



Uraian Dewan Komisaris

Description of the Board of Commissioners

Sesuai dengan tugas dan wewenang Dewan Komisaris yang diatur dalam Peraturan Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Program Kerja Dewan Komisaris, Dewan Komisaris memiliki fungsi pengawasan terhadap aktivitas pengelolaan yang dilaksanakan oleh Direksi beserta jajarannya. Selain sebagai organ pengawasan, Dewan Komisaris juga memiliki tanggung jawab dalam hal pemberian saran dan pandangan terkait rencana atau keputusan yang dibuat bagi Perusahaan. Secara umum, Dewan Komisaris merupakan salah satu organ penyeimbang agar berjalannya kegiatan usaha sesuai dengan Anggaran Dasar dan standar yang telah ditetapkan.

Dewan Komisaris bertugas mengawasi pengelolaan Perseroan dan memberikan nasihat kepada Direksi jika dipandang perlu demi kepentingan Perseroan. Dewan Komisaris bertanggung jawab memastikan agar Direksi dalam kondisi apapun memiliki kemampuan menjalankan tugasnya.

Dewan Komisaris dalam menjalankan tugasnya berkewajiban memberikan pendapat dan saran kepada Direksi pada saat pembahasan Rencana Kerja dan Anggaran Perseroan yang diusulkan Direksi, mengikuti perkembangan kegiatan Perseroan, melaporkan dengan segera kepada Pemegang Saham apabila terjadi gejala menurunnya kinerja Perseroan atau hal-hal lain yang dipandang perlu untuk segera mendapat perhatian Pemegang Saham. Dalam melaksanakan tugasnya Dewan Komisaris selalu berpegang teguh pada Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku. Dewan Komisaris dapat menggunakan saran professional mandiri dan/atau membentuk Komite Khusus atas biaya Perseroan sesuai dengan prosedur yang telah ditentukan oleh Dewan Komisaris sendiri.

Kedudukan masing-masing anggota Dewan Komisaris termasuk Komisaris Utama adalah setara. Tugas Komisaris Utama sebagai *primus inter pares* adalah mengkoordinasikan kegiatan Dewan Komisaris.

PROSES PENGANGKATAN DEWAN KOMISARIS

Proses pengangkatan calon anggota Dewan Komisaris mengikuti proses uji kelayakan dan kepatutan Dewan Komisaris berdasarkan Peraturan Menteri BUMN Nomor PER-02/MBU/02/2015 tanggal 17 Februari 2015 Tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas BUMN.

In accordance with the Board of Commissioners' duties and authorities as defined in Law No. 40 of 2007 on Limited Liability Companies and the Board of Commissioners' Work Program, the Board of Commissioners has a supervisory role over management activities conducted by the Board of Directors and their staff. Apart from its supervisory role, the Board of Commissioners is also responsible for offering advice and views on Company strategies and actions. By and large, the Board of Commissioners serves as a check and balance, ensuring that business activities adhere to the Articles of Association and established standards.

The Board of Commissioners is responsible for overseeing the operation of the Company and advising the Board of Directors as appropriate to the Company's best interests. The Board of Commissioners is responsible for ensuring that the Board of Directors is capable of carrying out their duties in whatever event.

The Board of Commissioners is required to provide opinions and suggestions to the Board of Directors when discussing the Company's Work Plan and Budget as proposed by the Board of Directors, to monitor the Company's activities and to report to the Shareholders immediately if there are signs of declining Company performance or other matters deemed necessary to improve the Company's performance, and to attract the attention of Shareholders instantly. The Board of Commissioners always acts in accordance with the Company's Articles of Association and applicable laws and regulations. The Board of Commissioners may seek independent professional advice and/or establish a Special Committee at the expense of the Company, subject to the Board of Commissioners' own procedures.

Each member of the Board of Commissioners, including the President Commissioner, holds an equal role. The President Commissioner's role as *primus inter pares* is to coordinate the Board of Commissioners' actions.

PROCESS OF APPOINTMENT TO THE BOARD OF COMMISSIONERS

Appointing potential members of the Board of Commissioners is based on the Minister of SOE's Regulation PER-02/MBU/02/2015 dated 17 February 2015 about the Requirements and Procedures for Appointing and Dismissing Members of the Board of Commissioners and the Supervisory Board of SOEs.

PENILAIAN KEMAMPUAN DAN KEPATUTAN DEWAN KOMISARIS

Seluruh Anggota Dewan Komisaris Bio Farma telah memenuhi kriteria dan persyaratan yang ditentukan dalam uji kepatutan dan kelayakan (*fit & proper test*) berdasarkan Undang-undang Perseroan Terbatas, Anggaran Dasar Perusahaan, peraturan terkait tata kelola perusahaan yang baik, serta peraturan dan ketentuan lainnya. Seluruh anggota Dewan Komisaris Bio Farma memiliki integritas, kompetensi, dan reputasi yang baik. Hal tersebut terbukti dengan lulusnya *fit and proper test*.

FIT AND PROPER TEST OF THE BOARD OF COMMISSIONERS

All members of Bio Farma's Board of Commissioners have met the criteria and requirements set forth in the fit and proper test, which are based on the Limited Liability Company Act, the Company's Articles of Association, regulations governing good corporate governance, and other applicable rules and regulations. Each member of Bio Farma's Board of Commissioners possesses decency, expertise, and a constructive reputation. This is demonstrated by successful completion of the fit and proper test.

Nama Komisaris Member of Board of Commissioners	Jabatan Position	Masa Jabatan Term of Office	Pelaksana Organiser	Representasi Representation	Lulus Fit & Proper Test Passed the Fit & Proper Test
Farid Wajdi Husain	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	20 April 2018 - 23 Maret 2021 April 20, 2018 - March 23, 2021	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Saud Usman Nasution*	Komisaris Independen Independent Commissioner	20 April 2018 - 7 Mei 2021 April 20, 2018 - May 7, 2021	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Tanri Abeng	Komisaris Utama/Komisaris Independen President Commissioner/ Independent Commissioner	7 Mei 2021 - sekarang May 7, 2021 - present	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Nizar Yamanie	Komisaris Independen Independent Commissioner	7 Mei 2021 - Sekarang May 7, 2021 - present	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Made Arya Wijaya	Komisaris Commissioner	20 April 2018 - sekarang April 20, 2018 - present	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Oscar Primadi	Komisaris Commissioner	16 Juli 2019 - sekarang July 16, 2019 - present	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Ahmad M. Ramli	Komisaris Commissioner	3 Agustus 2020 - sekarang August 3, 2020 - present	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Elen Setiadi	Komisaris Commissioner	8 Januari 2019 - 01 Oktober 2021 January 8, 2019 - October 01, 2021	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed
Roni Dwi Susanto	Komisaris Commissioner	7 April 2021 - sekarang April 7, 2021 - present	Kementerian BUMN Ministry of SOE	Negara Republik Indonesia Republic of Indonesia	Lulus Passed

*Sebagai Pejabat yang Melaksanakan Tugas (Pynt) Komisaris Utama dengan masa jabatan 7 April 2021 - 7 Mei 2021 berdasarkan Surat Keputusan Dewan Komisaris No. S-08/DK/BF/04/2021
*As Acting President Commissioner with a term of office 7 April 2021 - 7 May 2021 based on the Decree of the Board of Commissioners No. S-08/DK/BF/04/2021

PENGANGKATAN DAN PEMBERHENTIAN DEWAN KOMISARIS

Pengangkatan dan pemberhentian anggota Dewan Komisaris dilakukan berdasarkan prinsip-prinsip profesionalisme dan tata kelola perusahaan yang baik (*Good Corporate Governance*). Pengangkatan Dewan Komisaris dilakukan melalui tahap *fit & proper test*. Dewan Komisaris diangkat dan diberhentikan oleh Pemegang Saham melalui RUPS melalui proses yang transparan serta memenuhi persyaratan umum dan khusus yang ditetapkan dalam Anggaran Dasar

APPOINTMENT AND DISMISSAL OF THE BOARD OF COMMISSIONERS

Appointing and dismissing members of the Board of Commissioners is guided by professional standards and sound corporate governance. The Board of Commissioners is appointed via a fit and proper test. The Shareholders, through the GMS, appoint and remove the Board of Commissioners through a transparent procedure that complies with the general and particular standards that are set out in the Company's Articles of Association, Board Manual, and other legislation. All



Perusahaan, Board Manual dan ketentuan yang berlaku. Seluruh anggota Dewan Komisaris diangkat dan diberhentikan dengan pertimbangan aspek integritas, kompetensi, dan reputasi yang memadai sesuai dengan kebutuhan bisnis Bio Farma.

members of the Board of Commissioners are appointed and dismissed based on their integrity, competence, and ability to maintain a good reputation consistent with Bio Farma's business needs.

SUSUNAN DEWAN KOMISARIS BIO FARMA

Dewan Komisaris diangkat dan diberhentikan melalui RUPS dan memiliki masa jabatan selama 5 (lima) tahun. Komposisi Dewan Komisaris Perusahaan per 31 Desember 2021 telah sesuai dengan peraturan POJK sebagaimana disajikan dalam tabel berikut ini:

COMPOSITION OF THE BOARD OF COMMISSIONERS

The Board of Commissioners is appointed and dismissed by the GMS and serves a five-year term. The following table summarises the composition of the Company's Board of Commissioners as of December 31, 2021, in accordance with POJK regulations:

Nama Komisaris Member of Board of Commissioners	Jabatan Position	Domisili Domicile	Masa Jabatan Term of Office	Dasar Pengangkatan Basis of Appointment
Farid Wajdi Husain*)	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Sulawesi Selatan South Sulawesi	20 April 2018 – 23 Maret 2021 April 20, 2018 – March 23, 2021	<ul style="list-style-type: none"> Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-102/MBU/04/2018 Tentang Pemberhentian dan Pengangkatan Anggota- Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Bio Farma Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-13/MBU/01/2019 Tentang Pemberhentian dan Pengangkatan Anggota Dewan Komisaris, Serta Penetapan Komisaris Independen Perusahaan Perseroan (Persero) PT Bio Farma Decree of the Minister of SOEs as the GMS of the Company (Persero) PT Bio Farma Number: SK-102/MBU/04/2018 Concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company (Persero) PT Bio Farma Decree of the Minister of BUMN as the GMS of the Company (Persero) PT Bio Farma Number: SK-13/MBU/01/2019 concerning the Dismissal and Appointment of Members of the Board of Commissioners, as well as the Appointment of Independent Commissioners of the Company (Persero) PT Bio Farma
Saud Usman **)	Komisaris Independen Independent Commissioner	Jakarta	20 April 2018 – 7 Mei 2021 April 20, 2018 – May 7, 2021	Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-102/MBU/04/2018 Tentang Pemberhentian dan Pengangkatan Anggota- anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Bio Farma Decree of Minister of BUMN as the GMS of the Company (Persero) PT Bio Farma Number : SK-102/MBU/04/2018 regarding the dismissal and appointment of members of the Board of Commissioners of Company (Persero) PT Bio Farma
Tanri Abeng	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Jakarta	27 Mei 2021 – sekarang May 27, 2021 – present	Keputusan Menteri BUMN Nomor: KEP-14/DK/BF/05/2021 Decree of Minister of BUMN Number : KEP-14/DK/BF/05/2021
Nizar Yamanie	Komisaris Independen Independent Commissioner	Jakarta	27 Mei 2021 – sekarang May 27, 2021 – present	Keputusan Menteri BUMN Nomor: KEP-13/DK/BF/05/2021 Decree of Minister of BUMN Number : KEP-13/DK/BF/05/2021

Nama Komisaris Member of Board of Commissioners	Jabatan Position	Domisili Domicile	Masa Jabatan Term of Office	Dasar Pengangkatan Basis of Appointment
Made Arya Wijaya	Komisaris Commissioner	Jakarta	20 April 2018 – sekarang April 8, 2018 – present	Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-102/MBU/04/2018 Tentang Pemberhentian dan Pengangkatan Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Bio Farma Decree of the Minister of BUMN as the GMS of the Company (Persero) PT Bio Farma Number: SK-102/MBU/04/2018 Regarding the Dismissal and Appointment of Members of the Board of Commissioners of the Company (Persero) PT Bio Farma
Oscar Primadi	Komisaris Commissioner	Jakarta	16 Juli 2019 – sekarang July 16, 2019 – present	Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-150/MBU/07/2019 Tentang Pemberhentian dan Pengangkatan Anggota – Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Bio Farma Decree of the Minister of BUMN as the GMS of the Company (Persero) PT Bio Farma Number: SK-150/MBU/07/2019 Regarding Dismissal and Appointment of Members – Members of the Board of Commissioners of the Company (Persero) PT Bio Farma
Ahmad M. Ramli	Komisaris Commissioner	Jakarta	3 Agustus 2020 – sekarang August 3, 2020 – present	Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-258/MBU/08/2020 Tentang Pemberhentian dan Pengangkatan Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Bio Farma Decree of Minister of BUMN at the GMS of the Company (Persero) PT Bio Farma Number: SK-258/MBU/08/2020 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company (Persero) PT Bio Farma
Ellen Setiadi	Komisaris Commissioner	Jakarta	8 Januari 2019 – sekarang January 8, 2018 – present	Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-13/MBU/01/2019 Tentang Pemberhentian dan Pengangkatan Anggota Dewan Komisaris, Serta Penetapan Komisaris Independen Perusahaan Perseroan (Persero) PT Bio Farma Decree of the Minister of BUMN at the GMS of the Company (Persero) PT Bio Farma Number: SK-13/MBU/01/2019 concerning the Dismissal and Appointment of Members of the Board of Commissioners, and Appointment of Independent Commissioners of the Company (Persero) PT Bio Farma
Roni Dwi Susanto	Komisaris Commissioner	Bogor	12 Oktober 2021 – sekarang October 12, 2021 – present	Keputusan Menteri BUMN Selaku RUPS Perusahaan Perseroan (Persero) PT Bio Farma Nomor: SK-323/MBU/10/2021 Decree of the Minister of BUMN at the GMS of the Company (Persero) PT Bio Farma Number: SK-323/MBU/10/2019

Catatan:

*Meninggal dunia pada tanggal 23 Maret 2021

** Sebagai Pejabat yang Melaksanakan Tugas (Pymt) Komisaris Utama dengan masa jabatan 7 April 2021 – 7 Mei 2021 berdasarkan Surat Keputusan Dewan Komisaris No. S-08/DK/BF/04/2021

Notes:

*Passed away on March 23rd 2021

**As Acting President Commissioner with a term of office 7 April 2021 – 7 May 2021 based on the Decree of the Board of Commissioners No. S-08/DK/BF/04/2021



MASA JABATAN DEWAN KOMISARIS

Anggota Dewan Komisaris diangkat untuk jangka waktu terhitung sejak tanggal pengangkatan dan berakhir sesuai dengan Permen BUMN Nomor: PER-02/MBU/02/2015, ditetapkan 5 (lima) tahun dan dapat diangkat kembali untuk 1 (satu) kali masa jabatan, namun dengan tidak mengurangi hak dari RUPS untuk sewaktu-waktu dapat memberhentikan para anggota Dewan Komisaris sebelum masa jabatannya berakhir.

TANGGUNG JAWAB DEWAN KOMISARIS

PEMBAGIAN TUGAS DAN TANGGUNG JAWAB DEWAN KOMISARIS

Pembagian tugas Dewan Komisaris Bio Farma sesuai dengan komposisi Dewan Komisaris tahun 2020 dirinci berdasarkan kebijakannya.

Berdasarkan Keputusan Dewan Komisaris PT Bio Farma (Persero) Nomor: KEP-10/DK/BF/07/2019 tanggal 30 Juli 2019 tentang Perubahan Kedua atas Keputusan Dewan Komisaris Nomor: KEP-01/DK/BF/04/2018 Tentang Pembagian Kerja Anggota-Anggota Dewan Komisaris PT Bio Farma (Persero), pembagian kerja Dewan Komisaris sebagai berikut:

SERVICE PERIOD FOR THE BOARD OF COMMISSIONERS

Members of the Board of Commissioners are appointed for a period of 5 (five) years beginning on the date of appointment and ending on the date specified in SOE Ministerial Regulation Number: PER-02/MBU/02/2015, and may be reappointed for 1 (one) term of office, but this does not affect the GMS's right to dismiss any member of the Board of Commissioners at any time prior to the expiration of their term of office.

RESPONSIBILITIES OF COMMISSIONERS

DISTRIBUTION OF DUTIES AND RESPONSIBILITIES

The responsibilities of Biofarma's Board of Commissioners have been defined based on its policies and the membership of the Board of Commissioners in 2020.

According to the Board of Commissioners' Decision KEP-10/DK/BF/07/2019 dated 30 July 2019 regarding the Second Amendment to the Board of Commissioners' Decision KEP-01/DK/BF/04/2018 regarding the Division of Work Members of the Board of Commissioners of PT Bio Farma (Persero), the Board of Commissioners' division of work is as follows:

Nama Komisaris Name	Bidang Kerja Field of Work
Farid W. Husain	<ol style="list-style-type: none"> Mengkoordinasikan tugas-tugas anggota Dewan Komisaris Melakukan pengawasan serta memberikan arahan dan nasihat kepada Direksi dalam melakukan tugasnya secara keseluruhan termasuk ketaatan pada ketentuan Anggaran Dasar, peraturan perundang-undangan yang berlaku <ol style="list-style-type: none"> Coordination of the members of the Board of Commissioners and their responsibilities. Supervising and advising the Board of Directors in carrying out their overall responsibilities, which include compliance with the Articles of Association, applicable laws, and regulations.
Tanri Abeng	<ol style="list-style-type: none"> Mengkoordinasikan tugas-tugas anggota Dewan Komisaris Melakukan pengawasan serta memberikan arahan dan nasihat kepada Direksi dalam melakukan tugasnya secara keseluruhan termasuk ketaatan pada ketentuan Anggaran Dasar, peraturan perundang-undangan yang berlaku <ol style="list-style-type: none"> Coordination of the members of the Board of Commissioners and their responsibilities. Supervising and advising the Board of Directors in carrying out their overall responsibilities, which include compliance with the Articles of Association, applicable laws, and regulations.
Saud Usman	<ol style="list-style-type: none"> Membidangi SDM dengan tugas melakukan pengawasan dan memberikan nasihat terhadap segala aspek yang berkaitan dengan sistem dan prosedur penyiapan SDM, mulai dari sistem rekrutmen, penegakan disiplin sistem penggajian dan pemberian insentif, serta diklat pegawai organisasi perusahaan Sebagai Ketua Komite Risiko, Pengembangan dan GCG dengan tugas sebagaimana diatur dalam <i>Charter</i> Komite Risiko, Pengembangan dan GCG <ol style="list-style-type: none"> In charge of human resources, with the responsibility of managing and advising on all elements of human resource preparation systems and processes, beginning with recruiting, enforcing payroll system discipline, and giving incentives, as well as providing training for corporate personnel. As Chairman of the Risk, Development, and GCG Committee, responsible for carrying out the responsibilities set out in the Risk, Development, and GCG Committee Charter.



Nama Komisaris Name	Bidang Kerja Field of Work
Nizar Yamanie	<ol style="list-style-type: none"> 1. Membidangi SDM dengan tugas melakukan pengawasan dan memberikan nasihat terhadap segala aspek yang berkaitan dengan sistem dan prosedur penyiapan SDM, mulai dari sistem rekrutmen, penegakan disiplin sistem penggajian dan pemberian insentif, serta diklat pegawai organisasi perusahaan 2. Sebagai Ketua Komite Risiko, Pengembangan dan GCG dengan tugas sebagaimana diatur dalam <i>Charter</i> Komite Risiko, Pengembangan dan GCG <ol style="list-style-type: none"> 1. In charge of human resources, with the responsibility of managing and advising on all elements of human resource preparation systems and processes, beginning with recruiting, enforcing payroll system discipline, and giving incentives, as well as providing training for corporate personnel. 2. As Chairman of the Risk, Development, and GCG Committee, responsible for carrying out the responsibilities set out in the Risk, Development, and GCG Committee Charter.
Oscar Primadi	<ol style="list-style-type: none"> 1. Membidangi Penelitian dan Pengembangan dengan tugas melakukan pengawasan dan memberikan nasihat terhadap segala aspek yang berkaitan dengan penelitian dan pengembangan produk vaksin dan antisera, dan produk <i>life science</i> lainnya. 2. Sebagai Wakil Ketua I Komite Risiko, Pengembangan, dan GCG dengan tugas sebagaimana diatur dalam <i>Charter</i> Komite Risiko, Pengembangan dan GCG <ol style="list-style-type: none"> 1. Responsible for Research and Development, with the added responsibility of supervising and advising on all aspects of vaccine and antisera research and development, as well as other life science products. 2. Acting as the Risk, Development, and GCG Committee's Deputy Chair I, with the responsibilities set out in the Risk, Development, and GCG Committee Charter.
Elen Setiadi	<ol style="list-style-type: none"> 1. Membidangi Produksi dengan tugas melakukan pengawasan dan memberikan nasihat terhadap segala aspek yang berkaitan dengan kegiatan produksi meliputi proses produksi termasuk rencana investasi untuk meningkatkan kapasitas produksi, ketersediaan barang jadi, barang dalam proses bahan baku serta pengendalian barang persediaan kadaluarsa. 2. Sebagai Wakil Ketua II Komite Risiko, Pengembangan dan GCG dengan tugas sebagaimana diatur dalam <i>Charter</i> Komite Risiko, Pengembangan, dan GCG <ol style="list-style-type: none"> 1. Acting as Production Manager, responsible for supervising and advising on all aspects of production activities, including the manufacturing process, investment plans to increase production capacity, the availability of finished goods, goods in process, and raw materials, as well as the control of expired inventory items. 2. Acting as the Risk, Development, and GCG Committee's Deputy Chair II, with the responsibilities set out in the Risk, Development, and GCG Committee Charter.
Made Arya Wijaya	<ol style="list-style-type: none"> 1. Membidangi Keuangan dengan tugas melakukan pengawasan dan memberikan nasihat terhadap segala aspek yang berkaitan dengan tata cara proses penyusunan rencana kerja dan anggaran, rencana jangka panjang, pertanggungjawaban keuangan serta penyusunan pelaporan yang meliputi laporan manajemen triwulanan dan laporan keuangan tahunan dengan memperhatikan standar pelaporan yang berlaku 2. Sebagai Ketua Komite Audit dengan tugas sebagaimana diatur dalam <i>Charter</i> Komite Audit <ol style="list-style-type: none"> 1. In charge of Finance with the task of supervising and providing advice on all aspects related to the procedures for the preparation of work plans and budgets, long-term plans, financial accountability and preparation of reports which include quarterly management reports and annual financial reports with due observance of applicable reporting standards. 2. Acting as Chairman of the Audit Committee with duties as stipulated in the Audit Committee Charter.
Ahmad M. Ramli	<ol style="list-style-type: none"> 1. Membidangi Pemasaran dan Teknologi Informasi dengan tugas melakukan pengawasan dan memberikan nasihat terhadap segala aspek yang berkaitan dengan pemasaran dalam dan luar negeri serta pengawasan penyusunan dan implementasi IT <i>Masterplan</i> dan <i>Digital Healthcare</i>. 2. Sebagai Wakil Ketua Komite Audit dengan tugas sebagaimana diatur dalam <i>Charter</i> Komite Audit <ol style="list-style-type: none"> 1. In charge of Marketing and Information Technology with the task of supervising and providing advice on all aspects related to domestic and foreign marketing, as well as supervising the preparation and implementation of the IT Masterplan and Digital Healthcare. 2. Acting as Deputy Chairman of the Audit Committee with duties as stipulated in the Audit Committee Charter.



PENGUNGKAPAN MENGENAI BOARD CHARTER / MANUAL (PEDOMAN DAN TATA TERTIB KERJA DEWAN KOMISARIS)

Berdasarkan kesepakatan bersama antara Direksi dan Dewan Komisaris, Keputusan No. PER-07/DK/BF/2018, No. PER-06964/DIR/XII/2018 tanggal 31 Desember 2018 Tentang Pedoman Dewan Komisaris dan Direksi (*Board Manual*) PT Bio Farma (Persero).

Board Charter/Manual merupakan kompilasi dari prinsip-prinsip hukum korporasi, peraturan perundang-undangan yang berlaku, arahan Pemegang Saham dan Anggaran Dasar yang mengatur tata kerja Dewan Komisaris dan Direksi. *Board Charter/Manual* merupakan hasil kodifikasi dari berbagai peraturan yang berlaku bagi Perusahaan dan praktek-praktek terbaik (*best practices*) prinsip-prinsip *Good Corporate Governance*.

PROGRAM PELATIHAN DAN PENGEMBANGAN KOMPETENSI DEWAN KOMISARIS

Program pengembangan kompetensi dan pengetahuan diri bagi Dewan Komisaris baru dimaksudkan untuk meningkatkan profesionalisme, kinerja, pengembangan potensi diri dan menunjang pelaksanaan tugas Dewan Komisaris serta sejalan dengan program pengembangan Dewan Komisaris. Dewan Komisaris harus senantiasa menambah dan memutakhirkan pengetahuannya melalui kegiatan pelatihan, *workshop*, seminar, conference, ataupun dalam bentuk kunjungan kerja serta banding kaji (*benchmark*). maka pada tahun 2021 realisasi Program Pelatihan dan Pengembangan yang dilakukan oleh Dewan Komisaris yakni:

Program Pelatihan dan Pengembangan Kompetensi Dewan Komisaris
Competency Training and Development Program for the Board of Commissioners

Nama Name	Jabatan Position	Tanggal Date	Topik Topic	Tempat Pelatihan Place of Training	Tempat Pelatihan Penyelenggara Organiser	Jenis Pelatihan Type of Training
Tanri Abeng	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	1 Agustus 2021	Mentoring BUMN Muda: Strategic Orientation	Daring Online	Kementerian BUMN Ministry of BUMN	-
		August 1, 2021	Mentoring BUMN Muda: Strategic Orientation			
		18 Oktober 2021	Strategi Pengembangan Bisnis Judgment Rule dalam Perspective Perilaku Usaha Judgement Rule Business Development Strategy in Business Behavior Perspective	Hotel Holiday Inn, Kemayoran	PT Pelabuhan Indonesia (Persero)	-
		27 Oktober 2021	Onboarding Commissioner Program Angkatan III Onboarding Commissioner Program Batch III	Daring Online	Kementerian BUMN, BUMN Learning and Management Institute, dan Forum Human Capital Indonesia Ministry of BUMN, BUMN Learning and Management Institute, and Indonesian Human Capital Forum	-

DISCLOSURES REGARDING THE BOARD MANUAL/CHARTER (GUIDELINES AND CODE OF WORK OF THE BOARD OF COMMISSIONERS)

Based on mutual agreement between the Board of Directors and the Board of Commissioners, PT Bio Farma issued Decree No. PER-07/DK/BF/2018 and No. PER-06964/DIR/XII/2018 on 31 December 2018 establishing the Guidelines for the Board of Commissioners and Directors (*Board Manual*) (Persero).

The Board Charter/Manual is a compendium of corporate law principles, applicable rules and regulations, Shareholder guidance, and the Articles of Association, which govern the Board of Commissioners and the Board of Directors' work methods. The Board Charter / Manual is the outcome of the codification of numerous regulatory requirements relevant to the Company and best practises for Good Corporate Governance principles.

COMPETENCY TRAINING AND DEVELOPMENT PROGRAM FOR THE BOARD OF COMMISSIONERS

The competency and self-development programme for the new Board of Commissioners is designed to enhance their professionalism and performance, develop their self-potential, and generally assist the Board of Commissioners in carrying out their duties. It is consistent with the Board of Commissioners' development programme. The Board of Commissioners' knowledge base must be regularly expanded and updated through training events, workshops, seminars, and conferences, as well as through working visits and benchmarking. In 2021, the Board of Commissioners' Training and Development Program was implemented as follows:

Nama Name	Jabatan Position	Tanggal Date	Topik Topic	Tempat Pelatihan Place of Training	Tempat Pelatihan Penyelenggara Organiser	Jenis Pelatihan Type of Training
		16 Desember 2021 December 16, 2021	<i>Corporate Management</i>	Bandung	PT Len Industri	-
		21 Desember 2021 December 21, 2021	Transformasi BUMN di Tengah Tantangan Bisnis Indonesia BUMN Transformation Amid Indonesia's Business Challenges	Daring Online	Bisnis Indonesia	-
Roni Dwi Susanto	Komisaris Commissioner	27 Oktober 2021 October 27, 2021	<i>Onboarding Commissioner Program Angkatan III Onboarding Commissioner Program Batch III</i>	Daring Online	Kementerian BUMN, BUMN Learning and Management Institute, dan Forum Human Capital Indonesia Ministry of BUMN, BUMN Learning and Management Institute, and Indonesian Human Capital Forum	-
Ahmad M. Ramli	Komisaris Commissioner	18 November 2021 November 18, 2021	Arbitrase dan Transformasi Digital Arbitration and Digital Transformation	Daring Online	Universitas Pelita Harapan	-
		9 Desember 2021 December 9, 2021	<i>Solve the World Recover Together, Recover Stronger and Smarter (Digitalization, Governance and Empowerment)</i> Solve the World Recover Together, Recover Stronger and Smarter (Digitalization, Governance and Empowerment)	Daring Online	Diskominfo Prov. Jawa Barat	-

INDEPENDENSI DEWAN KOMISARIS

Hubungan Afiliasi Antara Dewan Komisaris Dengan Anggota Dewan Komisaris Lainnya, Dewan Komisaris dengan Anggota Direksi serta Dewan Komisaris dengan Pemegang Saham Utama (Pengendali).

Setiap anggota Dewan Komisaris membuat pernyataan independensi pada tiap awal tahun untuk menyatakan status independensinya dan pada setiap akhir tahun untuk menyatakan apakah selama tahun terakhir terdapat situasi yang memiliki benturan kepentingan oleh Dewan Komisaris atas tindakan yang dilakukan.

Sepanjang tahun 2021, tidak terdapat situasi dengan potensi benturan kepentingan yang dihadapi oleh anggota Dewan Komisaris dalam pengambilan keputusannya sebagaimana tercantum pada Surat Pernyataan Bertindak Independen dalam Pengawasan Operasional Perusahaan yang telah dipublikasikan dalam situs Perusahaan.

INDEPENDENCE OF THE BOARD OF COMMISSIONERS

Affiliation of the Board of Commissioners with Other Board Members, the Board of Commissioners with Members of the Board of Directors, and the Board of Commissioners with Major (Controlling) Shareholders.

Each member of the Board of Commissioners submits an independence statement at the start of each year and a report at the end of the year stating whether the Board of Commissioners encountered any scenario involving a conflict of interest regarding the activities performed during the previous year.

Throughout 2021, members of the Board of Commissioners had no situations with potential conflicts of interest in making their judgments, as indicated in the Statement of Acting Independently provided in the Company's Operational Supervision report published on the Company's website.



RAPAT DEWAN KOMISARIS

FREKUENSI DAN TINGKAT KEHADIRAN RAPAT YANG DIHADIRI MAYORITAS ANGGOTA PADA RAPAT DEWAN KOMISARIS

Rapat Dewan Komisaris telah diagendakan sebelum tahun berjalan seperti tercantum dalam program kerja Dewan Komisaris tahun 2021.

PEDOMAN PELAKSANAAN RAPAT DEWAN KOMISARIS

1. Anggaran Dasar Perusahaan.
2. Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN sebagaimana diubah terakhir melalui Peraturan Menteri BUMN Nomor: PER-09/MBU/2012 tanggal 6 Juli 2012 tentang Perubahan atas Peraturan Menteri BUMN Nomor: PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) pada BUMN.
3. Keputusan Sekretaris Kementerian BUMN Nomor: SK-16 /S.MBU/2012 Tentang Indikator/Parameter Penilaian Dan Evaluasi Atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN Sekretaris Kementerian BUMN.
4. Keputusan Bersama Dewan Komisaris dan Direksi PT Bio Farma (Persero) Nomor: PER-07/DK/BF/II/2018, Nomor: PER-06964/DIR/XII/2018 Tanggal 31 Desember 2018 Tentang Pedoman Dewan Komisaris dan Direksi (*Board Manual*) PT Bio Farma (Persero) dan Keputusan Dewan Komisaris PT Bio Farma (Persero) Nomor: 07/DK/BF/03/2016 Tentang Tata Tertib Rapat Internal Dewan Komisaris PT Bio Farma (Persero).

RAPAT DEWAN KOMISARIS SEBAGAIMANA DIATUR DALAM BOARD MANUAL DEWAN KOMISARIS

Agenda Rapat Dewan Komisaris

1. Dewan Komisaris yang mengusulkan untuk diselenggarakan Rapat Dewan Komisaris, menentukan acara dan menyiapkan bahan/berkas yang diperlukan dibahas dalam Rapat Dewan Komisaris.
2. Agenda untuk Rapat Dewan Komisaris dapat disampaikan secara lisan atau secara tertulis berupa memo, surat dan lain sebagainya, disertai dengan bahan/berkas yang diperlukan dalam Rapat Dewan Komisaris.

Kuorum Rapat Dewan Komisaris

1. Rapat Dewan Komisaris sah dan dapat mengambil keputusan yang mengikat apabila dihadiri oleh lebih dari setengah jumlah anggota Dewan Komisaris atau wakilnya yang sah.
2. Dalam Rapat Dewan Komisaris, diupayakan selalu dihadiri oleh seluruh anggota Dewan Komisaris.

BOARD OF COMMISSIONERS MEETING

FREQUENCY AND RATE OF ATTENDANCE BY THE MAJORITY OF MEMBERS AT MEETINGS OF THE BOARD OF COMMISSIONERS

The Board of Commissioners meeting was arranged prior to the current year, as mentioned in the Board of Commissioners' work programme for 2021.

DIRECTIVES FOR THE CONDUCT OF MEETINGS OF THE BOARD OF COMMISSIONERS

1. Articles of Association.
2. Regulation No. PER-01/MBU/2011 of the Minister of State-Owned Enterprises dated August 1, 2011 concerning the implementation of good corporate governance in BUMN, as amended by Regulation No. PER-09/MBU/2012 of the Minister of BUMN dated 6 July 2012 concerning Amendments to the Minister of BUMN Regulation No. PER-01/MBU/2011 concerning the implementation of good corporate governance in BUMN.
3. Decree No. SK-16/S.MBU/2012 of the Secretary of the Ministry of SOE on Indicators/Parameters for Assessing and Evaluating the Implementation of Good Corporate Governance in SOE.
4. Decree of the Board of Commissioners and Directors of PT Bio Farma (Persero) No. PER-07/DK/BF/II/2018 and No. PER-06964/DIR/XII/2018 dated December 31, 2018. Regarding the Guidelines for the Board of Commissioners and Directors (*Board Manual*) of PT Bio Farma (Persero) and the Decree of the Board of Commissioners of PT Bio Farma (Persero) No. 07/DK/BF/03/2016 regarding the Rules of the Internal Meeting of the Board of Commissioners of PT Bio Farma (Persero).

MEETINGS OF THE BOARD OF COMMISSIONERS AS DEFINED IN THE BOARD MANUAL

Agenda for Meetings of the Board of Commissioners

1. The Board of Commissioners proposes a Board of Commissioners Meeting and establishes the agenda and gathers the relevant materials/files for discussion during the Board of Commissioners Meeting.
2. The agenda for the Board of Commissioners meeting may be presented orally or in writing in the form of memoranda, letters, or other documents, and accompanied by any materials/files deemed necessary at the meeting.

Quorum for Meetings of the Board of Commissioners

1. Meetings of the Board of Commissioners are lawful and have the authority to make binding decisions only if more than half of the Board of Commissioners members or their legal representatives attend.
2. It is always hoped that all members of the Board of Commissioners will attend the Board of Commissioners' Meeting.



3. Seorang anggota Dewan Komisaris dapat diwakili dalam Rapat Dewan Komisaris, hanya oleh anggota Dewan Komisaris lain yang hadir dalam Rapat Dewan Komisaris yang bersangkutan, berdasarkan kuasa tertulis yang khusus untuk keperluan Rapat Dewan Komisaris yang bersangkutan.
4. Seorang anggota Dewan Komisaris hanya dapat mewakili seorang anggota Dewan Komisaris lainnya.

Risalah Rapat Dewan Komisaris

1. Untuk setiap Rapat Dewan Komisaris harus dibuatkan Risalah Rapat.
2. Risalah Rapat Dewan Komisaris harus mencantumkan:
 - a. Alasan ketidakhadiran anggota Dewan Komisaris, apabila ada Dewan Komisaris yang tidak hadir.
 - b. Hasil evaluasi terhadap seluruh pelaksanaan keputusan hasil Rapat Dewan Komisaris sebelumnya.
 - c. Dinamika rapat sebagai proses pengambilan keputusan Rapat Dewan Komisaris termasuk pendapat-pendapat yang berkembang dalam rapat, baik pendapat yang mendukung maupun yang tidak mendukung atau pendapat yang berbeda (*dissenting opinion*) jika ada.
 - d. Pertimbangan dan/atau analisis dalam pengambilan keputusan Rapat Dewan Komisaris.
 - e. Hal-hal yang diputuskan dalam Rapat Dewan Komisaris.
3. Risalah Rapat Dewan Komisaris ditandatangani oleh pimpinan rapat, seluruh anggota Dewan Komisaris yang hadir dalam rapat dan Notulis.
4. Risalah Rapat Dewan Komisaris diperbanyak dan disampaikan kepada seluruh anggota Dewan Komisaris, baik yang bersangkutan hadir maupun tidak hadir dalam Rapat Dewan Komisaris tersebut.
5. Risalah asli dari setiap Rapat Dewan Komisaris disimpan dan dipelihara oleh Direksi. Direksi dapat menugaskan Sekretaris Perusahaan (*Corporate Secretary*). Salinan Risalah Rapat Dewan Komisaris disimpan dan dipelihara oleh Sekretaris Dewan Komisaris.

FREKUENSI DAN TINGKAT KEHADIRAN RAPAT DEWAN KOMISARIS

Selama tahun 2021, Dewan Komisaris telah melaksanakan rapat internal Dewan Komisaris sebanyak 12 (dua belas) kali.

3. A member of the Board of Commissioners may only be represented at a meeting of the Board of Commissioners by another member of the Board of Commissioners who is present at the meeting, pursuant to a written power of attorney specifically provided for the purpose of the meeting of the Board of Commissioners concerned.
4. Only a member of the Board of Commissioners may represent another member of the Board of Commissioners.

Minutes of Meetings of the Board of Commissioners

1. Minutes shall be kept for each meeting of the Board of Commissioners.
2. The minutes of each meeting of the Board of Commissioners shall include the following:
 - a. An explanation for the absence of any member of the Board of Commissioners, if any are not present.
 - b. The findings from an examination of the implementation of the previous resolutions of the Board of Commissioners' Meetings.
 - c. Detail of the Board of Commissioners Discussion and the meeting's dynamics as a decision-making process, including the viewpoints expressed throughout the meeting, both supporting and critical, as well as any dissenting opinions.
 - d. Consideration and/or analysis of the Board of Commissioners Meeting's decision-making process.
 - e. Decisions made by the Board of Commissioners.
3. Minutes of Meetings shall be signed by the chairperson, all members of the Board of Commissioners present, and the note taker.
4. Minutes of Meetings are duplicated and sent to all members of the Board of Commissioners, regardless of whether those individuals were present or not present at the Board of Commissioners meeting.
5. The Board of Directors keeps and maintains the original minutes of each meeting of the Board of Commissioners. The Board of Directors has the authority to appoint a Corporate Secretary. The Secretary of the Board of Commissioners keeps and maintains a copy of the Board of Commissioners' Minutes of Meetings.

MEETINGS OF THE BOARD OF COMMISSIONERS AND ATTENDANCE

Throughout 2021, the Board of Commissioners conducted internal meetings of the Board of Commissioners a total of 12 times.



Attendance of Members at the Board of Commissioners Meeting in 2021

Attendance of Members at the Board of Commissioners Meeting in 2021

Nama Komisaris Commissioners Name	Jabatan Position	Total Rapat Total Meetings	Frekuensi Kehadiran Attendance Frequency	Persentase Kehadiran Attendance Percentage (%)
Tanri Abeng	Komisaris Utama/Komisaris Independen President Commissioner/ Independent Commissioner	10	10	100%
Nizar Yamanie	Komisaris Independen Independent Commissioner	10	10	100%
Made Arya Wijaya	Komisaris Commissioner	12	12	100%
Roni Dwi Susanto	Komisaris Commissioner	5	5	100%
Ahmad M. Ramli	Komisaris Commissioner	12	12	100%
Oscar Primadi	Komisaris Commissioner	12	12	100%
Saud Usman	Plt. Komisaris Utama Acting President Commissioner	2	2	100%
Elen Setiadi	Komisaris Commissioner	7	7	100%

TANGGAL, AGENDA RAPAT, KEPUTUSAN, TEMPAT DAN NAMA PESERTA RAPAT

DATES, MINUTES OF MEETING, DECISIONS, LOCATIONS, AND NAMES OF MEETING PARTICIPANTS

Rapat Internal Dewan Komisaris

Internal Board of Commissioners Meeting 2021

Waktu Pelaksanaan, Agenda Rapat, dan Peserta Rapat Internal Dewan Komisaris 2021

Date of Implementation, Agenda, and Participants of the Board of Commissioners' 2021 Internal Meeting

No.	Waktu Pelaksanaan Time	Agenda Agenda	Peserta Participants
1.	Jumat, 30 April 2021 Friday, April 30, 2021	Koordinasi Pemilihan Anggota Komite Resiko, Pengembangan dan GCG Coordinated election of Risk, Development, and GCG Committee members	1. Saud Usman Nasution: Plt Komisaris Utama (Video Conference/Vidcon) 2. Made Arya Wijaya: Anggota Dewan Komisaris (Vidcon) 3. Elen Setiadi: Anggota Dewan Komisaris (Vidcon) 4. Oscar Primadi: Anggota Dewan Komisaris (Vidcon) 5. Ahmad M. Ramli: Anggota Dewan Komisaris (Vidcon)
			1. Saud Usman Nasution: Acting President Commissioner (Video Conference/Vidcon) 2. Made Arya Wijaya: Board of Commissioner Member (Vidcon) 3. Elen Setiadi: Board of Commissioner Member (Vidcon) 4. Oscar Primadi: Board of Commissioner Member (Vidcon) 5. Ahmad M. Ramli: Board of Commissioner Member (Vidcon)
2.	Sabtu, 01 Mei 2021 Saturday, May 01, 2021	Koordinasi Pemilihan Anggota Komite Nominasi dan Remunerasi Coordinated the election of Nomination and Remuneration Committee	1. Saud Usman Nasution: Plt Komisaris Utama (Video Conference/Vidcon) 2. Made Arya Wijaya: Anggota Dewan Komisaris (Vidcon) 3. Elen Setiadi: Anggota Dewan Komisaris (Vidcon) 4. Oscar Primadi: Anggota Dewan Komisaris (Vidcon) 5. Ahmad M. Ramli: Anggota Dewan Komisaris (Vidcon)
			1. Saud Usman Nasution: Acting President Commissioner (Video Conference/Vidcon) 2. Made Arya Wijaya: Board of Commissioner Member (Vidcon) 3. Elen Setiadi: Board of Commissioner Member (Vidcon) 4. Oscar Primadi: Board of Commissioner Member (Vidcon) 5. Ahmad M. Ramli: Board of Commissioner Member (Vidcon)

No.	Waktu Pelaksanaan Time	Agenda Agenda	Peserta Participants
3.	Kamis, 27 Mei 2021 Thursday, May 27, 2021	<ol style="list-style-type: none"> Pembahasan Struktur Organ Dewan Komisaris PT Bio Farma (Persero); (Persero); Pembahasan <i>Directive</i> Wakil Menteri BUMN I dan Pandangan dari Komisaris Utama PT Bio Farma Lain-lain dari Dewan Komisaris PT Bio Farma (Persero) 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Elen Setiadi: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris Nizar Yamanie: Anggota Dewan Komisaris Made Arya Wijaya: Anggota Dewan Komisaris (Vidcon) Oscar Primadi: Anggota Dewan Komisaris (Vidcon)
		<ol style="list-style-type: none"> 1. Tanri Abeng: President Commissioner/ Independent Commissioner 2. Elen Setiadi: Board of Commissioner Member 3. Ahmad M. Ramli: Board of Commissioner Member 4. Nizar Yamanie: Board of Commissioner Member 5. Made Arya Wijaya: Board of Commissioner Member (Vidcon) 6. Oscar Primadi: Board of Commissioner Member (Vidcon) 	
4.	Jumat, 04 Juni 2021 Friday, June 04, 2021	<ol style="list-style-type: none"> Koordinasi internal Komite Audit PT Bio Farma (Persero); Kesimpulan dan Beberapa Pandangan dari Komisaris Utama PT Bio Farma (Persero). 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Made Arya Wijaya: Anggota Dewan Komisaris (Vidcon) Elen Setiadi: Anggota Dewan Komisaris (Vidcon) Ahmad M. Ramli: Anggota Dewan Komisaris (Vidcon)
		<ol style="list-style-type: none"> 1. Internal coordination of the Audit Committee of PT Bio Farma (Persero); 2. Conclusions and Some Views from the President Commissioner of PT Bio Farma (Persero). 	<ol style="list-style-type: none"> 1. Tanri Abeng: President Commissioner/ Independent Commissioner 2. Made Arya Wijaya: Board of Commissioner Member (Vidcon) 3. Elen Setiadi: Board of Commissioner Member (Vidcon) 4. Ahmad M. Ramli: Board of Commissioner Member (Vidcon)
5.	Rabu, 16 Juni 2021 Wednesday, June 16, 2021	Penetapan anggota Komite Audit dan Komite Risiko Appointment of members of the Audit Committee and Risk Committee	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama Made Arya Wijaya: Anggota Dewan Komisaris Elen Setiadi: Anggota Dewan Komisaris Oscar Primadi: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris Nizar Yamanie: Anggota Dewan Komisaris
			<ol style="list-style-type: none"> 1. Tanri Abeng: President Commissioner 2. Made Arya Wijaya: Board of Commissioner Member 3. Elen Setiadi: Board of Commissioner Member 4. Oscar Primadi: Board of Commissioner Member 5. Ahmad M. Ramli: Board of Commissioner Member 6. Nizar Yamanie: Board of Commissioner Member
6.	Senin, 25 Juni 2021 Monday, June 25, 2021	<ol style="list-style-type: none"> Pembahasan Laporan Manajemen s.d. Bulan Mei 2021 Penutup dan beberapa pandangan dari Komisaris Utama PT Bio Farma (Persero) 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Elen Setiadi: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris Nizar Yamanie: Anggota Dewan Komisaris Made Arya Wijaya: Anggota Dewan Komisaris Oscar Primadi: Anggota Dewan Komisaris
		<ol style="list-style-type: none"> 1. Discussion of Management Reports until May 2021 2. Closing and some views from the President Commissioner of PT Bio Farma (Persero) 	<ol style="list-style-type: none"> 1. Tanri Abeng: President Commissioner/ Independent Commissioner 2. Made Arya Wijaya: Board of Commissioner Member 3. Elen Setiadi: Board of Commissioner Member 4. Oscar Primadi: Board of Commissioner Member 5. Ahmad M. Ramli: Board of Commissioner Member 6. Nizar Yamanie: Board of Commissioner Member



No.	Waktu Pelaksanaan Time	Agenda Agenda	Peserta Participants
7.	Rabu, 28 Juli 2021 Wednesday, July 28, 2021	<ol style="list-style-type: none"> Pembahasan Laporan Manajemen Perusahaan s.d bulan Juni 2021; Penyampaian pandangan dan kesimpulan Komisaris Utama. <ol style="list-style-type: none"> Discussion of the Company's Management Report until June 2021; Presentation of the views and conclusions of the President Commissioner. 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Elen Setiadi: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris Nizar Yamanie: Anggota Dewan Komisaris Made Arya Wijaya: Anggota Dewan Komisaris Oscar Primadi: Anggota Dewan Komisaris <ol style="list-style-type: none"> Tanri Abeng: President Commissioner/ Independent Commissioner Made Arya Wijaya: Board of Commissioner Member Elen Setiadi: Board of Commissioner Member Oscar Primadi: Board of Commissioner Member Ahmad M. Ramli: Board of Commissioner Member Nizar Yamanie: Board of Commissioner Member
8.	Selasa, 31 Agustus 2021 Tuesday, August 31, 2021	<ol style="list-style-type: none"> Pembahasan Laporan Manajemen Perusahaan s.d bulan Juli 2021; Penyampaian pandangan dan kesimpulan Komisaris Utama. <ol style="list-style-type: none"> Discussion of the Company's Management Report until July 2021; Presentation of the views and conclusions of the President Commissioner. 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Elen Setiadi: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris Nizar Yamanie: Anggota Dewan Komisaris Oscar Primadi: Anggota Dewan Komisaris <ol style="list-style-type: none"> Tanri Abeng: President Commissioner/ Independent Commissioner Elen Setiadi: Board of Commissioner Member Ahmad M. Ramli: Board of Commissioner Member Nizar Yamanie: Board of Commissioner Member Oscar Primadi: Board of Commissioner Member
9.	Selasa, 14 September 2021 Tuesday, September 14, 2021	<ol style="list-style-type: none"> Pembahasan Bio Farma Holding; Penyampaian pandangan dan kesimpulan Komisaris Utama <ol style="list-style-type: none"> Discussion of Bio Farma Holding; Presentation of the views and conclusions of the President Commissioner 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Elen Setiadi: Anggota Dewan Komisaris (Vidcon) Ahmad M. Ramli: Anggota Dewan Komisaris (Vidcon) Nizar Yamanie: Anggota Dewan Komisaris Made Arya Wijaya: Anggota Dewan Komisaris (Vidcon) Oscar Primadi: Anggota Dewan Komisaris (Vidcon) <ol style="list-style-type: none"> Tanri Abeng: President Commissioner/Independent Commissioner Elen Setiadi: Board of Commissioner Member (Vidcon) Ahmad M. Ramli: Board of Commissioner Member (Vidcon) Nizar Yamanie: Board of Commissioner Member (Vidcon) Made Arya Wijaya: Board of Commissioner Member (Vidcon) Oscar Primadi: Board of Commissioner Member
10.	Selasa, 26 Oktober 2021 Tuesday, October 26, 2021	<ol style="list-style-type: none"> Pembahasan usulan kandidat direksi PT Kimia Farma Diagnostika Cicit Perusahaan PT Bio Farma (Persero). Pembahasan surat Direksi tentang usulan perubahan struktur organisasi <ol style="list-style-type: none"> Discussion of the proposed candidates for directors of PT Kimia Farma Diagnostics of the great-grandchildren of PT Bio Farma (Persero) Discussion of the Board of Directors' letter regarding the proposed organizational structure change 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Roni Dwi Susanto: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris (Vidcon) Nizar Yamanie: Anggota Dewan Komisaris (Vidcon) Made Arya Wijaya: Anggota Dewan Komisaris (Vidcon) Oscar Primadi: Anggota Dewan Komisaris <ol style="list-style-type: none"> Tanri Abeng: President Commissioner/Independent Commissioner Roni Dwi Susanto: Board of Commissioner Member Ahmad M. Ramli: Board of Commissioner Member (Vidcon) Nizar Yamanie: Board of Commissioner Member (Vidcon) Made Arya Wijaya: Board of Commissioner Member (Vidcon) Oscar Primadi: Board of Commissioner Member

No.	Waktu Pelaksanaan Time	Agenda Agenda	Peserta Participants
11	Kamis, 25 November 2021 Thursday, November 25, 2021	<ol style="list-style-type: none"> Pembahasan Struktur Organisasi; dan Pembahasan Rencana Kerja dan Anggaran Tahun 2022 Dewan Komisaris PT Bio Farma (Persero) <ol style="list-style-type: none"> Discussion of Organizational Structure; and Discussion of the 2022 Work Plan and Budget Board of Commissioners PT Bio Farma (Persero) 	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Roni Dwi Susanto: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris Nizar Yamanie: Anggota Dewan Komisaris Made Arya Wijaya: Anggota Dewan Komisaris Oscar Primadi: Anggota Dewan Komisaris <ol style="list-style-type: none"> Tanri Abeng: President Commissioner/Independent Commissioner Roni Dwi Susanto: Board of Commissioner Member Ahmad M. Ramli: Board of Commissioner Member Nizar Yamanie: Board of Commissioner Member Made Arya Wijaya: Board of Commissioner Member Oscar Primadi: Board of Commissioner Member
12	Senin, 20 Desember 2021 Monday, December 20, 2021	<ol style="list-style-type: none"> Pembahasan Struktur Organisasi Holding PT Bio Farma (Persero) <p>Discussion on the Organizational Structure of PT Bio Farma Holding (Persero)</p>	<ol style="list-style-type: none"> Tanri Abeng: Komisaris Utama/Komisaris Independen Roni Dwi Susanto: Anggota Dewan Komisaris Ahmad M. Ramli: Anggota Dewan Komisaris (Vidcon) Nizar Yamanie: Anggota Dewan Komisaris (Vidcon) Made Arya Wijaya: Anggota Dewan Komisaris (Vidcon) Oscar Primadi: Anggota Dewan Komisaris <ol style="list-style-type: none"> Tanri Abeng: President Commissioner/Independent Commissioner Roni Dwi Susanto: Board of Commissioner Member Ahmad M. Ramli: Board of Commissioner Member Nizar Yamanie: Board of Commissioner Member Made Arya Wijaya: Board of Commissioner Member Oscar Primadi: Board of Commissioner Member

KOMISARIS INDEPENDEN

Dalam rangka memberdayakan fungsi pengawasan Dewan Komisaris, keberadaan Komisaris Independen adalah sangat diperlukan. Secara langsung keberadaan Komisaris Independen menjadi penting, karena di dalam praktek sering ditemukan transaksi yang mengandung benturan kepentingan yang mengabaikan kepentingan pemegang saham publik (pemegang saham minoritas) serta stakeholder lainnya, terutama pada perusahaan di Indonesia yang menggunakan dana masyarakat di dalam pembiayaan usahanya.

Komisaris Independen adalah anggota Dewan Komisaris/ Dewan Pengawas yang tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris/ Dewan Pengawas lainnya, anggota Direksi dan/atau pemegang saham pengendali atau hubungan dengan Bio Farma, yang dapat mempengaruhi kemampuannya untuk bertindak independen.

Disadari bahwa menurut UUPT semua komisaris pada hakekatnya harus bersikap independen dan diharapkan mampu melaksanakan tugasnya secara independen, semata-mata untuk kepentingan perusahaan, terlepas dari pengaruh berbagai pihak yang memiliki kepentingan yang dapat berbenturan dengan kepentingan pihak lain. Dengan demikian tanpa harus mempertentangkan, pengertian Komisaris Independen di dalam UUPT sama dengan anggota Dewan Komisaris.

INDEPENDENT COMMISSIONER

The establishment of an Independent Commissioner is critical in order to empower the Board of Commissioners' supervisory duty. The existence of an Independent Commissioner is critical, as it is frequently discovered in practise that transactions involving conflicts of interest disregard the interests of public shareholders (minority shareholders) and other stakeholders, particularly in Indonesian companies that rely on public financing to finance their operations.

Independent Commissioners are members of the Board of Commissioners/Supervisory Board who have no financial, management, share ownership, or family ties to other members of the Board of Commissioners/Supervisory Board, members of the Board of Directors, or controlling shareholder, or any other relationship with Bio Farma that could impair their ability to act independently.

It is recognised that all commissioners are fundamentally autonomous and are required to carry out their tasks independently, only for the benefit of the business, regardless of the influence of other parties whose interests may clash with those of the firm. Thus, without being contradictory, the Company Law defines an Independent Commissioner as having the same status as a member of the Board of Commissioners.



KRITERIA PENENTUAN KOMISARIS INDEPENDEN

Sesuai dengan Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 Tanggal 1 Agustus 2011 Tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN sebagaimana diubah terakhir melalui Peraturan Menteri BUMN Nomor: PER-09/MBU/2012 Tanggal 6 Juli 2012 Tentang Perubahan Atas Peraturan Menteri BUMN Nomor: PER-01/MBU/2011 Tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN, Komisaris Independen Bio Farma telah memenuhi kriteria yang ditetapkan, yaitu:

1. Tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, anggota Direksi dan/atau Pemegang Saham Pengendali atau hubungan dengan BUMN yang bersangkutan, yang dapat mempengaruhi kemampuannya untuk bertindak independen.
2. Tidak menjabat sebagai Direksi di perusahaan yang terafiliasi dengan Perusahaan.
3. Tidak bekerja pada pemerintah termasuk departemen, lembaga dan kemiliteran dalam kurun waktu 3 (tiga) tahun terakhir.
4. Tidak bekerja pada pemerintah termasuk departemen, lembaga dan kemiliteran dalam kurun waktu 3 (tiga) tahun terakhir.
5. Tidak mempunyai keterkaitan finansial, baik langsung maupun tidak langsung, dengan Perusahaan atau perusahaan yang menyediakan jasa dan produk kepada Perusahaan dan afiliasinya.
6. Bebas dari kepentingan dan aktivitas bisnis atau hubungan lain yang dapat menghalangi atau mengganggu kemampuan Dewan Komisaris untuk bertindak atau berpikir secara bebas di lingkup Perusahaan.

KOMPOSISI DEWAN KOMISARIS INDEPENDEN

Anggota Dewan Komisaris Bio Farma telah memenuhi jumlah, komposisi, kriteria dan independensi sesuai dengan Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 Tanggal 1 Agustus 2011 Tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN sebagaimana diubah terakhir melalui Peraturan Menteri BUMN Nomor: PER-09/MBU/2012 Tanggal 6 Juli 2012 Tentang Perubahan Atas Peraturan Menteri BUMN Nomor: PER-01/MBU/2011 Tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) Pada BUMN yaitu paling sedikit 20% (dua puluh persen) dari anggota Dewan Komisaris harus merupakan Komisaris Independen. Jumlah anggota Dewan Komisaris Bio Farma saat ini adalah 6 (enam) orang, 2 (dua) orang diantaranya atau sama dengan 33% anggota Dewan Komisaris adalah Komisaris Independen. Dengan demikian, komposisi tersebut juga telah sesuai dengan peraturan yang ditetapkan oleh Kementerian BUMN mengenai Komisaris Independen.

INDEPENDENT COMMISSIONER SELECTION CRITERIA

In accordance with the Minister of State-Owned Enterprises' Regulation No. PER-01/MBU/2011 dated August 1, 2011 on the Implementation of Good Corporate Governance in SOEs, as amended by the Minister of State-Owned Enterprises' Regulation No. PER-09/MBU/2012 dated July 6, 2012 on the Implementation of Good Corporate Governance in SOEs, Concerning the Amendments to the Minister of SOEs' Regulation No. PER-01/MBU/2011 on the Implementation of Good Corporate Governance in SOEs, the Independent Commissioner of Bio Farma has satisfied the set conditions, namely:

1. S/he does not have any financial, management, share ownership, or familial ties to other members of the Board of Commissioners, members of the Board of Directors, or Controlling Shareholder, or to the relevant BUMN, which might impair her/his capacity to act independently.
2. S/he is not a director of a company with which the Company is linked.
3. S/he has not worked for the government in the previous 3 (three) years, including any government departments, institutions, or the military.
4. S/he has no financial ties to the Company or to other firms that offer services and products to the Company and its affiliates, either directly or indirectly.
5. S/he is devoid of commercial interests, activities, or other affiliations that might obstruct or impair the Board of Commissioners' capacity to act or think freely inside the Company.
6. Free of interest and business activities or other relationships that prevent or disrupt the board of Commissioners capabilities to act and think freely in the company.

COMPOSITION OF THE INDEPENDENT BOARD OF COMMISSIONERS

Members of Bio Farma's Board of Commissioners have been appointed in accordance with the Minister of State-Owned Enterprises Regulation Number: PER-01/MBU/2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance in SOEs, as amended by the Minister of SOE Regulation Number: PER-09/MBU/2012 dated July 6, 2012 concerning Amendments to the Minister of SOE Regulation Number: PER-01/MBU/2011 dated August 1, 2011. The Board of Commissioners of Bio Farma now consists of 6 (six) members, wherein 2 (two) of them are Independent Commissioners, accounting for 33% of the Board's members. As a result, the composition complies with the Ministry of SOEs' requirements governing Independent Commissioners.

Susunan Dewan Komisaris Independen

Composition of the Independent Board of Commissioners

Nama Name	Jabatan Position	Domisili Domicile	Masa Jabatan Term of Office	Dasar Pengangkatan Basis of Appointment
Tanri Abeng	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	Jakarta	27 Mei 2021 - sekarang May 27, 2021 - present	KEP-14/DK/BF/05/2021
Nizar Yamanie	Komisaris Independen Independent Commissioner	Jakarta	27 Mei 2021 - sekarang May 27, 2021 - present	KEP-13/DK/BF/05/2021

TANGGUNGJAWAB DEWAN KOMISARIS INDEPENDEN

Komisaris Independen memiliki tanggung jawab pokok untuk mendorong diterapkannya prinsip Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) di dalam Perusahaan melalui pemberdayaan Dewan Komisaris agar dapat melakukan tugas pengawasan dan pemberian nasihat kepada Direksi secara efektif dan lebih memberikan nilai tambah bagi Perusahaan.

Dalam upaya untuk melaksanakan tanggung jawabnya dengan baik, maka Komisaris Independen harus secara proaktif mengupayakan agar Dewan Komisaris melakukan pengawasan dan memberikan nasehat kepada Direksi yang terkait, namun tidak terbatas pada hal-hal sebagai berikut:

1. Memastikan bahwa perusahaan memiliki strategi bisnis yang efektif, termasuk di dalamnya memantau jadwal, anggaran dan efektivitas strategi tersebut.
2. Memastikan bahwa perusahaan mengangkat eksekutif dan manajer-manajer profesional.
3. Memastikan bahwa perusahaan memiliki informasi, sistem pengendalian, dan sistem audit yang bekerja dengan baik.
4. Memastikan bahwa perusahaan mematuhi hukum dan perundangan yang berlaku maupun nilai-nilai yang ditetapkan perusahaan dalam menjalankan operasinya.
5. Memastikan resiko dan potensi krisis selalu diidentifikasi dan dikelola dengan baik.
6. Memastikan prinsip-prinsip dan praktek *Good Corporate Governance* dipatuhi dan diterapkan dengan baik.

TUGAS DEWAN KOMISARIS INDEPENDEN

1. Menjamin transparansi dan keterbukaan laporan keuangan perusahaan.
2. Perlakuan yang adil terhadap pemegang saham minoritas dan *stakeholder* yang lain.
3. Diungkapkannya transaksi yang mengandung benturan kepentingan secara wajar dan adil.
4. Kepatuhan perusahaan pada perundangan dan peraturan yang berlaku.
5. Menjamin akuntabilitas organ perseroan.

RESPONSIBILITIES OF THE INDEPENDENT BOARD OF COMMISSIONERS

The Independent Commissioner's primary job is to promote the Company's application of Good Corporate Governance principles by empowering the Board of Commissioners to successfully perform out supervisory duties, give advice to the Board of Directors, and provide value to the Company.

To carry out their obligations effectively, the Independent Commissioner must seek out the Board of Commissioners to oversee and advise the necessary Directors on a variety of subjects, including but not limited to the following:

1. Ensure that the business has a successful business plan, which includes evaluating the strategy's timeline, budget, and effectiveness.
2. Ensure that executives and professional managers are appointed to the organisation.
3. Ensure that the company's information, control, and audit systems are all functioning properly.
4. Ensure that the organisation conforms with all applicable rules and regulations, as well as the ideals it espouses in conducting business.
5. Ensure that risks and possible crises are detected and managed effectively at all times.
6. Ensure that Good Corporate Governance concepts and practises are adhered to and executed appropriately.

DUTIES OF THE INDEPENDENT BOARD OF COMMISSIONERS

1. Ensuring the financial accounts of the firm are transparent and accessible.
2. Treating minority shareholders and other stakeholders fairly.
3. Transparency in the disclosure of transactions with potential conflicts of interest.
4. Adherence to applicable rules and regulations by the business.
5. Ensuring that the company's organs are accountable.



WEWENANG DEWAN KOMISARIS INDEPENDEN

1. Komisaris independen mengetuai Komite Audit dan/atau Komite Risiko, Pengembangan dan GCG.
2. Komisaris independen berdasarkan pertimbangan yang rasional dan kehati-hatian berhak menyampaikan pendapat yang berbeda dengan anggota Dewan Komisaris lainnya yang wajib dicatat dalam Berita Acara Rapat Dewan Komisaris dan pendapat yang berbeda yang bersifat material, wajib dimasukkan dalam laporan tahunan.

HUBUNGAN AFILIASI DEWAN KOMISARIS

Kriteria hubungan afiliasi antara anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali meliputi:

1. Hubungan afiliasi antara anggota Dewan Komisaris dengan anggota Komisaris lainnya;
2. Hubungan afiliasi antara anggota Dewan Komisaris dan Direksi
3. Hubungan afiliasi antara anggota Dewan Komisaris dengan Pemegang Saham Utama dan/atau pengendali.

AUTHORITY OF THE SELECT COMMISSION OF COMMISSIONERS

1. The Audit Committee and/or the Risk, Development, and GCG Committee are chaired by an Independent Commissioner.
2. Independent Commissioners have the right, based on logical and prudent reasons, to voice opinions that differ from those of other board members, which must be documented in the Board of Commissioners' Meeting Minutes, and materially contrasting viewpoints must be published in the annual report.

AFFILIATE RELATIONS OF THE BOARD OF COMMISSIONERS

The following requirements apply to members of the Board of Commissioners, the Board of Directors, and the Controlling Shareholders:

1. Relationships between Board of Commissioners members and other Board of Commissioners members;
2. Affiliation between members of the Board of Commissioners and members of the Board of Directors;
3. Relationships between Board of Commissioners members and Major and/or Controlling Shareholders.

Hubungan Afiliasi antar Dewan Komisaris, Direksi dan Pemegang saham
Affiliation of the Board of Commissioners, Board of Directors, and Shareholders

Nama Komisaris Member of Board of Commissioners	Jabatan Position	Masa Jabatan Term of Office	Hubungan Keluarga Dengan Family Relationship with						Hubungan Keluarga dengan Financial Relationship with					
			Dewan Komisaris lainnya Other Board of Commissioners		Direksi Board of Directors		Pemegang Saham Shareholders		Dewan Komisaris lainnya Other Board of Commissioners		Direksi Board of Directors		Pemegang Saham Shareholders	
			Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Tanri Abeng	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	27 Mei 2021 - sekarang May 27, 2021 - present	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Farid Wajdi Husain*)	Komisaris Utama/ komisaris Independen President Commissioner/ Independent Commissioner	20 April 2018 - 23 Maret 2021 April 20, 2018 - March 23, 2021	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Saud Usman **)	Komisaris Independen Independent Commissioner	20 April 2018 - 7 Mei 2021 April 20, 2018 - May 7, 2021	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Nizar Yamanie	Komisaris Independen Independent Commissioner	27 Mei 2021 - sekarang May 27, 2021 - present	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Made Arya Wijaya	Komisaris Commissioner	20 April 2018 - sekarang April 20, 2018 - present	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Ahmad M. Ramli	Komisaris Commissioner	3 Agustus 2020 - sekarang August 3, 2020 - present	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Oscar Primadi	Komisaris Commissioner	16 Juli 2019 - sekarang July 16, 2019 - present	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Ellen Setiadi	Komisaris Commissioner	8 Januari 2019 - sekarang January 8, 2019 - present	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓
Roni Dwi Susanto	Komisaris Commissioner	12 Oktober 2021 - sekarang October 12, 2021 - present	-	✓	-	✓	-	✓	-	✓	-	✓	-	✓

Catatan :

*Meninggal dunia pada tanggal 23 Maret 2021

** Sebagai Pejabat yang Melaksanakan Tugas (Pynt) Komisaris Utama dengan masa jabatan 7 April 2021 - 7 Mei 2021 berdasarkan Surat Keputusan Dewan Komisaris No. S-08/DK/BF/04/2021

Notes:

*Passed away on March 23rd 2021

**As Acting President Commissioner with a term of office 7 April 2021 - 7 May 2021 based on the Decree of the Board of Commissioners No. S-08/DK/BF/04/2021

Kepemilikan Saham Anggota Dewan Komisaris

Share Ownership of Members of the Board of Commissioners

Nama Komisaris Member of Board of Commissioners	Jabatan Position	Masa Jabatan Term of Office	Kepemilikan Saham (Lembar) Share Ownership (Sheet)					
			PT Bio Farma (Persero)		BUMN Lain Other SOEs		Perusahaan Lain Other Companies	
			Ya Yes	Tidak No	Ya Yes	Tidak No	Ya Yes	Tidak No
Tanri Abeng	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	27 Mei 2021 - sekarang May 27, 2021 - present	-	✓	-	✓	-	✓
Farid Wajdi Husain*)	Komisaris Utama/ Komisaris Independen President Commissioner/ Independent Commissioner	20 April 2018 - 23 Maret 2021 April 20, 2018 - March 23, 2021	-	✓	-	✓	-	✓
Saud Usman**)	Komisaris Independen Independent Commissioner	20 April 2018 - 7 Mei 2021 20 April 2018 - 7 May 2021	-	✓	-	✓	-	✓
Nizar Yamanie	Komisaris Independen Independent Commissioner	27 Mei 2021 - sekarang May 27, 2021 - present	-	✓	-	✓	-	✓
Made Arya Wijaya	Komisaris Commissioner	20 April 2018 - sekarang April 20, 2018 - present	-	✓	-	✓	-	✓
Oscar Primadi	Komisaris Commissioner	16 Juli 2019 - sekarang July 16, 2019 - present	-	✓	-	✓	-	✓
Ahmad M. Ramli	Komisaris Commissioner	3 Agustus 2020 - sekarang August 3, 2020 - present	-	✓	-	✓	-	✓
Ellen Setiadi	Komisaris Commissioner	8 Januari 2019 - sekarang January 8, 2019 - present	-	✓	-	✓	-	✓
Roni Dwi Susanto	Komisaris Commissioner	12 Oktober 2021 - sekarang October 12, 2021 - present	-	✓	-	✓	-	✓

REMUNERASI DEWAN KOMISARIS

KEBIJAKAN REMUNERASI DEWAN KOMISARIS

Remunerasi Dewan Komisaris tahun 2021 merupakan kewenangan Pemegang Saham dan ditetapkan dalam RUPS Tahun Buku 2020 dengan basis formula yang telah disetujui oleh Pemegang Saham. Besaran remunerasi Dewan Komisaris yang diusulkan oleh Dewan Komisaris kepada Pemegang Saham berdasarkan hasil kajian Komite Audit dengan memperhatikan realisasi pencapaian KPI Tahun Buku 2020.

DASAR PENETAPAN REMUNERASI

Remunerasi bagi Dewan Komisaris mengacu kepada:

- Peraturan Menteri BUMN Nomor: PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, Dan Dewan Pengawas Badan Usaha Milik Negara.
- Peraturan Menteri BUMN Nomor: PER-06/MBU/04/2021 Tentang Perubahan Atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-12/MBU/2012 Tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara.
- Peraturan Menteri BUMN Nomor: PER13/MBU/09/2021 tanggal 24 September 2021 tentang Perubahan Keenam atas Peraturan Menteri BUMN Nomor PER-04/MBU/2014 tentang Pedoman Penetapan

REMUNERATION OF THE BOARD OF COMMISSIONERS

REMUNERATION POLICY OF THE BOARD OF COMMISSIONERS

The Board of Commissioners' remuneration in 2021 was set by the Shareholders and was calculated at the 2020 Fiscal Year GMS using a methodology established by the Shareholders. The Board of Commissioners proposed to Shareholders a remuneration package for the Board of Commissioners based on the findings of the Audit Committee's evaluation, taking into consideration the attainment of KPI targets for Fiscal Year 2020.

METHOD BY WHICH THE REMUNERATION IS DETERMINED

Determination of the remuneration for the Board of Commissioners respects the following:

- Regulation of the Minister of SOEs Number: PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners, and Supervisory Boards of State-Owned Enterprises.
- Regulation of the Minister of State-Owned Enterprises Number: PER-06/MBU/04/2021 concerning Amendments to the Regulation of the Minister of State-Owned Enterprises Number PER-12/MBU/2012 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises.
- Minister of SOE Regulation Number: PER13/MBU/09/2021 dated 24 September 2021 concerning the Sixth Amendment to the Regulation of the Minister of State-Owned Enterprises Number PER-04/MBU/2014 concerning



Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN.

4. Surat Keputusan Menteri BUMN Nomor: SK-324/MBU/10/2021 tanggal 1 Oktober 2021 tentang Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara Tahun 2021.
5. Surat Keputusan Menteri BUMN Nomor: SR-21/Wk1.MBU.E/10/2021 tentang Penetapan Penghasilan Direksi dan Dewan Komisaris PT Bio Farma (Persero) Tahun 2021.

PROSEDUR PENGUSULAN SAMPAI DENGAN PENETAPAN REMUNERASI DEWAN KOMISARIS

Perseroan mengusulkan sampai dengan menetapkan remunerasi bagi Dewan Komisaris mengacu pada ketentuan Peraturan Menteri Badan Usaha Milik Negara. Sesuai Peraturan Menteri tersebut, besaran penghasilan Dewan Komisaris ditetapkan oleh Rapat Umum Pemegang Saham (RUPS):

1. Pendelegasian RUPS kepada Dewan Komisaris terkait besaran gaji/honorarium.
2. Dewan Komisaris menugaskan Komite Risiko, Pengembangan dan GCG untuk melakukan kajian remunerasi bagi anggota Direksi dan Dewan Komisaris.
3. Komite Risiko, Pengembangan dan GCG melakukan koordinasi dengan Divisi SDM dan unit kerja terkait dalam rangka menyusun usulan Remunerasi Direksi dan Dewan Komisaris.
 - a. Komite Risiko, Pengembangan dan GCG menyusun rekomendasi Remunerasi Direksi dan Dewan Komisaris serta kemudian disampaikan kepada Dewan Komisaris.
 - b. Dewan Komisaris membahas usulan Komite Risiko, Pengembangan dan GCG tentang usulan Remunerasi Direksi dan Dewan Komisaris.
 - c. Dewan Komisaris menyampaikan usulan Remunerasi Direksi dan Dewan Komisaris dalam RUPS dan RUPS memberikan kewenangan dan kuasa kepada Dewan Komisaris untuk menetapkan Remunerasi Direksi dan Dewan Komisaris Bio Farma. RUPS menetapkan penghasilan Direksi dan Dewan Komisaris berdasarkan Surat Kementerian BUMN Nomor : SR-21/Wk1.MBU.E/10/2021 tanggal 4 Oktober 2021 Hal Penetapan Penghasilan Direksi dan Dewan Komisaris PT Bio Farma (Persero) Tahun 2021.
 - d. Dewan Komisaris menetapkan Remunerasi Direksi dan Dewan Komisaris.

Guidelines for Determining the Income of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises.

4. Decree of the Minister of SOE Number: SK-324/MBU/10/2021 dated October 1, 2021 regarding the Determination of Income for Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises in 2021.
5. Decree of the Minister of SOE Number: SR-21/Wk1.MBU.E/10/2021 concerning the Determination of Income for the Directors and Board of Commissioners of PT Bio Farma (Persero) in 2021.

PROCEDURES PROPOSED FOR DETERMINING REMUNERATION FOR THE BOARD OF COMMISSIONERS

The Company seeks to calculate the compensation of the Board of Commissioners in accordance with the terms of the Minister of State-Owned Enterprises' Regulation. The amount of money earned by the Board of Commissioners is established by the General Meeting of Shareholders in line with the Ministerial Regulation (GMS) as stipulated below:

1. Delegation of the GMS's salary/honorarium to the Board of Commissioners.
2. The Board of Commissioners charges the Risk, Development, and GCG Committee with the responsibility of reviewing the compensation of members of the Board of Directors and the Board of Commissioners.
3. The Risk, Development, and GCG Committee collaborates with the Human Resources Division and allied work groups to provide suggestions for the Board of Directors and the Board of Commissioners' remuneration.
 - a. The Risk, Development, and GCG Committee makes and provides recommendations to the Board of Commissioners on the compensation of the Board of Directors and the Board of Commissioners.
 - b. The Board of Commissioners examines the Risk, Development, and GCG Committee's recommendation for the Board of Directors and the Board of Commissioners' recommended remuneration.
 - c. The Board of Commissioners submits the recommendation for the remuneration of the Board of Directors and the Board of Commissioners in the GMS and the GMS grants authority and power to the Board of Commissioners to determine the remuneration of the Board of Directors and Board of Commissioners of Bio Farma. The GMS determines the income of the Board of Directors and the Board of Commissioners based on the Letter of the Ministry of SOE Number: SR-21/Wk1.MBU.E/10/2021 dated October 4, 2021. Regarding the Determination of Income for the Directors and Board of Commissioners of PT Bio Farma (Persero) in 2021.
 - d. The Board of Commissioners decides the Board of Directors' and the Board of Commissioners' compensation.

Gaji/honorarium berikut fasilitas dan tunjangan lainnya untuk Dewan Komisaris Tahun Buku 2021 termasuk di dalamnya tantiem atas kinerja Perusahaan tahun buku 2020, berdasarkan Akta Notaris Nanda Fauz Iwan No. 5 Tanggal 27-04-2021 tentang Berita Acara Rapat Umum Pemegang Saham Tahunan Perusahaan Perseroan PT Bio Farma (Persero) tentang Pengesahan Laporan Manajemen Perusahaan Tahunan dan Laporan Kegiatan Program Kemitraan dan Bina Lingkungan Tahun Buku 2020 memutuskan bahwa penetapan gaji/honorarium berikut fasilitas dan tunjangan lainnya untuk Dewan Komisaris akan ditetapkan tersendiri, yaitu berdasarkan Surat Kementerian BUMN Nomor: SR-21/Wk1.MBU.E/10/2021 tanggal 4 Oktober 2021 Perihal Penetapan Penghasilan Direksi dan Dewan Komisaris PT Bio Farma (Persero) Tahun 2021.

Indikator untuk Penetapan Remunerasi Dewan Komisaris

Penetapan Penghasilan berupa gaji/honorarium, tunjangan dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor pendapatan, aktiva, kondisi dan kemampuan keuangan perusahaan, tingkat inflasi, dan faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan. Penetapan penghasilan berupa tunjangan dan tantiem yang bersifat *variable*, dilakukan dengan mempertimbangkan faktor pencapaian target, tingkat kesehatan dan kemampuan keuangan serta faktor lain yang relevan. Pemberian remunerasi kepada Dewan Komisaris dilaksanakan dengan memperhatikan realisasi pencapaian *Key Performance Indicator* (KPI) Dewan Komisaris atas pencapaian kinerja Perusahaan tahun 2020.

STRUKTUR REMUNERASI DEWAN KOMISARIS

Remunerasi yang diberikan kepada Dewan Komisaris Bio Farma sesuai ketentuan remunerasi Dewan Komisaris meliputi gaji/honorarium, tunjangan, fasilitas dan tantiem/insentif kinerja. Remunerasi yang diberikan kepada Dewan Komisaris sesuai dengan Peraturan Menteri BUMN.

REMUNERASI YANG DIBERIKAN KEPADA DEWAN KOMISARIS SESUAI DENGAN KETENTUAN RUPS SEBAGAI BERIKUT:

1. Gaji/Honorarium.
 - a. Honorarium Komisaris Utama ditetapkan sebesar 45% dari Gaji Direktur Utama, dan honorarium anggota Dewan Komisaris ditetapkan sebesar 90% dari honorarium Komisaris Utama.
 - b. Gaji/honorarium serta tunjangan dan/atau fasilitas bagi Direksi untuk tahun 2021 berlaku efektif sejak tanggal 1 Januari 2021
2. Tunjangan.
 - a. Tunjangan Hari Raya Keagamaan sebesar 1 (satu) kali Honorarium.
 - b. Tunjangan transportasi sebesar 20% dari honorarium per bulan.

Salary/honorarium, as well as other benefits and allowances for the Board of Commissioners for the fiscal year 2021, including bonuses for the Company's performance in fiscal year 2020, pursuant to the Notarial Deed of Nanda Fauz Iwan No. 5 dated 27-04-2021 regarding the Minutes of the Annual General Meeting of Shareholders of the Company PT Bio Farma (Persero) regarding the Ratification of the Annual Company Management Report and the Partnership and Community Report Other provisions for the Board of Directors will be decided independently, specifically in accordance with the Ministry of SOE letter SR-21/Wk1.MBU.E/10/2021 dated October 4, 2021 regarding the Determination of Income for Directors and Board of Commissioners of PT Bio Farma (Persero) in 2021.

Indicators for Determining the Board of Commissioners' Remuneration

Income in the form of salary/honorarium, allowances, and permanent facilities is determined by taking into account factors such as income, assets, the company's financial condition and capability, the inflation rate, and other relevant factors, and may not conflict with applicable laws and regulations. Income in the form of variable allowances and bonuses is determined by taking into consideration criteria such as achievement of the aim, level of health, and financial capability, as well as other relevant factors. Remuneration for the Board of Commissioners is determined by the Board's Key Performance Indicators (KPI) for attaining the Company's performance in 2020.

STRUCTURE OF THE BOARD OF COMMISSIONERS' REMUNERATION

The Board of Commissioners of Bio Farma is compensated in line with the requirements of the Board of Commissioners' compensation plan, which includes salary/honorarium, allowances, facilities, and tantiem/performance incentives. The Board of Commissioners is compensated in line with the Minister of SOEs' Regulation.

THE BOARD OF COMMISSIONERS RECEIVES THE FOLLOWING REMUNERATION IN ACCORDANCE WITH THE GMS PROVISIONS:

1. Salary/Honorarium.
 - a. The honorarium for the President Commissioner is set at 45% of the salary of the President Director, and the honorarium for the members of the Board of Commissioners is set at 90% of the honorarium for the President Commissioner.
 - b. Salary/honorarium as well as allowances and/or facilities for the Board of Directors for 2021 are effective as of January 1, 2021.
2. Allowances.
 - a. Religious Holiday Allowance of 1 (one) time Honorarium.
 - b. Transportation allowance of 20% of the honorarium per month.



- c. Asuransi Purna Jabatan: premi yang ditanggung oleh perusahaan sebesar 25% dari Gaji dalam 1 (satu) tahun.
3. Fasilitas.
- a. Kesehatan: Fasilitas kesehatan diberikan dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (*at cost*)
- b. Bantuan Hukum: sebesar pemakaian (*at cost*).
4. Tantiem/Insentif Kinerja.
- a. Tantiem/Insentif Kinerja didasarkan atas kinerja tahun buku 2020.
- b. Tantiem/IK Komisaris Utama sebesar 45% dari Tantiem/IK Direktur Utama dan Tantiem/IK anggota Dewan Komisaris sebesar 90% dari tantiem/IK Komisaris Utama.
- Besaran tantiem/IK dihitung proporsional sesuai dengan masa jabatan masing-masing Direksi dan Dewan Komisaris dalam Tahun Buku 2020.
- c. Pajak penghasilan (PPH) atas Tantiem/IK menjadi beban penerima dan tidak diperkenankan untuk dibebankan sebagai biaya perusahaan.

- c. Retirement Insurance: the premium borne by the company is 25% of salary in 1 (one) year.
3. Facilities.
- a. Health: Health facilities are provided in the form of health insurance or reimbursement of medical expenses (*at cost*).
- b. Legal Aid: as much as usage (*at cost*).
4. Tantiem/Performance Incentives.
- a. Tantiem/Performance Incentives are based on the performance of the 2020 financial year.
- b. The Tantiem/IK of the President Commissioner is 45% of the Tantiem/IK of the President Director and the Tantiem/IK of the members of the Board of Commissioners is 90% of the Tantiem/IK of the President Commissioner.
- The amount of Bonus/IK is calculated proportionally in accordance with the term of office of each Board of Directors and Board of Commissioners in the 2020 Fiscal Year.
- c. Income tax (PPH) on Tantiem/IK becomes the burden of the recipient and is not allowed to be charged as a company expense.

Remunerasi Dewan Komisaris Tahun 2021 (dalam Rupiah) Board of Commissioners Remuneration in 2021 (in Rupiah)

Nama Name	Posisi Position	Gaji/Honorarium Salary/Honorarium			Tunjangan Transportasi Transportation Allowance			Tantiem/ Insentif Incentive	Asuransi Purna Jabatan Post-Service Insurance			Total per Tahun Total per Year
		Perbulan Per month	Kali Times	Jumlah Total	Perbulan Per month	Kali Times	Jumlah Total		Perbulan Per month	Kali Times	Jumlah Total	
Farid Wadji Husain	Komisaris Utama President Commissioner	92.250.000	4	369.000.000	18.450.000	4	73.800.000	733.361.512	11.692.890	4	46.771.560	1.222.933.072
Tanri Abeng	Komisaris Utama President Commissioner	92.250.000	8	738.000.000	18.450.000	8	147.600.000	-	11.692.890	8	93.543.120	979.143.120
Oscar Primad	Anggota Komisaris Member of Commissioner	83.025.000	12	996.300.000	16.605.000	12	199.260.000	660.025.361	18.445.845	12	221.350.140	2.076.935.501
Ellen setiadi	Anggota Komisaris Member of Commissioner	83.025.000	9	747.225.000	16.605.000	9	149.445.000	660.025.361	10.348.509	9	93.136.581	1.649.831.942
Made Arya Wijaya	Anggota Komisaris Member of Commissioner	83.025.000	12	996.300.000	16.605.000	12	199.260.000	660.025.361	18.270.136	12	219.241.632	2.074.826.993
Nizar Yamanie	Anggota Komisaris Member of Commissioner	83.025.000	8	664.200.000	16.605.000	8	132.840.000	10.523.601	10.523.601	8	84.188.808	881.228.808
Ahmad M. Ramly	Anggota Komisaris Member of Commissioner	83.025.000	12	996.300.000	16.605.000	12	199.260.000	18.445.845	18.445.845	12	221.350.140	1.689.215.685
Roni Dwi Susanto	Anggota Komisaris Member of Commissioner	83.025.000	3	249.075.000	16.605.000	3	49.815.000	20.756.250	20.756.250	3	62.268.750	361.158.750
TOTAL				5.756.400.000			1.077.480.000	2.985.743.139	120.175.966		1.041.850.731	10.935.273.871