Manunggal Group from 2006-2008, served as Head of Finance & Accounting at Inti Keramik Group from 2008-2010, and served as Head of Information Technology at PT Mitrabahtera Segara Sejati Tbk from 2010-2016. He currently serves as Head of ICT & Digital Transformation at Sampoerna Kayoe since 2017.

# Profil Direksi

## Board of Directors Profile



**Harianda Noerlan**  
Presiden Direktur (Independen)  
President Director (Independent)

### Kewarganegaraan dan Domisili

Warga Negara Indonesia, 60 tahun, berdomisili di  
Indonesia

### Nationality & Domicile

indonesian citizen, 60 years old, domiciled in  
Indonesia.

### Jabatan

Beliau menjabat sebagai Presiden Direktur  
(Independen) Perseroan sejak 21 April 2017  
berdasarkan Rapat Umum Pemegang Saham Tahunan.

### Position

He holds the position as President Director  
(Independent) of the Company since April 21,2017  
based on Annual General Meeting of Shareholders

### Pendidikan

Harianda Noerlan menyelesaikan pendidikan Strata 1  
dari Fakultas Teknik jurusan Teknik Mesin, Universitas  
Trisakti, Jakarta, Indonesia.

### Education

He obtained his Bachelor degree in Machine  
Engineering from Faculty of Engineering,  
Trisakti University, Jakarta, Indonesia.

### Perjalanan Karir

Beliau memulai karir profesionalnya di dunia perbankan  
pada tahun 1990 dengan bekerja di PT Bank Niaga  
Tbk. Jabatan terakhir di bank tersebut sebagai *Head of International Banking Division-Capital Market Group*  
di tahun 2000. Kemudian beliau bekerja di Badan  
Penyehatan Perbankan Nasional (*Indonesian Bank Restructuring Agency - IBRA*) dengan jabatan terakhir  
sebagai *Vice President, Group Head* pada *Bank Restructuring Unit* di tahun 2002. Selanjutnya beliau bergabung dengan  
PT Bank Lippo Tbk dengan menjabat beberapa posisi,  
yaitu *Managing Director Compliance* (*Direktur Kepatuhan*),  
*Director Distribution Financial Services*, dan *Senior Vice President, Channels & Alliances Group Head* (2002-2006).

### Career Experience

He started his professional career in banking in 1990  
at PT Bank Niaga Tbk. His last position in the bank was  
the Head of International Banking Division-Capital  
Market Group in 2000. He then worked in Indonesian  
Bank Restructuring Agency – IBRA with his last  
position as Vice President, Group Head in the Bank  
Restructuring Unit in 2002. He then joined PT Bank  
Lippo Tbk and held several positions namely Managing  
Director Compliance (Compliance Director), Director  
of Distribution Financial Services, and Senior Vice  
President, Channels & Alliances Group Head (2002-  
2006).



**Rusbianto Wijaya**  
Direktur  
Director

**Kewarganegaraan dan Domisili**

Warga Negara Indonesia, 44 tahun, berdomisili di Indonesia

**Nationality & Domicile**

Indonesian citizen, 44 years old, domicile in Indonesia.

**Jabatan**

Beliau menjabat sebagai Direktur First Media sejak 6 Juni 2022 berdasarkan Rapat Umum Pemegang Saham Tahunan.

**Position**

He holds the position as Director of the Company since June 6, 2022 based on Annual General Meeting of Shareholders.

**Pendidikan**

Memperoleh gelar Sarjana Hukum dari Fakultas Hukum Universitas Tarumanagara pada tahun 2001, lalu memperoleh gelar Magister Ilmu Hukum dari Program Pascasarjana Universitas Tarumanagara pada tahun 2006. Selanjutnya memperoleh gelar Magister Ilmu Komputer dari Universitas Pradita pada tahun 2021.

**Education**

Obtained his Bachelor of Laws degree from the Faculty of Tarumanagara University in 2001, then obtained a Master of Laws degree from the Tarumanagara University Postgraduate Program in 2006. Furthermore, he obtained a Master's degree in Computer Science from Pradita University in 2021.

**Perjalanan Karir**

Memulai karir sebagai staf legal di PT Indomarco Prismatama sejak tahun 2001 sampai dengan 2007, kemudian bergabung di Sinarmas Energy & Mining sebagai Operation Legal Assistant Manager sampai dengan tahun 2009. Pada tahun 2009 bergabung di PT First Media Tbk sebagai Operation Legal Department Head. Selanjutnya bergabung di PT Link Net Tbk pada tahun 2016 dan menjabat sebagai Head of Legal and Corporate Secretary Support sampai dengan tahun 2021.

**Career Experience**

Started his career as a legal staff at PT Indomarco Prismatama from 2001 to 2007, then joined Sinarmas Energy & Mining as Operation Legal Assistant Manager until 2009. In 2009 he joined PT First Media Tbk as Operation Legal Department Head. Subsequently joined PT Link Net Tbk in 2016 and served as Head of Legal and Corporate Secretary Support until 2021.



**Johannes Tong**  
Direktur  
Director

**Kewarganegaraan dan Domisili**

Warga Negara Indonesia, 55 tahun, berdomisili di Indonesia

**Jabatan**

Beliau menjabat sebagai Direktur Perseroan sejak tanggal 24 April 2013 berdasarkan Rapat Umum Pemegang Saham Tahunan.

**Pendidikan**

Johannes Tong menyelesaikan pendidikan Strata 1 di bidang fisika, matematika, dan administrasi bisnis dari Azusa Pacific University dan pendidikan Strata 2 dengan meraih gelar *Magister in Business Administration* di California State University, Los Angeles.

**Perjalanan Karir**

Selain menjabat sebagai Direktur Perseroan, beliau pernah menjabat sebagai Direktur di beberapa anak perusahaan Perseroan antara lain PT First Media News, PT First Media Production dan PT Media Sinema Indonesia. Beliau juga memegang jabatan sebagai Direktur di *Art Department*, Universitas Pelita Harapan.

Karir profesional beliau antara lain adalah *Loan Officer* Bank of America, *Area Manager* TIMS, *General Manager* PT Sopanusa Paper Mill & Converting, *General Manager* PT Tjakrindo Mas Steel Industry, *General Manager* PT Plasma Plastic Industry, *General Manager* PT Indonesia Performing Arts, dan *General Manager* PT Melodia.

**Nationality & domicile**

Indonesian citizen, 55 years old, domiciled in Indonesia.

**Position**

He holds the position as Director of the Company since April 24, 2013 based on the Annual General Meeting of Shareholders.

**Education**

He obtained his Bachelor degree in physics, mathematics and business administration in Azusa Pacific University and degree of Magister in Business Administration from California State University, Los Angeles.

**Career experience**

In addition to his position as Director of the Company, he also holds the position as Director in numbers of the Company's subsidiaries, among others PT First Media Production, PT Media Sinema Indonesia. He also served as Director in Art Department, Pelita Harapan University.

His previous professional career among others *Loan Officer* in Bank of America, *Area Manager* of TIMS, *General Manager* of PT Sopanusa Paper Mill & Converting, *General Manager* of PT Tjakrindo Mas Steel Industry, *General Manager* of PT Plasma Plastic Industry, *General Manager* of PT Indonesia Performing Arts, and *General Manager* of PT Melodia.



**Hernowo Hadiprodjo**  
Direktur  
Director

**Kewarganegaraan dan Domisili**

Warga negara Indonesia usia 80 tahun berdomisili di Indonesia

**Jabatan**

Beliau menjabat sebagai Direktur Independen Perseroan Tbk sejak tanggal 21 April 2017 berdasarkan hasil Rapat Umum Pemegang Saham.

**Pendidikan**

Beliau memperoleh gelar Sarjana Hukum dan Sarjana Ilmu Sosial dari Universitas Indonesia serta *Master of Business Administration* dari Institut Studi Manajemen dan Institut Manajemen Pembelajaran Jauh.

**Perjalanan Karir**

Beliau memulai karirnya sebagai Asisten Profesor dan Dosen Universitas Indonesia, serta menjadi Staf Manajemen Menengah di Kementerian Pendidikan Tinggi (1960 – 1972). Pernah menjabat sebagai Staf Eksekutif dan *General Manager* di PT Bank Perniagaan Indonesia (1967 – 1982); *Vice President* dan *Senior Vice President* PT Bank Lippo (1982 – 1989), Direktur Operasional dan Keuangan di PT Bank Mayapada International (1990).

Beliau adalah pendiri dan Direktur Pelaksana PT Bank Dagang dan Industri (1991), pendiri dan Direktur Utama PT Bank Centris International (1993), Direktur Utama PT Bank Solida (1995), Instruktur Independen dan Penasihat PT Royalindo Panasonic (1996), penasihat PT Bank Nusa Nasional (1997), Direktur Kredit Pinjaman dan Pemasaran PT Bank BTPN (1997), serta Direktur Operasional dan Internasional di PT Bank Putra (1998).

Pada tahun 2000, beliau mulai menjabat sebagai Konsultan SDM untuk PT Griya Mee Sejati dan Anggota Tim Pengajar di The Jakarta Consulting Group, selain itu menjabat sebagai Senior Partner di Kramadibrata & Partners dan Pendiri Firma Hukum Hariwana. Pada tahun 2002, Bapak Hernowo menjadi pendiri dan Direktur Pelaksana ATC Management & Consultant dan tahun 2006 mulai menjabat sebagai Penasehat PT Cilandak Town Square dan Konsultan Sistem & Prosedur Perusahaan. Beliau juga dikenal sebagai konsultan independen dalam Sistem Manajemen dan Sumber Daya Manusia.

**Nationality & Domicile**

Indonesian citizen, 80 years old, domiciled in Indonesia.

**Position**

He holds the position as Director of the Company since April 21, 2017 based on General Meeting of Shareholders.

**Education**

He obtained his Bachelor degree in Social Science from University of Indonesia, and also Master degree in Business Administration from Management Institute and E-learning Institute.

**Career experience**

He started his career as Assistant Professor and Lecturer in University of Indonesia, also Middle Management Staff in Ministry of National Education in 1960-1972. Served as Executive Staff and General Manager in PT Bank Perniagaan Indonesia 1967-1982, Vice President and Senior Vice President in PT Bank Lippo in 1982-1989, Operation and Finance Director in PT Bank Mayapada International in 1990.

He is a Founder and Director in PT Bank Dagang dan Industri in 1991, Founder and President Director PT Bank Centris International in 1993, President Director PT Solida in 1995, Independent Instructor & Advisor PT Royalindo Panasonic in 1996, Advisor PT Bank Nusa Nasional in 1997, Director of Marketing & Loan Credit PT Bank BTPN in 1997, also Operation & International Director in PT Bank Putra in 1998.

In 2000, he started to serve as Human Resources Management Consultant for PT Griya Mee Sejati and member of coaching team in Jakarta Consulting Group, moreover he also served as Senior Partner in Kramadibrata & Partners and Founder of Hariwana Law Firm. In 2002, Hernowo became a Founder and Director ATC Management & Consultant and in 2006 he started to serve as Advisor PT Cilandak Town Square, System & Procedure Consultant. He also known as an independent consultant in Management System & Human Resources.

## Profil Komite Audit

### Audit Committee Profile



**Widjaya Hambali**  
Ketua Komite Audit  
Chairman of Audit Committee

Profil beliau dapat dilihat pada halaman profil dewan komisaris

His profile can be seen on the profile page of the board of commissioners



**Lewi Sasmita Kosasih**  
Anggota Komite Audit  
Member fo Audit Committee

**Kewarganegaraan dan Domisili**

Warga negara Indonesia usia 60 tahun berdomisili di Indonesia

**Jabatan**

Beliau menjabat sebagai anggota komite audit Perseroan sejak 1 April 2022.

**Pendidikan**

Beliau memperoleh gelar Sarjana Ekonomi dalam bidang Akuntansi dari Universitas Advent Indonesia tahun 1985 dan menyelesaikan studi *Master of Business Administration/Marketing* dari Manuel L. Quezon University, Philippine.

**Perjalanan Karir**

Beliau memulai karirnya sebagai *Financial Controller* di PT Wahana Garuda Lestari tahun 1990-1991, menjabat sebagai *Marketing Manager* di PT Liberty Bekasi tahun 1992-1996, menjabat sebagai *General Manager* di PT Domusindo Perdana tahun 1996-1997, menjabat sebagai *Special Task Force Division Head* di PT Indah Kiat Pulp & Paper tahun 1999-2004, menjabat sebagai *HR Division Head* di PT Pindo Deli Pulp & Paper tahun 2004-2012, menjabat sebagai *Head of Security & HR* di PT Borneo Indo Bara tahun 2012-2013, menjabat sebagai *Human Resources Director* di PT Keong Nusantara Abadi tahun 2015-2016. Beliau juga memiliki pengalaman di bidang Pasar Modal dengan menjabat sebagai *Direktur Utama* di PT Aldiracita Sekuritas Indonesia tahun 2017-2021 dan saat ini masih mejabat sebagai *Direktur* di PT Andalan Satria Cemerlang.

**Nationality & Domicile**

Indonesian citizen, 60 years old, domiciled in Indonesia.

**Position**

He has served as a member of the audit committee of the Company since April 1, 2022.

**Education**

He obtained his Bachelor of Economics degree in Accounting from Adventist University Indonesia in 1985 and completed his Master of Business Administration/Marketing studies from Manuel L. Quezon University, Philippines.

**Career experience**

He started his career as Financial Controller at PT Wahana Garuda Lestari in 1990-1991, served as Marketing Manager at PT Liberty Bekasi in 1992-1996, served as General Manager at PT Domusindo Perdana in 1996-1997, served as Special Task Force Division Head at PT. PT Indah Kiat Pulp & Paper in 1999-2004, served as HR Division Head at PT Pindo Deli Pulp & Paper in 2004-2012, served as Head of Security & HR at PT Borneo Indo Bara in 2012-2013, served as Human Resources Director at PT Keong Nusantara Abadi in 2015-2016. He also has experience in the Capital Market sector by serving as President Director at PT Aldiracita Sekuritas Indonesia in 2017-2021 and currently still serves as Director at PT Andalan Satria Cemerlang.



**Ricky Harjanto Gunadi**  
Anggota Komite Audit  
Member of Audit Committee

**Kewarganegaraan dan Domisili**

Warga negara Indonesia usia 51 tahun berdomisili di Indonesia

**Jabatan**

Beliau menjabat sebagai anggota komite audit Perseroan sejak 1 April 2022.

**Pendidikan**

Beliau memperoleh gelar Sarjana Ekonomi dalam bidang Akuntansi dari Universitas Tarumanegara, Jakarta tahun 1993.

**Perjalanan Karir**

Beliau memulai karirnya sebagai *Semi Senior Auditor* di Kantor Akuntan Publik Siddharta & Harsono (anggota dari Coopers & Lybrand) tahun 1993-1995. Menjabat sebagai *Department Head of Corporate Financial Reporting* di Asia Pulp & Paper Co. Ltd tahun 1995-2000. Menjabat sebagai *Corporate Senior Manager* di Across Asia Limited tahun 2000-2006. Menjabat sebagai *Assistant Vice President (Finance Reporting)* di PT Central Proteinaprima Tbk tahun 2006-2011. Menjabat sebagai *Deputy Chief Financial Officer* di PT Mitrabahtera Segara Sejati Tbk tahun 2011-2014. Menjabat sebagai *Chief Financial Officer* di PT Patin Resources Group tahun 2014 - sekarang.

**Nationality & Domicile**

Indonesian citizen, 51 years old, domiciled in Indonesia.

**Position**

He has served as a member of the audit committee of the Company since April 1, 2022.

**Education**

He obtained a Bachelor of Economics degree in Accounting from Tarumanegara University, Jakarta in 1993.

**Career experience**

He started his career as a Semi Senior Auditor at Siddharta & Harsono Public Accounting Firm (a member of Coopers & Lybrand) in 1993-1995. Served as Department Head of Corporate Financial Reporting at Asia Pulp & Paper Co. Ltd. years 1995-2000. Served as Corporate Senior Manager at Across Asia Limited in 2000-2006. Served as Assistant Vice President (Finance Reporting) at PT Central Proteinaprima Tbk in 2006-2011. Served as Deputy Chief Financial Officer at PT Mitrabahtera Segara Sejati Tbk in 2011-2014. Served as Chief Financial Officer at PT Patin Resources Group in 2014 - present.



## Profil Komite Nominasi dan Remunerasi

### Nomination & Remuneration Committee Profile



**Teguh Pudjowigoro**  
Ketua Komite Nominasi & Remunerasi  
Chairman of Nomination & Remuneration Committee

Profil beliau dapat dilihat pada halaman profil Dewan Komisaris  
His profile can be seen on the profile page of the Board of Commissioners



**Tati Hartawan**

Anggota Komite Nominasi & Remunerasi  
Member of Nomination & Remuneration Committee

**Kewarganegaraan dan Domisili**

Warga Negara Indonesia berusia 56 tahun dan berdomisili di Indonesia

**Jabatan**

Beliau menjabat sebagai anggota Komite Nominasi & Remunerasi Perseroan sejak 7 Juli 2022.

**Pendidikan**

Beliau memperoleh gelar sarjana (Bachelor of Science) Akuntansi dari San Francisco State University, Amerika Serikat (1988).

**Perjalanan Karir**

Beliau mengawali karirnya di Citibank Indonesia dengan jabatan terakhir sebagai Global Consumer Business Human Resources Head, Senior Vice President (1989 – 2013). Kemudian beliau menjabat sebagai Human Capital Director di Bank Mega (2013 – 2016), sebelum bergabung dengan Lippo Group sebagai Senior HR Executive (2016 – saat ini).

**Nationality & Domicile**

Indonesian citizen, 56 years old, domiciled in Indonesia

**Position**

She has served as a member of the Company's Nomination & Remuneration Committee since July 7, 2022.

**Education**

She earned a bachelor's degree (Bachelor of Science) in Accounting from San Francisco State University, USA (1988).

**Career Experience**

She started her career at Citibank Indonesia with his last position as Global Consumer Business Human Resources Head, Senior Vice President (1989 – 2013). Then she served as Human Capital Director at Bank Mega (2013 – 2016), before joining Lippo Group as Senior HR Executive (2016 – present).



**Cakra Yuliati**  
Anggota Komite Nominasi & Remunerasi  
Member of Nomination & Remuneration Committee

**Kewarganegaraan dan Domisili**

Warga Negara Indonesia berusia 38 tahun dan berdomisili di Indonesia.

**Jabatan**

Beliau menjabat sebagai anggota Komite Nominasi & Remunerasi Perseroan sejak 7 Juli 2022.

**Pendidikan**

Beliau memperoleh gelar Sarjana Akuntansi dari Universitas Bina Nusantara pada tahun 2006.

**Perjalanan Karir**

Beliau mengawali karirnya di PT AIA Financial sebagai Compensation and Benefits Supervisor (2008 – 2010). Kemudian beliau menjabat sebagai Senior Compensation Benefit Specialist di PT Multipolar Tbk (2010 - saat ini).

**Nationality & Domicile**

Indonesian citizen, 38 years old, domiciled in Indonesia

**Position**

She has served as a member of the Company's Nomination & Remuneration Committee since July 7, 2022.

**Education**

She earned her Bachelor of Accounting degree from Bina Nusantara University in 2006.

**Career Experience**

She started her career at PT AIA Financial as a Compensation and Benefits Supervisor (2008 - 2010). Then she served as Senior Compensation Benefit Specialist at PT Multipolar Tbk (2010 - current).

