

Indonesia	Incentive Plan/LTIP
When will I be taxed in relation to my plan benefits?	Grant: No income tax. No social security. Vesting: Income tax on fair market value of shares. No social security. Transfer to participant: No income tax. No social security. Sale by participant: Income tax on increase in value since vesting. No social security.
What is the maximum rate of income tax payable in relation to my plan benefits?	35% (2026). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Tax rates are progressive. In 2026, the maximum tax rate applies to annual taxable income over IDR5Billion.
Will my employer withhold income tax in relation to my plan benefits?	Yes, upon the first taxable moment (i.e. upon vesting, exercise, transfer or purchase as the case may be). No withholding tax obligation on employer upon sale by participant.
Are my plan benefits subject to social security contributions?	No (share options and share awards are not subject to social security).
Employee social security	Note: social security is not payable on incentive plan income. Employee social security (max rate): - Manpower Social Security (<i>Badan Penyelenggara Jaminan Sosial</i> or <i>BPJS Ketenagakerjaan</i>), there are two rates applicable: - Old-Age Scheme: 2%; - Pension Security Scheme: 1%; and - Healthcare Scheme (<i>BPJS Kesehatan</i>): 1% The contribution covers a family of five, but additional family members may be covered for an additional premium. Employee social security (cap): Manpower Social Security: no cap for the old-age scheme, however, the maximum contribution to the Pension Security Scheme is 1% of IDR10,547,400 (IDR105,474) per month as of March 2025; Healthcare Scheme: maximum contribution is 1% of IDR12,000,000 (IDR120,000) per month.
What is the maximum rate of capital gains tax?	35% (progressive income tax rates).

What is the maximum tax rate payable on dividends?	35% (progressive income tax rates) unless there is a tax treaty which may regulate a lower tax rate for the receipt of an offshore dividend.
Do I have to report any income in relation to the plan to my local tax authority?	There is no specific filing in relation to equity related incentives, the annual return must list all of the assets of the employee including their ownership of equity interests. Report name: Annual Income Tax Return (<i>Surat Pemberitahuan Pajak Tahunan</i>) (SPT) 1770, SPT 1770 S or SPT 1770 SS, depending on the annual income of the employee. The return can be filed online. The tax return can be downloaded from the website here. Tax period: 1 January to 31 December. Reporting deadline: the annual tax return must be filed by 31 March. Payment of tax: by the end of March (before filing the tax return).

Tax - Employee Notes



This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 9 February 2026. Changes in legislation or practice after this date may affect the tax treatment.

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