

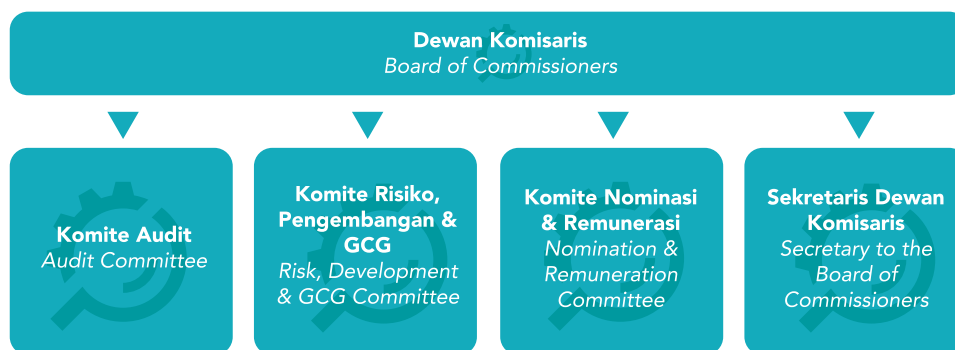


Organ Pendukung Dewan Komisaris

The Supporting Organs of the Board of Commissioners

Dewan Komisaris memiliki Organ Pendukung Dewan Komisaris dalam menjalankan fungsi pengawasan. Pada tahun 2023, organ pendukung Dewan Komisaris terdiri dari Komite Audit; Komite Risiko, Pengembangan & GCG; Komite Nominasi & Remunerasi; serta Sekretaris Dewan Komisaris. Organ Pendukung Dewan Komisaris memiliki fungsi pengawasan dan pemberian nasihat kepada Dewan Komisaris Bio Farma.

The Board of Commissioners has a supporting organ for the Board of Commissioners in carrying out its supervisory function. In 2023, the supporting organs of the Board of Commissioners will consist of the Audit Committee; Risk, Development & GCG Committee; Nomination & Remuneration Committee; as well as Secretary to the Board of Commissioners. The supporting organs of the Board of Commissioners have the function of supervising and providing advice to the Bio Farma Board of Commissioners.



KOMITE AUDIT AUDIT COMMITTEE

Komite Audit Bio Farma dibentuk dengan fungsi utama membantu Dewan Komisaris dalam melaksanakan tugas pengawasan terhadap pengelolaan Perusahaan sesuai dengan prinsip-prinsip tata kelola perusahaan yang baik, memberikan nasihat dalam pelaksanaan pengendalian internal dan audit perusahaan, serta membuat laporan secara tertulis atas setiap penugasan yang diberikan oleh Dewan Komisaris, laporan pelaksanaan kegiatan Komite Audit dan tingkat pencapaian kinerjanya untuk diungkapkan dalam Laporan Tahunan Perusahaan.

The Bio Farma Audit Committee was formed with the main function of assisting the Board of Commissioners in carrying out its supervisory duties over the management of the Company in accordance with the principles of good corporate governance, providing advice on the implementation of internal control and company audits, as well as making written reports on each assignment given by Board of Commissioners, report on the implementation of the Audit Committee's activities and the level of performance achieved to be disclosed in the Company's Annual Report.



Kriteria untuk Menjadi Komite Audit

Criteria for Becoming an Audit Committee

Anggota Komite Audit harus memiliki kualifikasi sebagai berikut:

1. Memiliki integritas yang baik dan pengetahuan serta pengalaman kerja yang cukup di bidang pengawasan/pemeriksaan;

Audit Committee members must have the following qualifications:

1. To have good integrity and sufficient knowledge and work experience in the field of supervision/inspection;

2. Tidak memiliki kepentingan atau keterkaitan pribadi yang dapat menimbulkan dampak negatif dan benturan kepentingan terhadap Bio Farma;
 3. Mampu berkomunikasi secara efektif;
 4. Wajib menyediakan waktu yang cukup untuk menyelesaikan tugasnya;
 5. Anggota Komite Audit memiliki latar belakang pendidikan atau memiliki keahlian di bidang akuntansi atau keuangan dan harus memahami industri atau bisnis Bio Farma;
 6. Memiliki pengetahuan yang memadai tentang peraturan perundangan yang terkait dengan kegiatan Perusahaan;
 7. Bukan merupakan rekan Kantor Akuntan Publik (KAP), kantor konsultan hukum atau pihak lain yang memberikan jasa audit dan non audit atau jasa konsultasi lain kepada Bio Farma untuk periode 1 (satu) tahun sebelum diangkat menjadi Komite Audit Bio Farma;
 8. Bukan merupakan karyawan kunci perusahaan 1 (satu) tingkat di bawah Direksi dalam 1 (satu) tahun terakhir sebelum diangkat oleh Dewan Komisaris;
 9. Tidak mempunyai hubungan afiliasi dengan Bio Farma, Dewan Komisaris, Direksi, dan Pemegang Saham Utama;
 10. Tidak memiliki hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Bio Farma.
2. To have no personal interests or relationships that could have a negative impact or conflict of interest on Bio Farma;
 3. To be able to communicate effectively;
 4. Must provide sufficient time to complete the task;
 5. Audit Committee members have an educational background or have expertise in accounting or finance and must understand Bio Farma's industry or business;
 6. To have the adequate knowledge of laws and regulations related to the Company's activities;
 7. Not a partner of a Public Accounting Firm (KAP), legal consultant firm or other party providing audit and non-audit services or other consulting services to Bio Farma for a period of 1 (one) year before being appointed to the Bio Farma's Audit Committee;
 8. Not a key employee of the company 1 (one) level below the Board of Directors in the last 1 (one) year before being appointed by the Board of Commissioners;
 9. To have no affiliation with Bio Farma, the Board of Commissioners, the Board of Directors and Major Shareholders;
 10. To have no direct or indirect business relationships related to Bio Farma's business activities.



Pengangkatan dan Pemberhentian serta Ketentuan Masa Jabatan Komite Audit

Appointment and Dismissal and Terms of Service for the Audit Committee

Pengangkatan dan pemberhentian anggota Komite Audit mengacu pada Peraturan Menteri BUMN No. PER-12/MBU/2012 tanggal 24 Agustus 2012, yang menyatakan bahwa Ketua dan Anggota Komite Audit diangkat dan diberhentikan oleh Dewan Komisaris dan dilaporkan kepada RUPS.

Masa jabatan anggota Komite Audit yang bukan anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang 1 (satu) kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

The appointment and dismissal of Audit Committee members refers to Ministry of State-Owned Enterprises Regulation Number PER-12/MBU/2012 dated August 24, 2012, which states that the Chair and Members of the Audit Committee are appointed and dismissed by the Board of Commissioners and reported to the GMS.

The term of office of the members of the Audit Committee who are not the members of the Board of Commissioners is a maximum of 3 (three) years and can be extended 1 (one) time for a 2 (two) year term of office, without prejudice to the right of the Board of Commissioners to dismiss them at any time.



Susunan dan Profil Anggota Komite Audit

The Structure and Profile of Audit Committee Members

Atas adanya pemberhentian Made Arya Wijaya selaku Komisaris Perusahaan, terdapat perubahan susunan Komite Audit di tahun 2023 dengan kronologi sebagai berikut:

Due to the dismissal of Made Arya Wijaya as the Commissioner of the Company, there will be changes to the composition of the Audit Committee in 2023 with the following chronology:

Kronologi Perubahan Susunan Komite Audit di Sepanjang Tahun 2023
The Chronology of Changes in the Structure of the Audit Committee Throughout 2023

Periode 1 Januari 2023 s.d 9 Juni 2023 <i>Period of January 1, 2023 to June 9, 2023</i>	Periode 9 Juni 2023. s.d 31 Desember 2023 <i>Period of June 9, 2023 to December 31, 2023</i>	Keterangan <i>Description</i>
Made Arya Wijaya (Ketua / Chairman)		Made Arya Wijaya tidak lagi menjabat sejak 9 Juni 2023. Made Arya Wijaya no longer served as of June 9, 2023.
Tanri Abeng (Anggota / Member)	Tanri Abeng (Anggota / Member)	-
Ahmad M. Ramli (Anggota / Member)	Ahmad M. Ramli (Anggota / Member)	-
Roni Dwi Susanto (Anggota / Member)	Roni Dwi Susanto (Ketua / Chairman)	Roni Dwi Susanto menjabat Ketua Komite Audit sejak 9 Juni 2023. Roni Dwi Susanto has served as Chairman of the Audit Committee since June 9, 2023.
Sugianto (Anggota / Member)	Sugianto (Anggota / Member)	-
Ade Permadi (Anggota / Member)	Ade Permadi (Anggota / Member)	-
	Didik Kusnaini (Anggota / Member)	Didik Kusnaini menjabat Anggota Komite Audit sejak 9 Juni 2023. Didik Kusnaini has served as Member of the Audit Committee since June 9, 2023.

Susunan Komite Audit Tahun 2023
The Structure of the Audit Committee in 2023

Nama <i>Name</i>	Jabatan <i>Position</i>	Dasar Pengangkatan <i>Basis of Appointment</i>	Masa Jabatan dan Periode Jabatan <i>Term of Office and Period of Service</i>
Roni Dwi Susanto	Ketua/Komisaris Chairman/Commissioner	Surat Keputusan Dewan Komisaris No. KEP-04/DK/BF/06/2023 tanggal 9 Juni 2023 The Board of Commissioners' Decision Letter Number KEP-04/DK/BF/06/2023 dated June 9, 2023	
Tanri Abeng	Anggota/Komisaris Utama merangkap Komisaris Independen President Commissioner concurrently Independent Commissioner	Surat Keputusan Dewan Komisaris No. KEP-14/DK/BF/05/2021 tanggal 27 Mei 2021 The Board of Commissioners' Decision Letter Number KEP-14/DK/BF/05/2021 dated May 27, 2021	Mengikuti masa jabatan sebagai Dewan Komisaris Following his term of office as Board of Commissioners
Ahmad M. Ramli	Anggota/Komisaris Member/Board of Commissioner	Surat Keputusan Dewan Komisaris No. KEP-14/DK/BF/05/2021. tanggal 27 Mei 2021 The Board of Commissioners' Decision Letter Number KEP-14/DK/BF/05/2021 dated May 27, 2021	
Didik Kusnaini	Anggota/Komisaris Member/Board of Commissioner	Surat Keputusan Dewan Komisaris No. KEP-04/DK/BF/06/2023 tanggal 9 Juni 2023 The Board of Commissioners' Decision Letter Number KEP-04/DK/BF/06/2023 dated June 9, 2023	

Susunan Komite Audit Tahun 2023
The Structure of the Audit Committee in 2023

Nama <i>Name</i>	Jabatan <i>Position</i>	Dasar Pengangkatan <i>Basis of Appointment</i>	Masa Jabatan dan Periode Jabatan <i>Term of Office and Period of Service</i>
Sugianto	Anggota/Pihak Independen Member/Independent Party	Surat Keputusan Dewan Komisaris No. KEP-02/DK/BF/05/2023 tanggal 31 Mei 2023 The Board of Commissioners' Decision Letter Number KEP-02/DK/BF/05/2023 dated May 31, 2023	8 Juni 2023 s.d 8 Juni 2025, Periode Kedua June 8, 2023 to June 8, 2025, Second Period
Ade Permadi	Anggota/Pihak Independen Member/Independent Party	Surat Keputusan Dewan Komisaris No. KEP-08/DK/BF/10/2023 tanggal 9 Oktober 2023 The Board of Commissioners' Decision Letter Number KEP-08/DK/BF/10/2023 dated October 9, 2023	9 Oktober 2023 s.d 9 Oktober 2025, Periode Kedua October 9, 2023 to October 9, 2025, Second Period

Profil masing-masing Komite Audit dapat dilihat di The profile of each Audit Committee can be seen below.
bawah ini.

Roni Dwi Susanto
Ketua Komite Audit/Komisaris
Chairman of the Audit Committee/Commissioner

Profil Ketua Komite Audit/Komisaris, Roni Dwi Susanto, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.
The profile of the Chairman of the Audit Committee/Commissioner, Roni Dwi Susanto, can be found in the Board of Commissioners Profile section in the Company Profile chapter.

Tanri Abeng
Anggota Komite Audit/Komisaris Utama merangkap Komisaris Independen
Chairman of the Audit Committee/Commissioner

Profil Anggota Komite Audit/Komisaris Utama merangkap Komisaris Independen, Tanri Abeng, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.
The profile of Audit Committee Member / President Commissioner concurrently Independent Commissioner, Tanri Abeng, can be seen in the Board of Commissioners Profile section in the Company's Profile chapter.

Ahmad M. Ramli
Anggota Komite Audit/Komisaris
Chairman of the Audit Committee/Commissioner

Profil Anggota Komite Audit/Komisaris, Ahmad M. Ramli, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.
The profile of Audit Committee Member / Board of Commissioner, Ahmad M. Ramli, can be seen in the Board of Commissioners' Profile section in the Company's Profile chapter.

Didik Kusnaini
Anggota Komite Audit/Komisaris
Chairman of the Audit Committee/Commissioner

Profil Anggota Komite Audit/Komisaris, Didik Kusnaini, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.
The profile of Audit Committee Member / Board of Commissioner, Didik Kusnaini, can be seen in the Board of Commissioners' Profile section in the Company's Profile chapter.



Sugianto
Anggota Komite Audit/Pihak Independen
The Member of the Audit Committee/Independent Party
Periode Jabatan: 8 Juni 2023 s.d 8 Juni 2025, Periode Kedua
Term of Office : June 8, 2023 until June 8, 2025, Second Period

Data Pribadi

Warga Negara Indonesia
Usia 58 tahun
Kelahiran Tegal, 2 Februari 1965
Domisili Bekasi, Jawa Barat, Indonesia

Personal Data

Indonesian citizens
58 years-old
Born in Tegal, February 2, 1965
Domiciled in Bekasi, West Java, Indonesia

Periode dan Riwayat Penunjukan

Menjabat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-02/DK/BF/05/2023 tanggal 31 Mei 2023. Jabatan ini merupakan periode ke-2, sebelumnya beliau telah menjabat untuk periode 2020-2023 yang diangkat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-04/DK/BF/06/2020 tanggal 8 Juni 2020.

Appointment Period and History

Appointed based on the Board of Commissioners' Decision Letter Number KEP-02/DK/BF/05/2023 dated May 31, 2023. This position is the 2nd term, previously he served for the 2020-2023 period and was appointed based on the Decision Letter of the Board of Commissioners Number KEP-04/DK/BF/06/2020 dated June 8, 2020.

Riwayat Pendidikan

Diploma IV/Spesialisasi Akuntansi dari Sekolah Tinggi Akuntansi Negara (STAN) Jakarta (1994)

Educational Background

Diploma IV/Accounting Specialization from the State College of Accountancy (STAN) Jakarta (1994)

Sertifikasi Profesi yang Dimiliki

- Sertifikasi profesi manajemen risiko (CRMP) - PT RAP Indonesia/LSPMR (tahun 2010)
- Sertifikasi professional tata Kelola perusahaan (CGP) - PT Sinergi Daya Prima/LSP MKS (tahun 2019)
- Sertifikasi Komite Audit (CACP) – Ikatan Komite Audit Indonesia (tahun 2023)
- Sertifikasi professional tata kelola, risiko, dan kepatuhan (CGRCP) - LSP GRK (tahun 2023)

Professional Certification Held

- Risk management professional certification (CRMP) - PT RAP Indonesia/LSPMR (2010)
- Corporate governance professional certification (CGP) - PT Sinergi Daya Prima/LSP MKS (2019)
- Audit Committee Certification (CACP) - Indonesian Audit Committee Association (2023)
- Governance, risk and compliance professional certification (CGRCP) - LSP GRK (2023)

Pengalaman Kerja

- Fungsional Auditor pada Badan Pengawasan Keuangan dan Pembangunan (BPKP) (1987-2008)
- Fungsional Auditor pada Kementerian BUMN (2008-2019)
- Fungsional Analis Manajemen Risiko pada Kementerian BUMN (2019-2023)
- Komite Audit PLN (2008-2011)
- Komite Audit PTPN XI (2010-2012)
- Dewan Komisaris PT Krakatau Tirta Industri (2012-2019)
- Dewan Komisaris Krakatau Chandra Energi (2019)

Work Experience

- Functional Auditor at the Financial and Development Supervisory Agency (BPKP) (1987-2008)
- Functional Auditor at the Ministry of SOEs (2008-2019)
- Functional Risk Management Analyst at the Ministry of SOEs (2019-2023)
- Audit Committee of PLN (2008-2011)
- Audit Committee of PTPN XI (2010-2012)
- Board of Commissioners of PT Krakatau Tirta Industri (2012-2019)
- Board of Commissioners of Krakatau Chandra Energi (2019)

Rangkap Jabatan

Di Luar Perusahaan: tidak ada.
Di Dalam Perusahaan: tidak ada.

Concurrent Position

Outside the Company : none.
Within the Company: none.



Ade Permadi
Anggota Komite Audit/Pihak Independen
The Member of the Audit Committee/Independent Party
Periode Jabatan: 9 Oktober 2023 s.d 9 Oktober 2025, Periode Kedua
Term of Office: October 9, 2023 until October 9, 2025, Second Period

Data Pribadi

Warga Negara Indonesia
Usia 51 tahun
Kelahiran Cirebon, 14 Juni 1972
Domisili Tangerang, Banten, Indonesia

Personal Data

Indonesian citizens
51 years-old
Born in Cirebon, June 14, 1972
Domiciled in Tangerang, Banten, Indonesia

Periode dan Riwayat Penunjukan

Menjabat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-08/DK/BF/10/2023 tanggal 9 Oktober 2023. Jabatan ini merupakan periode ke-2, sebelumnya beliau telah menjabat untuk periode 2020-2023 yang diangkat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-07/DK/BF/10/2020 tanggal 9 Oktober 2020.

Appointment Period and History

Appointed based on The Board of Commissioners' Decision Letter Number KEP-08/DK/BF/10/2023 dated October 9, 2023. This position is the 2nd term, previously he served for the 2020-2023 period and was appointed based on the Decision Letter of the Board of Commissioners Number KEP-07/DK/BF/10/2020 dated October 9, 2020.

Riwayat Pendidikan

- Master of Arts jurusan *International Relation* dari International University of Japan, Niigata, Jepang (2010)
- Magister Sains Ekonomi jurusan Ilmu Ekonomi dari Universitas Indonesia (2010)
- Sarjana Sains Terapan Akuntansi Jurusan Akuntansi dari Sekolah Tinggi Akuntansi Negara (STAN) (2005)
- Sarjana Ekonomi Jurusan Manajemen dari Universitas Terbuka (UT) (1999)
- Diploma III Keuangan jurusan Anggaran dari Sekolah Tinggi Akuntansi Negara (STAN) (1994)

Educational Background

- Master of Arts majoring in International Relations from the International University of Japan, Niigata, Japan (2010)
- Master of Science in Economics majoring in Economics from the University of Indonesia (2010)
- Bachelor of Applied Science in Accounting, majoring in Accounting from the State College of Accountancy (STAN) (2005)
- Bachelor of Economics, Majoring in Management from the Open University (UT) (1999)
- Diploma III in Finance majoring in Budget from the State College of Accountancy (STAN) (1994)

Sertifikasi Profesi yang Dimiliki

- Certification in Audit Committee Practices, dari Ikatan Komite Audit Internal (2023)

Professional Certification Held

- Certification in Audit Committee Practices, from the Internal Audit Committee Association (2023)

Pengalaman Kerja

- Kepala Kantor Pelayanan Perbendaharaan Negara Bandung I pada Direktorat Jenderal Perbendaharaan Kementerian Keuangan (2022-sekarang)
- Kasubdit Perduktek PNB K/L pada Direktorat Jenderal Anggaran Kementerian Keuangan (2019-2022)

Work Experience

- Head of Bandung I State Treasury Service Office at the Directorate General of Treasury, Ministry of Finance (2022-present)
- Head of Sub-Directorate of PNBK Perduktek K/L at the Directorate General of Budget, Ministry of Finance (2019-2022)

Rangkap Jabatan

Di Luar Perusahaan: tidak ada.
Di Dalam Perusahaan: tidak ada.

Concurrent Position

Outside the Company : none.
Within the Company: none.



Independensi Anggota Komite Audit

The Independence of Audit Committee Members

Berdasarkan piagam/pedoman kerja yang dimiliki Komite Audit, anggota Komite Audit Bio Farma bersifat independen. Berdasarkan hasil pembahasan atas kriteria independensi, maka semua anggota Komite Audit telah memenuhi kriteria independen sebagaimana tercantum di bawah ini:

Based on the charter/work guidelines of the Audit Committee, the members of the Bio Farma Audit Committee are independent. Based on the results of the discussion on independence criteria, all members of the Audit Committee have met the independent criteria as listed below:



Independensi Anggota Komite Audit
The Independence of Audit Committee Members

Aspek Independensi <i>Aspects of Independence</i>	Roni Dwi Susanto	Tanri Abeng	Ahmad M. Ramli	Didik Kusnaini	Sugianto	Ade Permadi
Merupakan orang dalam Kantor Akuntan Publik, Kantor Konsultan Hukum, atau pihak lain yang memberi jasa audit, jasa non audit dan atau jasa konsultasi lain kepada Perusahaan dalam waktu 6 (enam) bulan terakhir sebelum diangkat oleh Komisaris. <i>Is a person in a Public Accounting Firm, Legal Consultant Firm, or other party who provided audit services, non-audit services and/or other consulting services to the Company within the last 6 (six) months before being appointed by the Board of Commissioner.</i>	x	x	x	x	x	x
Pihak yang mempunyai wewenang dan bertanggung jawab untuk merencanakan, memimpin atau mengendalikan kegiatan Perusahaan dalam waktu 12 bulan terakhir. <i>The party who has the authority and responsibility to plan, lead or control the Company's activities within the last 12 months.</i>	x	x	x	x	x	x
Merangkap sebagai anggota Komite Audit pada BUMN/perusahaan lain. <i>To serve as a member of the Audit Committee at SOE/other companies.</i>	x	x	x	x	x	x
Mempunyai hubungan keluarga karena perkawinan dan keturunan sampai derajat kedua, baik secara horizontal maupun vertikal dengan Komisaris, Direksi atau pemegang saham Perusahaan. <i>To have a family relationship by marriage and descent up to the second degree, both horizontally and vertically with the Board of Commissioners, the Board of Directors or the shareholders of the Company.</i>	x	x	x	x	x	x
Mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perusahaan. <i>To have direct or indirect business relationships related to the Company's business activities.</i>	x	x	x	x	x	x

√ = Iya | x = Tidak

√ = Yes | x = No

Seluruh anggota Komite Audit tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan Dewan Komisaris dan Direksi, yang dapat mempengaruhi kemampuannya bertindak secara independen.

All members of the Audit Committee have no financial, management, share ownership, and/or family relationships with the Board of Commissioners and the Board of Directors, which could affect their ability to act independently.



Piagam Komite Audit Audit Committee Charter

Agar Komite Audit dapat berperan secara efisien dan efektif, maka disusun Piagam atau Pedoman Kerja Komite Audit yang dimutakhirkan dan disahkan terakhir oleh Dewan Komisaris pada tanggal 1 Juli 2014. Pedoman Kerja tersebut mencakup struktur keanggotaan, persyaratan keanggotaan termasuk persyaratan kompetensi dan independensi, tugas, tanggung jawab dan wewenang, serta rapat, pelaporan dan anggaran.

In order for the Audit Committee to play its role efficiently and effectively, an Audit Committee Charter or Work Guideline was prepared which was updated and finalized by the Board of Commissioners on July 1, 2014. The Work Guideline covers the membership structure, membership requirements including competency and independence requirements, duties and responsibilities, responsibility and authority, as well as meetings, reporting and budgets.



Tugas dan Tanggung Jawab Komite Audit The Duties and Responsibilities of the Audit Committee

Komite Audit bertugas untuk memberikan pendapat kepada Dewan Komisaris terhadap laporan atau hal-hal yang disampaikan oleh Direksi, mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris dan melaksanakan tugas-tugas lain yang berkaitan dengan tugas Dewan Komisaris.

The Audit Committee is tasked with providing opinions to the Board of Commissioners regarding reports or matters submitted by the Board of Directors, identifying matters that require the attention of the Board of Commissioners and carrying out other tasks related to the duties of the Board of Commissioners.

Tugas pokok Komite Audit adalah sebagai berikut:

1. Membantu Dewan Komisaris untuk memastikan efektivitas sistem pengendalian intern dan efektivitas pelaksanaan tugas eksternal auditor dan internal auditor.
2. Menilai pelaksanaan kegiatan serta hasil audit yang dilaksanakan oleh satuan pengawasan intern maupun auditor eksternal.
3. Memberikan rekomendasi mengenai penyempurnaan sistem pengendalian manajemen serta pelaksanaannya.
4. Memastikan telah terdapat prosedur evaluasi yang memuaskan terhadap informasi yang dikeluarkan perusahaan.
5. Melakukan identifikasi hal-hal yang memerlukan perhatian dewan komisaris serta tugas-tugas dewan komisaris lainnya.
6. Menyusun jenis dan jumlah gaji atau honorarium tunjangan dan fasilitas yang sudah/akan diberikan kepada Direksi dan Dewan Komisaris untuk diajukan Dewan Komisaris kepada RUPS.
7. Melakukan evaluasi dan analisis atas sistem penggajian, honorarium tunjangan fasilitas yang sudah/akan diberikan kepada level manajemen dan karyawan.

The main duties of the Audit Committee are as follows:

1. To assist the Board of Commissioners to ensure the effectiveness of the internal control system and the effectiveness of carrying out the duties of external auditors and internal auditors.
2. To assess the implementation of activities and the results of audits carried out by the internal supervision unit and external auditors.
3. To provide recommendations regarding improvements to the management control system and its implementation.
4. To ensure that there are satisfactory evaluation procedures for the information released by the company.
5. To identify matters that require the attention of the board of commissioners as well as other duties of the board of commissioners.
6. To prepare the type and amount of salary or honorarium for allowances and facilities that have been/will be given to the Board of Directors and the Board of Commissioners to be submitted to the Board of Commissioners at the GMS.
7. To conduct the evaluation and analysis of the payroll system, honorarium for facility allowances that have been/will be given to management and employee levels.



Komite Audit juga melaksanakan tugas lain yang diberikan oleh Dewan Komisaris antara lain sebagai berikut, namun tidak terbatas pada:

1. Melakukan penelaahan atas informasi mengenai Perusahaan serta RJPP, RKAP, Laporan Manajemen Perusahaan dan informasi lainnya.
2. Melakukan penelaahan atas ketaatan Perusahaan terhadap peraturan perundang-undangan yang berlaku dengan kegiatan Perusahaan.
3. Melakukan penelaahan atas pengaduan yang berkaitan dengan Perusahaan.
4. Mengkaji kecukupan fungsi audit internal termasuk jumlah auditor, rencana kerja tahunan, dan penugasan yang telah dilaksanakan.
5. Mengkaji kecukupan fungsi audit eksternal termasuk di dalamnya perencanaan audit dan jumlah auditornya.

The Audit Committee also carries out other tasks assigned by the Board of Commissioners, including the following, but not limited to:

1. To review information regarding the Company as well as RJPP, Company's Work Plan and Budget (RKAP), Company's Management Reports and other information.
2. To review the Company's compliance with the laws and regulations that apply to the Company's activities.
3. To review complaints related to the Company.
4. To review the adequacy of the internal audit function including the number of auditors, annual work plans, and assignments that have been carried out.
5. To review the adequacy of the external audit function, including audit planning and the number of auditors.



Hak dan Kewenangan Komite Audit

The Rights and Authorities of the Audit Committee

Komite Audit memiliki hak dan wewenang yang tercantum dalam Piagam Komite Audit, dengan rincian sebagai berikut:

1. Kepada Anggota Komite Audit baru diberikan orientasi atau program pengenalan mengenai peran, tanggung jawab dan kerangka kerja Komite Audit.
2. Komite Audit menerima otoritas dan penugasan dari Dewan Komisaris dengan memperhatikan peraturan yang terkait dengan Badan Usaha Milik Negara.
3. Dalam menjalankan tugasnya Komite Audit berwenang untuk mengakses catatan atau informasi tentang karyawan, dana, aset serta sumber daya Bio Farma lainnya yang berkaitan dengan pelaksanaan tugasnya.
4. Komite Audit, berdasarkan Surat Tugas dari Komisaris, memiliki hak akses atas informasi yang ada di Perusahaan dari Direksi, SPI dan semua satuan organisasi perusahaan. Jika terjadi kasus/indikasi penyimpangan komite audit perlu meneliti/klarifikasi kasus-kasus tersebut.
5. Komite Audit dengan persetujuan Komisaris dapat meminta saran dan bantuan dari tenaga ahli dan profesional lain atas beban Bio Farma.

The Audit Committee has the rights and authority stated in the Audit Committee Charter, with the following details:

1. New Audit Committee members are given an orientation or introduction program regarding the roles, responsibilities, and framework of the Audit Committee.
2. The Audit Committee accepts authority and assignments from the Board of Commissioners by taking into account regulations related to State-Owned Enterprises.
3. In carrying out its duties, the Audit Committee has the authority to access records or information about employees, funds, assets, and other Bio Farma resources related to the implementation of its duties.
4. The Audit Committee, based on the Letter of Assignment from the Commissioner, has the right to access information in the Company from the Board of Directors, SPI and all company organizational units. If cases / indications of irregularities occur, the audit committee needs to investigate / clarify these cases.
5. The Audit Committee, with the approval of the Board of Commissioners, can request advice and assistance from experts and other professionals at Bio Farma's expense.



Pembagian Tugas Antar Komite Audit

The Division of Duties Between Audit Committees

Tidak terdapat pembagian tugas antar-anggota Komite Audit.

There is no division of tasks between members of the Audit Committee.



Pengembangan Kompetensi Anggota Komite Audit

The Competency Development of Audit Committee Members

Pelaksanaan program pendidikan atau pelatihan bagi Komite Audit diselenggarakan untuk meningkatkan kompetensi. Rincian realisasinya pada tahun 2023 adalah sebagaimana disampaikan di bawah ini:

The implementation of education or training programs for the Audit Committee is carried out to improve competency. The details of its realization in 2023 are as presented below:

Nama dan Jabatan Name and Position	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu dan Tempat Penyelenggaraan Time and Place	Penyelenggara Organizer
Ade Permadi (Anggota/Pihak Independen) (Member/Independent Party)	Manajemen Keberlangsungan Bisnis Business Continuity Management	1-3 Februari 2023 February 1-3, 2023	BPPK Kementerian Keuangan BPPK Ministry of Finance
Sugianto Ade Permadi (Anggota/Pihak Independen) (Member/Independent Party)	Sosialisasi Juknis Komposisi dan Kualifikasi Organ Pengelola Risiko Socialization of Technical Guidelines on the Composition and Qualifications of Risk Management Organs	13 Juni 2023 June 13, 2023	Kementerian BUMN Ministry of SOEs
Sugianto (Anggota/Pihak Independen) (Member/Independent Party)	<i>Subsidiary Governance</i>	13 Juni 2023 June 13, 2023	PT Sinergi Daya Prima
Sugianto Ade Permadi (Anggota/Pihak Independen) (Member/Independent Party)	Audit Teknologi Informasi Information Technology Audit	27 Juni 2023 June 27, 2023	Kementerian BUMN Ministry of SOEs
Ade Permadi (Anggota/Pihak Independen) (Member/Independent Party)	<i>Subsidiary Governance</i>	5 Juli 2023 July 5, 2023	PT Sinergi Daya Prima
Sugianto (Anggota/Pihak Independen) (Member/Independent Party)	<i>Certification in Audit Committee Practices (CACP)</i>	25-27 Juli 2023 July 25-27, 2023	Ikatan Komite Audit Indonesia Indonesian Audit Committee Association
Ade Permadi (Anggota/Pihak Independen) (Member/Independent Party)	<i>Certification in Audit Committee Practices (CACP)</i>	8-10 Agustus 2023 August 8-10, 2023	Ikatan Komite Audit Indonesia Indonesian Audit Committee Association



Nama dan Jabatan Name and Position	Materi Pendidikan dan Pelatihan Education and Training Materials	Waktu dan Tempat Penyelenggaraan Time and Place	Penyelenggara Organizer
Sugianto (Anggota/Pihak Independen) (Member/Independent Party)	Sertifikasi Kompetensi Governance, Risk Management & Compliance Governance, Risk Management & Compliance Competency Certification	5-9 November 2023 November 5-9, 2023	Center for Risk Management & Sustainability



Rapat Komite Audit Audit Committee Meeting

Ketentuan Rapat Komite Audit tercantum dalam Pedoman Kerja atau Piagam Komite Audit. Rapat Komite Audit terdiri dari rapat pleno yang dihadiri oleh Ketua, Wakil Ketua dan anggota Komite Audit, serta rapat khusus yang hanya dihadiri oleh Anggota Komite Audit. Kedua jenis rapat tersebut dapat mengundang Divisi atau pihak terkait lainnya sesuai kebutuhan.

Komite Audit mengadakan rapat secara berkala, baik berupa rapat internal, atau rapat dengan Dewan Komisaris, Direksi, Kepala SPI, Kepala Divisi atau Auditor Eksternal. Setiap rapat Komite Audit dituangkan dalam risalah rapat yang ditandatangani oleh semua yang hadir.

Di sepanjang tahun 2023, Komite Audit menyelenggarakan 12 kali rapat. Frekuensi dan kehadiran Komite Audit serta risalah Rapat Komite Audit dapat dilihat pada tabel di bawah ini:

Provisions for Audit Committee Meetings are stated in the Work Guidelines or Audit Committee Charter. Audit Committee meetings consist of plenary meetings attended by the Chairman, Deputy Chairman and members of the Audit Committee, as well as special meetings attended only by Audit Committee Members. Both types of meetings can invite Divisions or other related parties as needed.

The Audit Committee holds regular meetings, either in the form of internal meetings, or meetings with the Board of Commissioners, Board of Directors, Head of SPI, Head of Division or External Auditor. Each Audit Committee meeting is outlined in the minutes of the meeting which are signed by all those present.

Throughout 2023, the Audit Committee will hold 12 meetings. The frequency and attendance of the Audit Committee as well as minutes of Audit Committee Meetings can be seen in the table below:

Frekuensi dan Kehadiran Komite Audit dalam Rapat yang Diselenggarakan di Tahun 2023
Frequency and Attendance of Internal Audit Committee Meetings in 2023

Komite Audit Audit Committee	Jumlah Wajib Rapat Number of Mandatory Meetings	Jumlah Kehadiran Number of Attendance	Jumlah Ketidakhadiran Number of Absences	Persentase Kehadiran Percentage of Attendance (%)
Roni Dwi Susanto (Ketua/Chairman)	12	12	0	100
Tanri Abeng (Anggota/Member)	12	12	0	100
Ahmad M. Ramli (Anggota/Member)	12	12	0	100
Didik Kusnaini (Anggota/Member*)	7	7	0	100
Sugianto (Anggota/Member)	12	12	0	100

Frekuensi dan Kehadiran Komite Audit dalam Rapat yang Diselenggarakan di Tahun 2023

Frequency and Attendance of Internal Audit Committee Meetings in 2023

Komite Audit Audit Committee	Jumlah Wajib Rapat Number of Mandatory Meetings	Jumlah Kehadiran Number of Attendance	Jumlah Ketidakhadiran Number of Absences	Persentase Kehadiran Percentage of Attendance (%)
Ade Permadi (Anggota/Member)	12	12	0	100
Made Arya Wijaya (Ketua/Chairman*)	4	4	0	100
Rata-rata Average				100

*) Made Arya Wijaya tidak lagi menjabat sejak 9 Juni 2023.
Posisinya digantikan oleh Didik Kusnaini.

*) Made Arya Wijaya no longer held office since June 9, 2023.
His position was replaced by Didik Kusnaini.

Risalah Rapat Komite Audit Tahun 2023

The Minutes of the Meeting of the Audit Committee of Bio Farma in 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Audit yang Tidak Hadir dan Alasannya Audit Committee Who Are Absent and Reasons
1	2 Februari 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi Desember 2022 Unaudited; Laporan Kinerja Bio Farma; Pencapaian KPI Konsolidasi; Laporan Progres PMN; Pencapaian investasi tahun 2022. 	<ul style="list-style-type: none"> Made Arya Wijaya; Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Sugianto; Ade Permadi. 	-
2	28 Februari 2023 February 28, 2023	<p>Pembahasan progress audit PT Bio Farma Group. Discussion on the audit progress of PT Bio Farma Group.</p>	<ul style="list-style-type: none"> Made Arya Wijaya; Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Sugianto; Ade Permadi. 	-
3	5 April 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi Tahun 2022 Audited; Laporan Kinerja Januari dan Februari 2023 Holding BUMN Farmasi; Laporan Kinerja Januari dan Februari 2023 Bio Farma as is; Pencapaian KPI 2022; Pencapaian Kesehatan 2022; Laporan Kinerja PMN (Audited 2022). 	<ul style="list-style-type: none"> Made Arya Wijaya; Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Sugianto; Ade Permadi. 	-



Risalah Rapat Komite Audit Tahun 2023

The Minutes of the Meeting of the Audit Committee of Bio Farma in 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Audit yang Tidak Hadir dan Alasannya Audit Committee Who Are Absent and Reasons
4	3 Mei 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Bio Farma Triwulan I 2023; Laporan Kinerja BUMN Holding Farmasi Triwulan I 2023. <ol style="list-style-type: none"> Bio Farma Performance Report 1st Quarter 2023; Performance Report of State-owned Pharmaceutical Holding for the first quarter of 2023. 	<ul style="list-style-type: none"> Made Arya Wijaya; Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Sugianto; Ade Permadi. 	-
5	25 Mei 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi April 2023; Laporan Kinerja BF April 2023; Laporan Persiapan RUPS; Monitoring Tindak Lanjut Hasil Audit. <ol style="list-style-type: none"> State-owned Pharmaceutical Holding Performance Report April 2023; BF Performance Report April 2023; GMS Preparation Report; Monitoring Follow-up of Audit Results. 	<ul style="list-style-type: none"> Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Sugianto; Ade Permadi. 	-
6	26 Juni 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi Mei 2023; Laporan Kinerja Bio Farma Mei 2023. <ol style="list-style-type: none"> State-owned Pharmaceutical Holding Performance Report May 2023; Bio Farma Performance Report May 2023. 	<ul style="list-style-type: none"> Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Didik Kusnaini; Sugianto; Ade Permadi. 	-
7	31 Juli 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi Semester I Tahun 2023; Laporan Kinerja Bio Farma Semester I Tahun 2023. <ol style="list-style-type: none"> Performance Report of Holding SOE Pharmaceuticals Semester I Year 2023; Bio Farma Performance Report for the first semester of 2023. 	<ul style="list-style-type: none"> Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Didik Kusnaini; Sugianto; Ade Permadi. 	-
8	28 Agustus 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi Juli 2023; Laporan Kinerja Bio Farma Juli 2023. <ol style="list-style-type: none"> Performance Report of State-owned Pharmaceutical Holding July 2023; Bio Farma Performance Report July 2023. 	<ul style="list-style-type: none"> Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Didik Kusnaini; Sugianto; Ade Permadi. 	-
9	27 September 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi Agustus 2023; Laporan Kinerja Bio Farma Agustus 2023. <ol style="list-style-type: none"> State-owned Pharmaceutical Holding Performance Report August 2023; Bio Farma Performance Report August 2023. 	<ul style="list-style-type: none"> Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Didik Kusnaini; Sugianto; Ade Permadi. 	-
10	23 Oktober 2023 February 2, 2023	<ol style="list-style-type: none"> Laporan Kinerja Holding BUMN Farmasi September 2023; Laporan Kinerja Bio Farma September 2023. <ol style="list-style-type: none"> Performance Report of State-owned Pharmaceutical Holding September 2023; Bio Farma Performance Report September 2023. 	<ul style="list-style-type: none"> Tanri Abeng; Ahmad M. Ramli; Roni Dwi Susanto; Didik Kusnaini; Sugianto; Ade Permadi. 	-

Risalah Rapat Komite Audit Tahun 2023
The Minutes of the Meeting of the Audit Committee of Bio Farma in 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Audit yang Tidak Hadir dan Alasannya Audit Committee Who Are Absent and Reasons
11	27 November 2023 February 2, 2023	1. Laporan Kinerja Holding BUMN Farmasi Oktober 2023; 2. Laporan Kinerja Bio Farma Oktober 2023. 1. State-owned Pharmaceutical Holding Performance Report October 2023; 2. Bio Farma Performance Report October 2023.	<ul style="list-style-type: none"> • Tanri Abeng; • Ahmad M. Ramli; • Roni Dwi Susanto; • Didik Kusnaini; • Sugianto; • Ade Permadi. 	-
12	28 Desember 2023 February 2, 2023	1. Laporan Kinerja Holding BUMN Farmasi November 2023; 2. Laporan Kinerja Bio Farma November 2023. 1. State-owned Pharmaceutical Holding Performance Report November 2023; 2. Bio Farma Performance Report November 2023.	<ul style="list-style-type: none"> • Tanri Abeng; • Ahmad M. Ramli; • Roni Dwi Susanto; • Didik Kusnaini; • Sugianto; • Ade Permadi. 	-



Pelaksanaan Tugas Komite Audit

The Implementation of Audit Committee Duties

Sampai dengan akhir tahun 2023, Dewan Komisaris telah melaksanakan tugas pengawasan dan pemberian nasihat kepada Direksi dengan dibantu oleh organ Dewan Komisaris, adapun beberapa kegiatan yang dilaksanakan oleh Komite Audit antara lain sebagai berikut:

1. Tanggapan atas Kinerja Manajemen
 - a. Surat Ketua Komite Audit No. 01/DK-KA/BF/II/2023 tanggal 4 Januari 2023 Hal Tanggapan Dewan Komisaris atas Kinerja Manajemen sampai dengan November 2022
 - b. Surat Ketua Komite Audit No. 02/DK-KA/BF/II/2023 tanggal 7 Januari 2023 Hal Hasil Sementara Audit Umum Tahun 2022
 - c. Surat Ketua Komite Audit No. 06/DK-KA/BF/II/2023 tanggal 23 Februari 2023 Hal Tanggapan Dewan Komisaris atas Kinerja Manajemen sampai dengan Desember 2022
 - d. Surat Ketua Komite Audit No. 13/DK-KA/BF/5/2023, 15 Mei 2023, hal Tanggapan Dewan Komisaris atas Laporan Tahunan Tahun Buku 2022 (Audited) PT Bio Farma (Persero)
 - e. Surat Ketua Komite Audit No. 14/DK-KA/5/2023, 30 Mei 2023, hal Tanggapan Dewan Komisaris atas Kinerja Manajemen s.d. April 2023

Until the end of 2023, the Board of Commissioners has carried out supervisory and advisory duties to the Board of Directors with the assistance of the organs of the Board of Commissioners, as for some activities carried out by the Audit Committee, among others, as follows:

1. Feedback on Management Performance
 - a. Audit Committee Chairman Letter Number 01/DK-KA/BF/II/2023 dated January 4, 2023 Regarding the Board of Commissioners' Response to Management Performance until November 2022
 - b. Letter of the Chairman of the Audit Committee Number 02/DK-KA/BF/II/2023 dated January 7, 2023 regarding the Interim Results of the General Audit for 2022
 - c. Audit Committee Chairman Letter Number 06/DK-KA/BF/II/2023 dated February 23, 2023 Regarding the Board of Commissioners' Response to Management Performance until December 2022
 - d. Letter of the Chairman of the Audit Committee Number 13/DK-KA/BF/5/2023, May 15, 2023, regarding the Board of Commissioners' Response to the Annual Report for the Fiscal Year 2022 (Audited) of PT Bio Farma (Persero)
 - e. Letter from the Chairman of the Audit Committee Number 14/DK-KA/5/2023, May 30, 2023, regarding the Board of Commissioners' Response to Management Performance up to April 2023



- f. Surat Ketua Komite Audit No. 15/DK-KA/7/2023 tanggal 5 Juli 2023, hal Tanggapan Dewan Komisaris atas Kinerja Bio Farma Holding s.d. Mei 2023
 - g. Surat Ketua Komite Audit No. 20A/DK-KA/8/2023 tanggal 8 Agustus 2023, hal Tanggapan Dewan Komisaris atas Kinerja Bio Farma Holding s.d. Juni 2023
 - h. Surat Ketua Komite Audit No. 27/DK-KA/9/2023 tanggal 6 September 2023, hal Tanggapan Dewan Komisaris atas Kinerja Bio Farma Holding s.d. Juli 2023
 - i. Surat Ketua Komite Audit No. 32/DK-KA/10/2023 tanggal 5 Oktober 2023, hal Tanggapan Dewan Komisaris atas Kinerja Bio Farma Holding s.d. Agustus 2023
 - j. Surat Ketua Komite Audit No. 36/DK-KA/11/2023 tanggal 3 November 2023, hal Tanggapan Dewan Komisaris atas Kinerja Bio Farma Holding s.d. September 2023
 - k. Surat Ketua Komite Audit No. 38/DK-KA/12/2023 tanggal 5 Desember 2023, hal Tanggapan Dewan Komisaris atas Kinerja Bio Farma Holding s.d. Oktober 2023
2. Tanggapan atas Usulan Aksi Korporasi
- a. Surat Ketua Komite Audit No. 08//DK-KA/BF/3/2023, 10 Maret 2023, hal Usulan Perubahan Struktur Organisasi PT Bio Farma (Persero)
 - b. Surat Ketua Komite Audit No. 10/DK-KA/BF/3/2023, 28 Maret 2023, hal Konsep Tanggapan atas Rencana Peningkatan Modal pada PT INUKI serta Pemindahtanganan dan Penghapusan Aktiva Tetap
 - c. Surat Ketua Komite Audit 11/DK-KA/BF/4/2023, 3 April 2023, hal Tanggapan atas Pemberian Pinjaman Kepada PT Indofarma Tbk dan atas Permohonan Tanggapan Tertulis Terkait Pinjaman dalam Rangka Restrukturisasi PT Indofarma Tbk
 - d. Surat Ketua Komite Audit dan KRPG No. 20/DK-KA/BF/08/2023 dan 29/DK-KRPG/VIII/2023 tanggal 14 Agustus 2023 hal Konsep Tanggapan atas Permohonan Persetujuan Tertulis atas Pengagunan Kekayaan Perseroan
- f. Audit Committee Chairman Letter Number 15/DK-KA/7/2023 dated July 5, 2023, regarding the Board of Commissioners' Response to Bio Farma Holding's Performance up to May 2023
 - g. Audit Committee Chairman Letter Number 20A/DK-KA/8/2023 dated August 8, 2023, regarding the Board of Commissioners' Response to Bio Farma Holding's Performance up to June 2023
 - h. Audit Committee Chairman Letter Number 27/DK-KA/9/2023 dated September 6, 2023, regarding the Board of Commissioners' Response to Bio Farma Holding's Performance up to July 2023
 - i. Audit Committee Chairman Letter Number 32/DK-KA/10/2023 dated October 5, 2023, regarding the Board of Commissioners' Response to Bio Farma Holding's Performance up to August 2023
 - j. Audit Committee Chairman Letter Number 36/DK-KA/11/2023 dated November 3, 2023, regarding the Board of Commissioners' Response to Bio Farma Holding's Performance up to September 2023
 - k. Audit Committee Chairman Letter Number 38/DK-KA/12/2023 dated December 5, 2023, regarding the Board of Commissioners' Response to Bio Farma Holding's Performance up to October 2023
2. Response to Proposed Corporate Action
- a. Letter of the Chairman of the Audit Committee Number 08/DK-KA/BF/3/2023, March 10, 2023, regarding Proposed Changes to the Organizational Structure of PT Bio Farma (Persero)
 - b. Letter of the Chairman of the Audit Committee Number 10/DK-KA/BF/3/2023, March 28, 2023, regarding the Concept of Response to the Capital Increase Plan at PT INUKI as well as the Transfer and Write-off of Fixed Assets
 - c. Letter of the Chairman of the Audit Committee 11/DK-KA/BF/4/2023, April 3, 2023, regarding Responses to the Provision of Loans to PT Indofarma Tbk and Request for Written Responses Related to Loans in the Context of Restructuring PT Indofarma Tbk
 - d. Letter of the Chairman of the Audit Committee and KRPG Number 20/DK-KA/BF/08/2023 and 29/DK-KRPG/VIII/2023 dated August 14, 2023 regarding the Draft Response to the Request for Written Approval of the Company's Property Collateral

3. Tanggapan atas Usulan RKAP

Surat Ketua Komite Audit No. 3/DK-KA/BF/1/2023, 16 Januari 2023, hal Update Penyampaian dan Permohonan Tanggapan Dewan Komisaris atas Rancangan RKAP PT Bio Farma (Persero) Tahun 2023

4. Tanggapan atas Laporan Tahunan

Surat Ketua Komite Audit No. 13/DK-KA/5/2023, 15 Mei 2023, hal Tanggapan Dewan Komisaris atas Laporan Tahunan Tahun Buku 2022 (audited) PT Bio Farma (Persero)

5. Tanggapan atas Usulan Aksi Korporasi

a. Kunjungan Kerja/Perjalanan Dinas

- Surat Ketua Komite Audit No. 4/DK-KA/BF/1/2023, 24 Januari 2023, hal Penyampaian Laporan Rapat Pembahasan Temuan Uji Tuntas Dana Pensiun PT Kimia Farma, Tbk
- Surat PLT Ketua Komite Audit No. S-24/DK/BF/05/2023, 12 Mei 2023, hal Laporan Rapat dengan Wakil Menteri 1

b. Laporan Berkala

- Surat Ketua Komite Audit No. 07/DK-KA/2/2023, 24 Februari 2023, hal Laporan Kegiatan Komite Audit Triwulan IV Tahun 2022
- Surat Ketua Komite Audit No. 09/DK-KA/BF/3/2023, 15 Maret 2023, hal Laporan Tahunan Komite Audit PT Bio Farma (Persero)
- Surat Ketua Komite Audit No. 12A/DK-KA/BF/5/2023, 5 Mei 2023, hal Laporan Kegiatan Komite Audit Triwulan I Tahun 2023
- Surat Ketua Komite Audit No. 16/DK-KA/BF/7/2023 tanggal 18 Juli 2023, hal Laporan Kegiatan Komite Audit Triwulan II Tahun 2023
- Surat Ketua Komite Audit No. 34/DK-KA/BF/10/2023 tanggal 26 Oktober 2023, hal Laporan Kegiatan Komite Audit Triwulan III Tahun 2023

6. Lain-lain

- a. Surat Ketua Komite Audit No. 05/DK-KA/BF/2/2023 tanggal 21 Februari 2023, hal Tanggapan Dewan Komisaris atas Draft Piagam Pengawasan Intern Holding BUMN Farmasi

3. Response to the Company's Work Plan and Budget (RKAP) Proposal

Letter of the Chairman of the Audit Committee No. 3/DK-KA/BF/1/2023, January 16, 2023, regarding Update on the Submission and Request for Board of Commissioners' Response to the Draft RKAP PT Bio Farma (Persero) for 2023

4. Response to Annual Report

Letter of the Chairman of the Audit Committee No. 13/DK-KA/5/2023, May 15, 2023, regarding the Board of Commissioners' Response to the Annual Report for the Fiscal Year 2022 (audited) of PT Bio Farma (Persero).

5. Audit Committee Report

a. Work Visit/Work Trip

- Letter of the Chairman of the Audit Committee Number 4/DK-KA/BF/1/2023, January 24, 2023, regarding Submission of Meeting Report on the Discussion of Due Diligence Findings of Pension Fund of PT Kimia Farma, Tbk
- Letter of PLT Chairman of Audit Committee Number S-24/DK/BF/05/2023, May 12, 2023, regarding Meeting Report with Deputy Minister 1

b. Periodic Report

- Audit Committee Chairman Letter Number 07/DK-KA/2/2023, February 24, 2023, regarding the Audit Committee Activity Report for the fourth quarter of 2022
- Audit Committee Chairman Letter Number 09/DK-KA/BF/3/2023, March 15, 2023, regarding the Annual Report of the Audit Committee of PT Bio Farma (Persero)
- Audit Committee Chairman Letter Number 12A/DK-KA/BF/5/2023, May 5, 2023, regarding Audit Committee Activity Report for the first quarter of 2023
- Audit Committee Chairman Letter Number 16/DK-KA/BF/7/2023 dated July 18, 2023, regarding the Audit Committee Activity Report for the second quarter of 2023
- Audit Committee Chairman Letter Number 34/DK-KA/BF/10/2023 dated October 26, 2023, regarding the Audit Committee Activity Report for the third quarter of 2023

6. Others

- a. Letter of the Chairman of the Audit Committee Number 05/DK-KA/BF/2/2023 dated February 21, 2023, regarding the Board of Commissioners' Response to the Draft Charter of Internal Supervision of Pharmaceutical Holding SOEs



- b. Surat Ketua Komite Audit No. 12/DK-KA/BF/5/2023 tanggal 4 Mei 2023, hal Usulan Penunjukan Kembali KAP Hendrawinata, Hanny, Erwin & Sumargo untuk Mengaudit Laporan Keuangan Konsolidasian PT Bio Farma (Persero) dan Laporan Keuangan Pendanaan Usaha Mikro dan Kecil (PUMK) Program Tanggung Jawa Sosial dan Lingkungan (TJSL) Tahun Buku 2023
 - c. Surat Ketua Komite Audit No. 16/DK-KA/BF/7/2023 tanggal 24 Juli 2023, hal Rancangan Perubahan Piagam Komite Audit
 - d. Surat Ketua Komite Audit No. 21/DK-KA/BF/8/2023 tanggal 18 Agustus 2023, hal Persetujuan atas Piagam Pengawasan Intern PT Bio Farma
 - e. Surat Ketua Komite Audit No. 24/DK-KA/BF/8/2023 tanggal 27 Agustus 2023, hal Pengisian Evaluasi Kinerja KAP Tahun Buku 2022 PT Bio Farma
- b. Letter of the Chairman of the Audit Committee Number 12/DK-KA/BF/5/2023 dated May 4, 2023, regarding the Proposal for Reappointment of KAP Hendrawinata, Hanny, Erwin & Sumargo to Audit the Consolidated Financial Statements of PT Bio Farma (Persero) and the Financial Statements of the Micro and Small Business Funding (PUMK) of the Corporate Social and Environmental Responsibility (CSR) Program for Fiscal Year 2023
 - c. Letter of the Chairman of the Audit Committee Number 16/DK-KA/BF/7/2023 dated July 24, 2023, regarding the Draft Amendment to the Audit Committee Charter
 - d. Audit Committee Chairman Letter Number 21/DK-KA/BF/8/2023 dated August 18, 2023, regarding Approval of PT Bio Farma's Internal Audit Charter
 - e. Letter of the Chairman of the Audit Committee Number 24/DK-KA/BF/8/2023 dated August 27, 2023, regarding the completion of the KAP Performance Evaluation for the fiscal year 2022 of PT Bio Farma



Remunerasi Komite Audit Audit Committee Remuneration

Remunerasi Komite Audit di Bio Farma diatur dalam Peraturan Menteri BUMN RI Nomor PER-06/MBU/04 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara.

The remuneration of the Audit Committee at Bio Farma is regulated in the Regulation of the Minister of SOEs of the Republic of Indonesia Number PER-06/MBU/04 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises.

Komite Risiko, Pengembangan & GCG Risk, Development & GCG Committee

Komite Risiko, Pengembangan & GCG dibentuk dengan tujuan untuk membantu Dewan Komisaris dalam melaksanakan fungsi pengawasan dan pemberian nasihat kepada Direksi dalam rangka untuk menjamin agar Bio Farma dikelola sesuai dengan visi dan misinya, memenuhi kaidah GCG, serta untuk meningkatkan kepercayaan pemangku kepentingan, dengan cara:

1. Memastikan bahwa penerapan prinsip-prinsip GCG dan manajemen risiko dalam Perusahaan telah berjalan dengan baik dan memadai;
 2. Memastikan bahwa Perusahaan telah memiliki strategi dan menerapkan manajemen risiko dalam pengembangan usaha;
 3. Memastikan bahwa Perusahaan telah memiliki kebijakan nominasi dan remunerasi yang meliputi analisis organisasi, prosedur dan kriteria rekrutmen, seleksi dan promosi serta sistem penggajian dan honorarium.
1. To ensure that the implementation of GCG principles and risk management within the Company is running well and adequately;
 2. To ensure that the Company has a strategy and implements risk management in business development;
 3. To ensure that the Company has a nomination and remuneration policy which includes organizational analysis, procedures and criteria for recruitment, selection and promotion as well as a salary and honorarium system.



Kriteria untuk Menjadi Komite Risiko, Pengembangan & GCG

Criteria for Becoming a Risk, Development & GCG Committee

Sesuai dengan Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, anggota Komite Risiko, Pengembangan dan GCG yang berasal dari selain Dewan Komisaris harus memenuhi syarat sebagai berikut:

- Memiliki integritas yang baik dan pengetahuan serta pengalaman kerja yang cukup di bidang nominasi dan remunerasi;
- Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan benturan kepentingan terhadap BUMN yang bersangkutan;
- Mampu berkomunikasi secara efektif;
- Dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya; dan
- Syarat lain yang ditetapkan dalam piagam Komite Nominasi dan Remunerasi atau nomenklatur lain dengan fungsi yang sama, jika diperlukan.

In accordance with the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 on Organs and Human Resources of State-Owned Enterprises, members of the Risk, Development and GCG Committee from outside the Board of Commissioners must meet the following requirements:

- Have good integrity and sufficient knowledge and work experience in the field of nomination and remuneration;
- Have no personal interests/relationships that could have a negative impact and conflict of interest on the SOE concerned;
- Able to communicate effectively;
- Can provide sufficient time to complete their duties; and
- Other requirements set out in the Nomination and Remuneration Committee charter or other nomenclature with the same function, if required.



Pengangkatan dan Pemberhentian serta Ketentuan Masa Jabatan Komite Risiko, Pengembangan & GCG

Appointment and Dismissal as well as Terms of Service for the Risk, Development & GCG Committee

Mekanisme dan tata cara pengangkatan dan pemberhentian anggota Komite Risiko, Pengembangan & GCG diatur secara dalam Pedoman Kerja Komite Risiko Pengembangan dan GCG. Komite Risiko, Pengembangan & GCG dibentuk Dewan Komisaris dan berfungsi membantu Dewan Komisaris dalam melaksanakan tugasnya. Komite Risiko, Pengembangan & GCG bertanggung jawab langsung kepada Dewan Komisaris.

Masa jabatan anggota Komite Risiko, Pengembangan & GCG yang bukan merupakan anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

The mechanisms and procedures for appointing and dismissing the members of the Risk, Development & GCG Committee are regulated in the Work Guidelines for the Risk, Development and GCG Committee. The Risk, Development & GCG Committee was formed by the Board of Commissioners and functions to assist the Board of Commissioners in carrying out its duties. The Risk, Development & GCG Committee is directly responsible to the Board of Commissioners.

The term of office of members of the Risk, Development & GCG Committee who are not the members of the Board of Commissioners is a maximum of 3 (three) years and can be extended once for 2 (two) terms of office, without prejudice to the right of the Board of Commissioners to dismiss them at any time.



Susunan dan Profil Anggota Komite

The Structure and Profile of Committee Members

Anggota Komite Risiko, Pengembangan & GCG Bio Farma terdiri dari 6 (enam) orang, yaitu 4 (empat) orang berasal dari anggota Dewan Komisaris sebagai Ketua dan anggota serta 2 (dua) orang anggota dari pihak eksternal. Anggota Komite Risiko, Pengembangan & GCG Bio Farma tidak berasal dari karyawan Bio Farma dan tidak mempunyai benturan kepentingan, bukan pelanggan dan bukan vendor Bio Farma. Dewan Komisaris mengangkat dan memberhentikan Ketua/Anggota Komite melalui Surat Keputusan Komisaris dan disampaikan pada Kementerian BUMN selaku pemegang saham.

Bio Farma's Risk, Development & GCG Committee members consist of 6 (six) people, i.e., 4 (four) members from the Board of Commissioners as Chairman and members and 2 (two) members from external parties. The members of the Bio Farma Risk, Development & GCG Committee do not come from Bio Farma's employees and have no conflict of interest, are not customers and are not Bio Farma's vendors. The Board of Commissioners appoints and dismisses the Chairman/Members of the Committee through a Board of Commissioner's Decision Letter and submits it to the Ministry of State-Owned Enterprises as the shareholder.

Susunan Komite Risiko, Pengembangan & GCG
The Structure of Risk, Development & GCG Committee

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Masa Jabatan dan Periode Jabatan Term of Office and Period of Service
Nizar Yamanie	Ketua/Komisaris Independen Chairman/Independent Commissioner	Surat Keputusan Dewan Komisaris No. KEP-13/DK/BF/05/2021 tanggal 27 Mei 2021 The Board of Commissioners' Decision Letter Number KEP-13/DK/BF/05/2021 dated May 27, 2021	Mengikuti masa jabatan sebagai Dewan Komisaris Following the term of office as the Board of Commissioners
Roni Dwi Susanto	Anggota/Komisaris Member/Board of Commissioner	Surat Keputusan Dewan Komisaris No. KEP-16/DK/BF/10/2021 tanggal 10 Oktober 2021 The Board of Commissioners' Decision Letter Number KEP-16/DK/BF/10/2021 dated October 10, 2021	
Ahmad M. Ramli	Anggota/Komisaris Member/Board of Commissioner	Surat Keputusan Dewan Komisaris No. KEP-13/DK/BF/05/2021 tanggal 27 Mei 2021 The Board of Commissioners' Decision Letter Number KEP-13/DK/BF/05/2021 dated May 27, 2021	
Arianti Anaya	Anggota/Komisaris Member/Board of Commissioner	Surat Keputusan Dewan Komisaris No. KEP-03/DK/BF/2022 tanggal 16 Maret 2022 The Board of Commissioners' Decision Letter Number KEP-03/DK/BF/2022 dated March 16, 2022	
Muhammad Budi Prasetyo	Anggota/Pihak Independen Member/Independent Party	Surat Keputusan Dewan Komisaris No. KEP-01/DK/BF/02/2022 tanggal 18 Februari 2022 The Board of Commissioners' Decision Letter Number KEP-01/DK/BF/02/2022 dated February 18, 2022	18 Februari 2022 s.d 18 Februari 2024, Periode Kedua February 18, 2022 to February 18, 2024, Second Period
Indra Maulana	Anggota/Pihak Independen Member/Independent Party	Surat Keputusan Dewan Komisaris No. KEP-11/DK/BF/05/2021 tanggal 1 Mei 2021 The Board of Commissioners' Decision Letter Number KEP-11/DK/BF/05/2021 dated May 1, 2021	1 Mei 2021 s.d 1 Mei 2024, Periode Pertama May 1, 2021 to May 1, 2024, First Period

Profil masing-masing Komite Risiko, Pengembangan & GCG dapat dilihat di bawah ini.

The profiles of each Risk, Development & GCG Committee can be seen below.

Nizar Yamanie
Ketua Komite Risiko, Pengembangan & GCG
The Chairman of the Risk, Development & GCG Committee

Profil Ketua Komite Risiko, Pengembangan & GCG/Komisaris Independen, Nizar Yamanie, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.

The profile of the Chairman of the Risk, Development & GCG Committee/Independent Commissioner, Nizar Yamanie, can be seen in the Board of Commissioners' Profile section in the Company's Profile chapters

Roni Dwi Susanto
Anggota Komite Risiko, Pengembangan & GCG
Chairman

Profil Anggota Komite Risiko, Pengembangan & GCG/Komisaris, Roni Dwi Susanto, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.

The profile of the Risk, Development & GCG Committee Member/Board of Commissioner, Roni Dwi Susanto, can be seen in the Board of Commissioners' Profile section in the Company's Profile chapter.

Ahmad M. Ramli
Anggota Komite Risiko, Pengembangan & GCG
Chairman

Profil Anggota Komite Risiko, Pengembangan & GCG/Komisaris, Ahmad M. Ramli, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.

The profile of the Risk, Development & GCG Committee Member/Board of Commissioner, Ahmad M. Ramli, can be seen in the Board of Commissioners' Profile section in the Company's Profile chapter.

Arianti Anaya
Anggota Komite Risiko, Pengembangan & GCG
Chairman

Profil Anggota Komite Risiko, Pengembangan & GCG/Komisaris, Arianti Anaya, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.

The profile of the Risk, Development & GCG Committee Member/Commissioner, Arianti Anaya, can be seen in the Board of Commissioners' Profile section in the Company's Profile chapter.



Muhammad Budi Prasetyo
Anggota Komite Risiko, Pengembangan & GCG/Pihak Independen
The Member of the Risk, Development & GCG Committee/Independent Party
Periode Jabatan: 18 Februari 2022 s.d 18 Februari 2024, Periode Kedua
Term of Office : February 18, 2022 until February 18, 2024, Second Period

Data Pribadi

Warga Negara Indonesia
Usia 39 tahun
Kelahiran Jakarta 6 Februari 1984
Domisili Kota Depok, Jawa Barat, Indonesia

Personal Data

Indonesian citizens
39 years-old
Born in Jakarta, February 6, 1984
Domiciled in Depok, West Java, Indonesia

Periode dan Riwayat Penunjukan

Menjabat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-01/DK/BF/02/2022 tanggal 18 Februari 2022. Jabatan ini merupakan periode ke-2, sebelumnya beliau telah menjabat untuk periode 2019-2022 yang diangkat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-04/DK/BF/02/2019 tanggal 18 Februari 2019.

Appointment Period and History

Appointed based on the Board of Commissioners' Decision Letter Number KEP-01/DK/BF/02/2022 dated February 18, 2022. This position is the 2nd term, previously he served for the 2019-2022 period and was appointed based on the Decision Letter of the Board of Commissioners Number KEP-04/DK/BF/02/2019 dated February 18, 2019.

Riwayat Pendidikan

- Magister Sains Manajemen dari Universitas Indonesia (2011)
- Sarjana Ekonomi dari Universitas Indonesia (2007)

Educational Background

- Master of Management Science from the University of Indonesia (2011)
- Bachelor of Economics from the University of Indonesia (2007)

Sertifikasi Profesi yang Dimiliki

- Certified Risk Management Professional (CRMP) dari Badan Nasional Sertifikasi Profesi (BNSP) tahun 2023

Professional Certification Held

- Certified Risk Management Professional (CRMP) dari Badan Nasional Sertifikasi Profesi (BNSP) tahun 2023

Pengalaman Kerja

- Manajer Riset dan Konsultasi Pusat Ekonomi dan Bisnis Syariah (PEBS) FEB-UI (2019-sekarang).
- Dosen di Departemen Manajemen FEB Universitas Indonesia (2012-sekarang)

Work Experience

- Research and Consulting Manager of the Center for Sharia Economics and Business (PEBS) FEB-UI (2019-present).
- Lecturer at the Department of Management FEB University of Indonesia (2012-present)

Rangkap Jabatan

Di Luar Perusahaan: Dosen FEB di Universitas Indonesia (2012-sekarang)
Di Dalam Perusahaan: tidak ada.

Concurrent Position

Outside the Company: Lecturer of FEB at University of Indonesia (2012-present)
Within the Company: none.



Indra Maulana
Anggota Komite Risiko, Pengembangan & GCG/Pihak Independen
The Member of the Risk, Development & GCG Committee/Independent Party
Periode Jabatan: 1 Mei 2021 s.d 1 Mei 2024, Periode Pertama
Term of Office : May 1, 2021 to May 1, 2024, First Period

Data Pribadi

Warga Negara Indonesia
Usia 40 tahun
Kelahiran Jakarta 16 Februari 1983
Domisili Kota Tangerang, Banten, Indonesia

Personal Data

Indonesian citizens
40 years-old
Born in Jakarta February 16, 1983
Domiciled in Tangerang, Banten, Indonesia

Periode dan Riwayat Penunjukan

Pertama kali menjabat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-11/DK/BF/05/2021 tanggal 1 Mei 2021. Jabatan ini merupakan periode pertama.

Appointment Period and History

First served based on the Board of Commissioners' Decision Letter Number KEP-11/DK/BF/05/2021 dated May 1, 2021. This position is the first term.

Riwayat Pendidikan

- Master of Laws (LLM) on Law and Technology Universiteit Van Tilburg Netherlands (2008)
- Sarjana Hukum Universitas Padjadjaran (2005)

Educational Background

- Master of Laws (LLM) on Law and Technology Universiteit Van Tilburg Netherlands (2008)
- Bachelor of Law from Padjadjaran University (2005)

Sertifikasi Profesi yang Dimiliki

- Certified Risk Management Officer, dari Lembaga Sertifikasi Profesi Manajemen Risiko (LSPMR), tahun 2023
- Certified Risk Management Professional, dari Lembaga Sertifikasi Profesi Manajemen Risiko (LSPMR), tahun 2023

Professional Certification Held

- Certified Risk Management Officer, from the Risk Management Professional Certification Institute (LSPMR), 2023.
- Certified Risk Management Professional, from the Risk Management Professional Certification Institute (LSPMR), 2023

Pengalaman Kerja

- Sekretaris Direktorat Jenderal Penyelenggaraan Pos dan Informatika Kementerian Komunikasi dan Informatika RI (2023-sekarang)
- Koordinator Hukum dan Kerja Sama, Kementerian Komunikasi dan Informatika RI, (2020-2023)

Work Experience

- Secretary of the Directorate General of Post and Information Technology, Ministry of Communication and Information Technology (2023-present)
- Coordinator of Law and Cooperation, Ministry of Communication and Informatics RI, (2020-2023)

Rangkap Jabatan

Di Luar Perusahaan: Koordinator Hukum dan Kerja Sama, Sekretariat Direktorat Jenderal Penyelenggaraan Pos dan Informatika, Kementerian Komunikasi dan Informatika (2023-sekarang)
Di Dalam Perusahaan: tidak ada.

Concurrent Position

Outside the Company : Legal and Cooperation Coordinator, Secretariat of the Directorate General of Post and Information Technology, Ministry of Communication and Information Technology (2023-now)
Within the Company : none.



Piagam Komite Risiko, Pengembangan & GCG Risk, Development & GCG Committee Charter

Agar Komite Risiko, Pengembangan & GCG dapat berperan secara efisien dan efektif, maka disusun Piagam atau Pedoman Kerja Komite Risiko, Pengembangan & GCG yang dimutakhirkan dan disahkan oleh Dewan Komisaris. Pedoman Kerja tersebut mencakup struktur keanggotaan, persyaratan keanggotaan termasuk persyaratan kompetensi dan independensi, tugas, tanggung jawab dan wewenang, serta rapat, pelaporan dan anggaran.

For the Risk, Development & GCG Committee to play its role efficiently and effectively, a Charter or Work Guidelines for the Risk, Development & GCG Committee was prepared and approved by the Board of Commissioners. The Charter covers membership structure, membership requirements including competency and independence requirements, duties, responsibilities and authorities, as well as meetings, reporting and budget.



Independensi Anggota Komite Risiko, Pengembangan & GCG The Independence of Risk, Development & GCG Committee Members

Sebagai langkah menjaga independensi dalam pelaksanaan tugasnya, maka anggota Komite Risiko, Pengembangan & GCG tidak diperbolehkan memiliki hubungan afiliasi yang dapat mempengaruhi kemampuan untuk bertindak independen. Berdasarkan hasil pembahasan atas kriteria independensi, maka seluruh anggota Komite Risiko, Pengembangan & GCG telah memenuhi kriteria independen sebagai berikut:

As a step to maintain independence in carrying out their duties, the members of the Risk, Development & GCG Committee are not permitted to have affiliated relationships that could affect their ability to act independently. Based on the results of the discussion on independence criteria, all members of the Risk, Development & GCG Committee have met the following independent criteria:

Independensi Anggota Komite Risiko, Pengembangan & GCG
The Independence of Risk, Development & GCG Committee Members

Aspek Independensi <i>Aspects of Independence</i>	Nizar Yamanie	Roni Dwi Susanto	Ahmad M. Ramli	Arianti Anaya	Muhammad Budi Prasetyo	Indra Maulana
Memiliki keterikatan keuangan, kepengurusan, dan/atau kepemilikan saham. <i>To have financial involvement, management, and/or share ownership.</i>	x	x	x	x	x	x
Memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan konflik kepentingan terhadap BUMN yang bersangkutan. <i>To have personal interests/relationships that can have a negative impact and conflict of interest on the SOE in question.</i>	x	x	x	x	x	x
Mempunyai hubungan keluarga sedarah sampai derajat ke-3 (ke-tiga) baik menurut garis lurus maupun garis ke samping ataupun hubungan yang timbul karena perkawinan dengan Anggota Dewan Komisaris atau dengan Direksi, dan Pemegang Saham. <i>To have a blood family relationship up to the 3rd (third) degree either in a straight line or sideways or a relationship arising from marriage with a Member of the Board of Commissioners or with the Board of Directors, and Shareholders.</i>	x	x	x	x	x	x
Merangkap sebagai anggota komite pada perusahaan lain. <i>To serve as a committee member at another company.</i>	x	x	x	x	x	x
Adanya pemberian jasa kepada Perusahaan oleh institusi di mana anggota Komite Risiko, Pengembangan & GCG berasal. <i>The provision of services to the Company by the institution where the members of the Risk, Development & GCG Committee come from.</i>	x	x	x	x	x	x

Independensi Anggota Komite Risiko, Pengembangan & GCG
The Independence of Risk, Development & GCG Committee Members

Aspek Independensi <i>Aspects of Independence</i>	Nizar Yamanie	Roni Dwi Susanto	Ahmad M. Ramli	Arianti Anaya	Muhammad Budi Prasetyo	Indra Maulana
Menjabat sebagai pengurus partai politik dan/atau calon/anggota legislatif dan/atau merupakan calon atau menjabat sebagai kepala/wakil kepala pemerintahan daerah. <i>To serve as a political party administrator and/or candidate/legislative member and/or is a candidate or serves as head/deputy head of regional government.</i>	x	x	x	x	x	x
Mempunyai jabatan lain yang dapat menimbulkan benturan kepentingan terkait dengan jabatan dengan Perusahaan. <i>To hold another position that could give rise to a conflict of interest related to the position with the Company.</i>	x	x	x	x	x	x
Tidak dapat menghindari benturan kepentingan yang dapat berpengaruh pada pengawasan sebagai Komite Risiko, Pengembangan & GCG Bio Farma. <i>Can not avoid conflicts of interest that could affect supervision as Bio Farma's Risk, Development & GCG Committee.</i>	x	x	x	x	x	x

√ = Iya | x = Tidak

√ = Yes | x = No



Tugas dan Tanggung Jawab Komite Risiko, Pengembangan & GCG
The Duties and Responsibilities of the Risk, Development & GCG Committee

Komite Risiko, Pengembangan & GCG bertugas dan bertanggung jawab untuk memberikan rekomendasi kepada Dewan Komisaris, termasuk namun tidak terbatas pada hal-hal sebagai berikut:

- Melakukan dan memberikan rekomendasi atas efektivitas pelaksanaan manajemen risiko yang dilakukan oleh Divisi *Compliance* dan *Risk Management* Perusahaan.
- Melakukan atas penilaian risiko oleh Divisi *Compliance* dan *Risk Management* terhadap rencana investasi perusahaan yang material.
- Melakukan pengawasan atas kegiatan Divisi *Compliance* dan *Risk Management* dalam memantau pelaksanaan mitigasi risiko oleh unit-unit kerja terkait.
- Melakukan pengawasan atas pelaksanaan rekomendasi Komite Risiko, Pengembangan & GCG oleh Divisi *Compliance* dan *Risk Management*.
- Melakukan evaluasi terhadap rencana pengembangan atau ekspansi bisnis.

The Risk, Development & GCG Committee is tasked and responsible for providing recommendations to the Board of Commissioners, including but not limited to the following matters :

- To carry out and provide recommendations on the effectiveness of the implementation of risk management carried out by the Company's Compliance and Risk Management Division.
- To carry out a risk assessment by the Compliance and Risk Management Division of the company's material investment plans.
- To supervise the activities of the Compliance and Risk Management Division in monitoring the implementation of risk mitigation by related work units.
- To supervise the implementation of the Risk, Development & GCG Committee recommendations by the Compliance and Risk Management Division.
- To evaluate business development or expansion plans.



- Melakukan pemantauan terhadap penerapan prinsip-prinsip dan kebijakan GCG serta dan mendampingi Divisi *Compliance* dan *Risk Management* dalam *assessment* GCG oleh pihak eksternal secara berkala.
- Melakukan analisis dan evaluasi atas usulan Rencana Kegiatan dan Anggaran Perusahaan (RKAP) dan review tahunan atas Rencana Jangka Panjang Perusahaan (RJPP) yang diajukan oleh Direksi.
- Melakukan penelaahan atas informasi risiko dan manajemen risiko dalam laporan-laporan yang akan dipublikasikan.
- Melakukan pembahasan atas risiko-risiko penting pada unit-unit di lingkungan Perusahaan sesuai kebutuhan.
- Menyusun sistem penilaian dan nominasi calon Direksi dan Dewan Komisaris.
- Memberikan evaluasi dan analisis atas sistem seleksi, rekrutmen, dan suksesi karyawan.
- Menyusun jenis dan jumlah gaji dan honorarium, tunjangan dan fasilitas yang sudah/akan diberikan kepada Direksi dan Dewan Komisaris untuk diajukan Dewan Komisaris kepada RUPS.
- Melakukan evaluasi dan analisis atas sistem penggajian, honorarium, tunjangan dan fasilitas yang sudah/akan diberikan kepada level manajemen dan karyawan.
- To monitor the implementation of GCG principles and policies and assist the Compliance and Risk Management Division in regular GCG assessments by external parties.
- To conduct the analysis and evaluation of the proposed Company Activity Plan and Budget or Rencana Kegiatan dan Anggaran Perusahaan (RKAP) and annual review of the Company's Long Term Plan or Rencana Jangka Panjang Perusahaan (RJPP) submitted by the Board of Directors.
- To review risk and risk management information in reports that will be published.
- To conduct discussions on important risks in units within the Company as needed.
- To develop a system for assessing and nominating candidates for the Board of Directors and the Board of Commissioners.
- To provide the evaluation and analysis of employee selection, recruitment and succession systems.
- To arrange the types and amounts of salaries and honorariums, allowances and facilities that have been/will be given to the Board of Directors and the Board of Commissioners to be submitted to the Board of Commissioners at the GMS.
- To evaluate and analyze the salary system, honorarium, allowances, and facilities that have been/will be provided to management and employee levels.



Wewenang Komite Risiko, Pengembangan & GCG

The Authority of the Risk, Development & GCG Committee

Untuk menunjang pelaksanaan tugas-tugas dan kewajibannya, komite berwenang untuk:

- Memperoleh semua dokumen dan akses penuh, independen, dan tidak terbatas tentang kebijakan perusahaan yang terkait dengan strategi pengembangan usaha, penerapan GCG, pengelolaan risiko, dan sistem nominasi dan remunerasi perusahaan.
- Bekerja sama dengan *counterpart* manajemen perusahaan, termasuk anggota Direksi yang berkaitan, dan terutama dengan Divisi *Compliance* dan *Risk Management*, Divisi SDM, *Corporate Strategy*, SPI, dan Divisi-divisi lain terkait sebagai *Risk/Business Process Owner*.
- To support the implementation of its duties and obligations, the committee has the authority to:
- To obtain all documents and full, independent, and unlimited access regarding company policies related to business development strategy, GCG implementation, risk management, and the company's nomination and remuneration system.
- To collaborate with counterpart company management, including related members of the Board of Directors, and especially with the Compliance and Risk Management Division, HR Division, Corporate Strategy, SPI, and other related divisions as Risk/Business Process Owner.

3. Melakukan reviu atas fungsi Divisi *Compliance* dan *Risk Management* terutama dalam mengkoordinasikan pelaksanaan dan pengawasan terhadap implementasi prinsip-prinsip GCG dan keberadaan dan efektivitas implementasi ERM di PT Bio Farma (Persero).
 4. Mendapatkan masukan dari profesional eksternal/pihak yang independen bila diperlukan atas biaya Perusahaan.
3. To review the function of the Compliance and Risk Management Division, especially in coordinating the implementation and supervision of the implementation of GCG principles and the existence and effectiveness of ERM implementation at PT Bio Farma (Persero).
 4. To obtain input from external professionals/independent parties if necessary at the Company's expense.



Pengembangan Kompetensi Anggota Komite Risiko, Pengembangan & GCG

Competency Development of Risk, Development & GCG Committee Members

Pelaksanaan program pendidikan atau pelatihan bagi Komite Risiko, Pengembangan & GCG diselenggarakan untuk meningkatkan kompetensi. Rincian realisasinya pelatihan bagi Komite Risiko, Pengembangan & GCG pada tahun 2023 disampaikan sebagaimana terlampir di bawah ini:

The implementation of education or training programs for the Risk, Development & GCG Committee is held to improve competence. Details of the realization of training for the Risk, Development & GCG Committee in 2023 are presented as attached below:

Pengembangan Kompetensi Anggota Komite Risiko, Pengembangan & GCG
Competency Development of Risk, Development & GCG Committee Members

Nama dan Jabatan <i>Name and Position</i>	Materi Pendidikan dan Pelatihan <i>Education and Training Materials</i>	Waktu Penyelenggaraan <i>Organizing Time</i>	Penyelenggara <i>Organizer</i>
M. Budi Prasetyo (Anggota/Pihak Independen) (Member/Independent Party) Indra Maulana (Anggota/Pihak Independen) (Member/Independent Party)	Sosialisasi Juknis Komposisi dan Kualifikasi Organ Pengelola Risiko Socialization of the Technical Guidelines on the Composition and Qualifications of Risk Management Organs	13 Juni 2023 June 13, 2023	Kementerian BUMN Ministry of SOEs
Indra Maulana (Anggota/Pihak Independen) (Member/Independent Party)	Pelatihan dan Ujian Sertifikasi Certified Risk Management Officer (CRMO) Certified Risk Management Officer (CRMO) Training and Certification Exam	19-26 Juni 2023 June 19-26, 2023	Lembaga Sertifikasi Profesi Manajemen Risiko (LSPMR) Risk Management Professional Certification Institute (LSPMR)
M. Budi Prasetyo (Anggota/Pihak Independen) (Member/Independent Party) Indra Maulana (Anggota/Pihak Independen) (Member/Independent Party)	Audit Teknologi Informasi Information Technology Audit	27 Juni 2023 June 27, 2023	Kementerian BUMN Ministry of SOEs
M. Budi Prasetyo (Anggota/Pihak Independen) (Member/Independent Party)	Pelatihan dan Ujian Sertifikasi Certified Risk Management Officer (CRMO) Certified Risk Management Officer (CRMO) Training and Certification Exam	10-18 Juli 2023 July 10-18, 2023	Lembaga Sertifikasi Profesi Manajemen Risiko (LSPMR) Risk Management Professional Certification Institute (LSPMR)



Rapat Komite Risiko, Pengembangan & GCG Risk, Development & GCG Committee Meeting

Komite Risiko, Pengembangan & GCG mengadakan rapat setidaknya 1 (satu) kali dalam sebulan yang dipimpin oleh ketua Komite.

The Risk, Development & GCG Committee holds meetings at least once a month, chaired by the Committee Chair.

Sepanjang tahun 2023, Komite Risiko, Pengembangan & GCG telah melakukan rapat sebanyak 12 (dua belas) kali. Frekuensi dan kehadiran Komite Risiko, Pengembangan & GCG serta risalah Rapat Komite Risiko, Pengembangan & GCG dapat dilihat pada tabel di bawah ini:

Throughout 2023, the Risk, Development & GCG Committee has held meetings 12 (twelve) times. The frequency and attendance of the Risk, Development & GCG Committee as well as the minutes of the Risk, Development & GCG Committee meetings can be seen in the table below:

Frekuensi dan Kehadiran Rapat Internal Komite Risiko, Pengembangan & GCG Tahun 2023
Frequency and Attendance of Risk, Development & GCG Committee Internal Meetings in 2023

Komite Risiko, Pengembangan & GCG <i>Risk, Development & GCG Committee</i>	Jumlah Wajib Rapat Number of Mandatory Meetings	Jumlah Kehadiran Total Attendance	Jumlah Ketidakhadiran Number of Absences	Persentase Kehadiran Attendance Percentage (%)
Nizar Yamanie (Ketua/Chairman)	12	12	-	100
Roni Dwi Susanto (Anggota/Member)	12	12	-	100
Ahmad M. Ramli (Anggota/Member)	12	12	-	100
Arianti Anaya (Anggota/Member)	12	12	-	100
Muhammad Budi Prasetyo (Anggota/Member)	12	12	-	100
Indra Maulana (Anggota/Member)	12	12	-	100
Rata-rata Average				100

Risalah Rapat Internal Komite Risiko, Pengembangan & GCG Tahun 2023
Minutes of Internal Meeting of Risk, Development & GCG Committee Year 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Risiko, Pengembangan & GCG yang Tidak Hadir dan Alasannya Risk, Development & GCG Committee Absences and Reasons thereof
1	19 Januari 2023 January 19, 2023	<ol style="list-style-type: none"> Rencana Investasi PT Bio Farma (Persero) yang tertuang dalam RKAP 2023; Update Program Kerja Komite RPG 2023. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
2	23 Februari 2023 February 23, 2023	<ol style="list-style-type: none"> Perkembangan vaksin IndoVac; Perkembangan persediaan produk Bio Farma. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-

Risalah Rapat Internal Komite Risiko, Pengembangan & GCG Tahun 2023
Minutes of Internal Meeting of Risk, Development & GCG Committee Year 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Risiko, Pengembangan & GCG yang Tidak Hadir dan Alasannya Risk, Development & GCG Committee Absences and Reasons thereof
3	10 April 2023 April 10, 2023	<ol style="list-style-type: none"> Organic Corporate Development: Kerja Sama Cyclotron dengan IHC dan Program Investasi Indotaisei; Progres Produksi dan Distribusi Vaksin Reguler. <ol style="list-style-type: none"> Organic Corporate Development: Cyclotron's Cooperation with IHC and Indotaisei's Investment Program; Regular Vaccine Production and Distribution Progress. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
4	22 Mei 2023 May 22, 2023	Pembahasan Laporan Money Risiko Korporasi TW I 2023. Discussion of Corporate Risk Money Report TW I 2023.	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
5	22 Juni 2023 June 22, 2023	<ol style="list-style-type: none"> Rencana Investasi Indotaisei dan Cyclotron; Progres Vaksin VGR. <ol style="list-style-type: none"> Indotaisei and Cyclotron Investment Plan; VGR Vaccine Progress. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
6	26 Juli 2023 July 26, 2023	<ol style="list-style-type: none"> Progress update rencana investasi Indotaisei dan Cyclotron; Laporan Direksi terkait kinerja anak perusahaan, termasuk kasus PKPU Indofarma. <ol style="list-style-type: none"> Progress update on Indotaisei and Cyclotron investment plans; Directors' report on subsidiaries' performance, including Indofarma's PKPU case. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
7	6 Agustus 2023 August 6, 2023	Pembahasan usulan Direksi terkait Perubahan Struktur Organisasi. Discussion on the proposal of the Board of Directors related to Changes in Organizational Structure.	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
8	19 September 2023 September 19, 2023	<ol style="list-style-type: none"> Progress perkembangan Cyclotron dan MR; Pengembangan vaksin MR; Komite Tata Kelola Terintegrasi di Bio Farma Group. <ol style="list-style-type: none"> Progress of Cyclotron and MR development; MR vaccine development; Bio Farma Group's Integrated Governance Committee. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
9	27 Oktober 2023 October 27, 2023	<ol style="list-style-type: none"> Update progress Cyclotron; Update progress investasi Indotaisei. <ol style="list-style-type: none"> Cyclotron progress update; Update on Indotaisei investment progress. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
10	2 November 2023 November 2, 2023	Rapat perumusan strategi risiko, <i>risk appetite statement</i> (RAS) untuk RKAP Bio Farma 2024, dan manajemen risiko. Meeting to formulate risk strategy, risk appetite statement (RAS) for Bio Farma 2024 Company's Work Plan and Budget (RKAP), and risk management.	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-



Risalah Rapat Internal Komite Risiko, Pengembangan & GCG Tahun 2023
Minutes of Internal Meeting of Risk, Development & GCG Committee Year 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Risiko, Pengembangan & GCG yang Tidak Hadir dan Alasannya Risk, Development & GCG Committee Absences and Reasons thereof
11	6 November 2023 November 6, 2023	Pembahasan risiko <i>delisting</i> dari PQ WHO. Discussion of the risk of delisting from the WHO PQ.	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-
12	5 Desember 2023 December 5, 2023	<ol style="list-style-type: none"> Progress tindak lanjut hasil audit WHO; Penyelesaian Pentabio; Progress investasi proyek Cyclotron. <ol style="list-style-type: none"> Progress on follow-up of WHO audit results; Pentabio completion; Investment progress of the Cyclotron project. 	<ul style="list-style-type: none"> Nizar Yamanie; Ahmad M. Ramli; Roni Dwi Susanto; Arianti Anaya; Indra Maulana; M. Budi Prasetyo 	-



Pelaksanaan Tugas Komite Risiko, Pengembangan & GCG

The Implementation of Risk, Development & GCG Committee Duties

Pelaksanaan tugas Komite Risiko, Pengembangan & GCG dilaporkan dalam rapat yang dilakukan secara berkala. Berikut laporan pelaksanaan tugas Komite Risiko, Pengembangan & GCG selama tahun 2023:

1. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 001/DK-KRPG/BF/I/2023 tanggal 12 Januari 2023 perihal Tanggapan Dewan Komisaris atas Permohonan Persetujuan Tertulis untuk Kerjasama Investasi pada Dana Ventura.
2. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 003/DK-KRPG/BF/I/2023 tanggal 23 Januari 2023 perihal Tindak Lanjut Rapat Komite RPG.
3. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 004/DK-KRPG/BF/II/2023 tanggal 8 Februari 2023 perihal Tanggapan Dewan Komisaris atas Permohonan Persetujuan Tertulis untuk Kerjasama Investasi pada Dana Ventura.
4. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 021/DK-KRPG/BF/III/2023 tanggal 10 Maret 2023 perihal Usulan Perubahan Struktur Organisasi PT Bio Farma (Persero).

The implementation of the duties of the Risk, Development & GCG Committee is reported in regular meetings. The following is a report on the implementation of the duties of the Risk, Development & GCG Committee during 2023:

1. Letter of the Chairman of the Risk, Development and GCG Committee Number 001/DK-KRPG/BF/I/2023 dated January 12, 2023 regarding the Board of Commissioners' Response to the Request for Written Approval for Investment Cooperation in Venture Funds.
2. Letter from the Chairman of the Risk, Development and GCG Committee Number 003/DK-KRPG/BF/I/2023 dated January 23, 2023 regarding Follow-up of RPG Committee Meeting.
3. Letter of the Chairman of the Risk, Development and GCG Committee Number 004/DK-KRPG/BF/II/2023 dated February 8, 2023 regarding the Board of Commissioners' Response to the Request for Written Approval for Investment Cooperation in Venture Funds.
4. Letter of the Chairman of the Risk, Development and GCG Committee Number 021/DK-KRPG/BF/III/2023 dated March 10, 2023 regarding Proposed Changes to the Organizational Structure of PT Bio Farma (Persero).

5. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 022/DK-KRPG/BF/III/2023 tanggal 28 Maret 2023 perihal Rencana Peningkatan Penyertaan Modal pada PT INUKI serta Pemindahtanganan dan Penghapusbukuan Aktiva Tetap.
 6. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 025/DK-KRPG/BF/V/2023 tanggal 15 Mei 2023 perihal Tanggapan Dewan Komisaris atas Laporan Tahunan Tahun Buku 2022 (Audited) PT Bio Farma (Persero).
 7. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 027/DK-KRPG/BF/VII/2023 tanggal 21 Juli 2023 perihal Pengantar Draft Perubahan Piagam Komite RPG.
 8. Surat Ketua Komite Risiko, Pengembangan dan GCG Nomor 029/DK-KRPG/BF/VIII/2023 tanggal 14 Agustus 2023 perihal Konsep Tanggapan atas Permohonan Persetujuan Tertulis atas Pengagunan Kekayaan Perseroan.
5. Letter of the Chairman of the Risk, Development and GCG Committee Number 022/DK-KRPG/BF/III/2023 dated March 28, 2023 regarding the Plan to Increase Capital Participation in PT INUKI as well as the Transfer and Write-off of Fixed Assets.
 6. Letter of the Chairman of the Risk, Development and GCG Committee Number 025/DK-KRPG/BF/V/2023 dated May 15, 2023 regarding the Board of Commissioners' Response to the Annual Report for Fiscal Year 2022 (Audited) of PT Bio Farma (Persero).
 7. Letter of the Chairman of the Risk, Development and GCG Committee Number 027/DK-KRPG/BF/VII/2023 dated July 21, 2023 regarding Introduction to the Draft Amendment to the RPG Committee Charter.
 8. Letter of the Chairman of the Risk, Development and GCG Committee Number 029/DK-KRPG/BF/VIII/2023 dated August 14, 2023 regarding the Draft Response to the Request for Written Approval of the Collateralization of the Company's Assets.



Kebijakan Remunerasi Komite Risiko, Pengembangan & GCG Risk, Development & GCG Committee Remuneration Policy

Remunerasi Komite Risiko, Pengembangan & GCG di Bio Farma diatur dalam Peraturan Menteri BUMN RI Nomor PER-06/MBU/04 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara.

The remuneration of the Risk, Development & GCG Committee at Bio Farma is regulated in the Regulation of the Minister of SOEs of the Republic of Indonesia Number PER-06/MBU/04 concerning Supporting Organs of the Board of Commissioners/Supervisory Board of State-Owned Enterprises.

KOMITE NOMINASI & REMUNERASI NOMINATION & REMUNERATION COMMITTEE

Komite Nominasi & Remunerasi merupakan komite yang dibentuk oleh Dewan Komisaris PT Bio Farma (Persero) dalam rangka mendukung efektivitas pelaksanaan tugas dan tanggung jawab Dewan Komisaris yang berhubungan dengan sistem/kebijakan nominasi dan remunerasi bagi perusahaan.

The Nomination & Remuneration Committee is a committee formed by the Board of Commissioners of PT Bio Farma (Persero) in order to support the effectiveness of the implementation of the duties and responsibilities of the Board of Commissioners related to the nomination and remuneration system/policy for the company.



Kriteria Anggota Komite Nominasi & Remunerasi

Criteria for Nomination & Remuneration Committee Members

Memperhatikan Piagam Komite Nominasi dan Remunerasi, kriteria anggota Komite adalah sebagai berikut:

1. Anggota Komite Nominasi dan Remunerasi tidak dapat berasal dari pihak yang menduduki jabatan manajerial di bawah Direksi yang membidangi sumber daya manusia.
2. Apabila diperlukan Komite Nominasi dan Remunerasi dapat mengangkat anggota yang berasal dari pihak luar perusahaan yang independen terhadap PT Bio Farma (Persero).
3. Anggota Komite Nominasi dan Remunerasi yang berasal dari perusahaan sebagaimana poin 1, wajib memenuhi syarat:
 - a. Tidak mempunyai hubungan afiliasi dengan Perseroan, anggota Direksi, anggota Dewan Komisaris, atau Pemegang Saham Utama Perseroan;
 - b. Memiliki pengalaman terkait Nominasi dan/atau Remunerasi; dan
 - c. Tidak merangkap jabatan sebagai anggota komite lainnya yang dimiliki Perseroan.
4. Anggota Direksi Perseroan tidak dapat menjadi anggota Komite Nominasi dan Remunerasi.
5. Anggota Komite Nominasi dan Remunerasi sebagaimana dimaksud diangkat berdasarkan keputusan rapat Dewan Komisaris.

Taking into account the Nomination and Remuneration Committee Charter, the criteria for Committee members are as follows:

1. Nomination and Remuneration Committee members cannot come from parties who hold managerial positions under the Board of Directors in charge of human resources.
2. If necessary, the Nomination and Remuneration Committee may appoint members from outside the company who are independent of PT Bio Farma (Persero).
3. Nomination and Remuneration Committee members who come from the company as point 1, must fulfill the following requirements:
 - a. Have no affiliation with the Company, members of the Board of Directors, members of the Board of Commissioners, or Major Shareholders of the Company;
 - b. Have experience related to Nomination and/or Remuneration; and
 - c. Not concurrently serving as a member of other committees owned by the Company.
4. Members of the Company's Board of Directors cannot be members of the Nomination and Remuneration Committee.
5. Members of the Nomination and Remuneration Committee as referred to are appointed based on the decision of the Board of Commissioners meeting.



Pengangkatan dan Pemberhentian serta Ketentuan Masa Jabatan Komite Nominasi & Remunerasi

The Appointment and Dismissal and Terms of Service for the Nomination & Remuneration Committee

Mekanisme dan tata cara pengangkatan dan pemberhentian anggota Komite Nominasi dan Remunerasi diatur dalam Pedoman Komite Nominasi dan Remunerasi. Komite Nominasi dan Remunerasi dibentuk Dewan Komisaris dan berfungsi membantu Dewan Komisaris dalam melaksanakan tugasnya serta bertanggung jawab langsung kepada Dewan Komisaris.

The mechanism and procedures for the appointment and dismissal of Nomination and Remuneration Committee members are regulated in the Nomination and Remuneration Committee Guidelines. The Nomination and Remuneration Committee is formed by the Board of Commissioners and functions to assist the Board of Commissioners in carrying out its duties and is directly responsible to the Board of Commissioners.

Masa jabatan anggota Komite Nominasi dan Remunerasi yang bukan merupakan anggota Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang satu kali selama 2 (dua) tahun masa jabatan, dengan tidak mengurangi hak Dewan Komisaris untuk memberhentikannya sewaktu-waktu.

The term of office for members of the Nomination and Remuneration Committee who are not members of the Board of Commissioners is a maximum of 3 (three) years and can be extended once for 2 (two) years, without prejudice to the right of the Board of Commissioners to dismiss them at any time.



Susunan dan Profil Anggota Komite Nominasi & Remunerasi

The Structure and Profile of Nomination & Remuneration Committee Members

Atas adanya pemberhentian Made Arya Wijaya selaku Komisaris Perusahaan, terdapat perubahan susunan Komite Nominasi & Remunerasi di tahun 2023 dengan kronologi sebagai berikut.

Due to the dismissal of Made Arya Wijaya as the Company's Board of Commissioners, there will be changes to the structure of the Nomination & Remuneration Committee in 2023 with the following chronology.

Kronologi Perubahan Susunan Komite Audit di Sepanjang Tahun 2023
Chronology of Changes in the Structure of the Nomination & Remuneration Committee Throughout 2023

Periode 1 Januari s.d 9 Juni 2023 2023 Period January 1 to June 9, 2023	Periode 9 Juni 2023. s.d 31 Desember 2023 Period June 9, 2023 to December 31, 2023	Keterangan Description
Tanri Abeng (Ketua/Chairman)	Tanri Abeng (Ketua/Chairman)	-
Nizar Yamanie (Anggota/Member)	Nizar Yamanie (Anggota/Member)	-
Made Arya Wijaya (Anggota/Member)		Made Arya Wijaya tidak lagi menjabat sejak 9 Juni 2023. Made Arya Wijaya no longer served as of June 9, 2023.
Arianti Anaya (Anggota/Member)	Arianti Anaya (Anggota/Member)	-
Mohammad Ichsan (Anggota/Member)	Mohammad Ichsan (Anggota/Member)	-
Andries Sibarani (Anggota/Member)	Andries Sibarani (Anggota/Member)	-
	Didik Kusnaini (Anggota/Member)	Didik Kusnaini menjabat Anggota Komite Nominasi & Remunerasi sejak 9 Juni 2023. Didik Kusnaini has served as Member of the Nomination & Remuneration Committee since June 9, 2023.



Susunan Komite Nominasi & Remunerasi
The Structure of the Nomination & Remuneration Committee

Nama Name	Jabatan Position	Dasar Pengangkatan Basis of Appointment	Masa Jabatan dan Periode Term of Office and Period of Service
Tanri Abeng	Ketua/Komisaris Utama merangkap Komisaris Chairman/President Commissioner and the Board Commissioner concurrently	Surat Keputusan Dewan Komisaris No. KEP-12/DK/BF/05/2021 tanggal 27 Mei 2021 The Board of Commissioners' Decision Letter Number KEP-12/DK/BF/05/2021 dated May 27, 2021	Mengikuti masa jabatan sebagai Dewan Komisaris Following the term of office as the Board of Commissioners
Nizar Yamanie	Anggota/Komisaris Independen Member/Independent Commissioner	Surat Keputusan Dewan Komisaris No. KEP-12/DK/BF/05/2021 tanggal 27 Mei 2021 The Board of Commissioners' Decision Letter Number KEP-12/DK/BF/05/2021 dated May 27, 2021	
Arianti Anaya	Anggota/Komisaris Member/Board of Commissioner	Surat Keputusan Dewan Komisaris No. KEP-04/DK/BF/03/2022 tanggal 16 Maret 2022 The Board of Commissioners' Decision Letter Number KEP-04/DK/BF/03/2022 dated March 16, 2022	
Didik Kusnaini	Anggota/Komisaris Member/Board of Commissioner	Surat Keputusan Dewan Komisaris No. KEP-05/DK/BF/06/2023 tanggal 9 Juni 2023 The Board of Commissioners' Decision Letter Number KEP-05/DK/BF/06/2023 dated June 9, 2023	
Mohammad Ichsan	Anggota/Pihak Independen Member/Independent Party	Surat Keputusan Dewan Komisaris No. KEP-15/DK/BF/06/2021 tanggal 16 Juni 2021 The Board of Commissioners' Decision Letter Number KEP-15/DK/BF/06/2021 dated June 16, 2021	16 Juni 2021 s.d 16 Juni 2024, Periode Pertama June 16, 2021 to June 16, 2024, First Period
Andries Sibarani	Anggota/Pihak Independen Member/Independent Party	Surat Keputusan Dewan Komisaris No. KEP-05/DK/BF/06/2022 tanggal 15 Juni 2022 The Board of Commissioners' Decision Letter Number KEP-05/DK/BF/06/2022 dated June 15, 2022	15 Juni 2022 s.d 15 Juni 2025, Periode Pertama June 15, 2022 to June 15, 2025, First Period

Profil masing-masing Komite Nominasi & Remunerasi dapat dilihat di bawah ini:

The profiles of each Nomination & Remuneration Committee can be seen below:

Tanri Abeng
Ketua Komite Nominasi & Remunerasi
The Chairman of the Nomination & Remuneration Committee

Profil Ketua Komite Nominasi & Remunerasi/Komisaris Utama merangkap Komisaris Independen, Tanri Abeng, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.

The profile of the Chairman of the Nomination & Remuneration Committee/President Commissioner and Independent Commissioner, Tanri Abeng, can be seen in the Profile of the Board of Commissioners' section in the Company' Profile chapter.

Nizar Yamanie
Anggota Komite Nominasi & Remunerasi
The Member of the Nomination & Remuneration Committee

Profil Anggota Komite Nominasi & Remunerasi/Komisaris Independen, Nizar Yamanie, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan.

The profile of the Nomination & Remuneration Committee Member/Independent Commissioner, Nizar Yamanie, can be seen in the Board of Commissioners' Profile section in the Company' Profile chapter.

Arianti Anaya
Anggota Komite Nominasi & Remunerasi
The Member of the Nomination & Remuneration Committee

Profil Anggota Komite Nominasi & Remunerasi/Komisaris, Arianti Anaya, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan. The profile of the Nomination & Remuneration Committee Member/Board of Commissioner, Arianti Anaya, can be seen in the Board of Commissioners' Profile section in the Company's Profile chapter.

Didik Kusnaini
Anggota Komite Nominasi & Remunerasi
The Member of the Nomination & Remuneration Committee

Profil Anggota Komite Nominasi & Remunerasi/Komisaris, Didik Kusnaini, dapat dilihat pada bagian Profil Dewan Komisaris dalam bab Profil Perusahaan. The profile of the Member of the Nomination & Remuneration Committee/Board of Commissioner, Didik Kusnaini, can be seen in the Profile of the Board of Commissioners' section in the Company's Profile chapter.

Mohammad Ichsan
Anggota Komite Nominasi & Remunerasi/Pihak Independen
The Member of the Nomination & Remuneration Committee/Independent Party
Periode Jabatan: 16 Juni 2021 s.d 16 Juni 2024, Periode Pertama
Term of Office : June 16, 2021 to June 16, 2024, First Period



Data Pribadi

Warga Negara Indonesia
Usia 53 tahun
Kelahiran Jakarta 27 Juni 1970
Domisili Kota Depok, Jawa Barat, Indonesia

Personal Data

Indonesian citizens
53 years-old
Born in Jakarta June 27, 1970
Domicile Depok, West Java, Indonesia

Periode dan Riwayat Penunjukan

Menjabat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-15/DK/BF/06/2021 tanggal 16 Juni 2021. Jabatan ini merupakan periode ke-1.

Appointment Period and History

Appointed based on the Board of Commissioners' Decision Letter Number KEP-15/DK/BF/06/2021 dated June 16, 2021. This position is the 1st period.

Riwayat Pendidikan

- Magister Manajemen dari Universitas Pancasila, Jakarta (2021)
- Sarjana Manajemen dari Universitas Pancasila, Jakarta (1988)

Educational Background

- Master of Management from Pancasila University, Jakarta (2021)
- Bachelor of Management from Pancasila University, Jakarta (1988)

Sertifikasi Profesi yang Dimiliki

- Tidak ada

Professional Certification Held

- None

Pengalaman Kerja

- *Assistance to Chairman* di PT Pertamina (Persero) (2018-2019)
- *General Manager* di PT Semira Solar Energy (2014-2018)
- *General Manager* di PT NDP Indonesia (2012-2014)

Work Experience

- *Assistance to Chairman* at PT Pertamina (Persero) (2018-2019)
- *General Manager* at PT Semira Solar Energy (2014-2018)
- *General Manager* at PT NDP Indonesia (2012-2014)

Rangkap Jabatan

Di Luar Perusahaan: tidak ada.
Di Dalam Perusahaan: tidak ada.

Concurrent Position

Outside the Company : none.
Within the Company : none.



Andries Sibarani

Anggota Komite Nominasi & Remunerasi/Pihak Independen

The Member of the Nomination & Remuneration Committee/Independent Party

Periode Jabatan: 15 Juni 2022 s.d 15 Juni 2025, Periode Pertama

Term of Office : June 15, 2022 until June 15, 2025, First Period

Data Pribadi

Warga Negara Indonesia
Usia 57 tahun
Kelahiran Medan 14 April 1966
Domisili Jakarta, Indonesia

Personal Data

Indonesian citizens
57 years-old
Born in Medan April 14, 1966
Domicile Jakarta, Indonesia

Periode dan Riwayat Penunjukan

Menjabat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-05/DK/BF/06/2022 tanggal 15 Juni 2022. Jabatan ini merupakan periode ke-1.

Appointment Period and History

Appointed based on the Board of Commissioners' Decision Letter Number KEP-05/DK/BF/06/2022 dated June 15, 2022. This position is the 1st period.

Riwayat Pendidikan

- Master of Business Administration di Leighton School of Business and Economics, Indiana University South Bend, Amerika Serikat (1994)
- Sarjana di Jurusan Teknologi Pangan Institut Pertanian Bogor, (1988)

Educational Background

- Master of Business Administration at Leighton School of Business and Economics, Indiana University South Bend, USA (1994)
- Bachelor in Food Technology Department, Bogor Agricultural University, (1988)

Sertifikasi Profesi yang Dimiliki

- Financial Planning (First Level) dari IARFC (International Association of Registered Financial Consultant), World Trade University (2003)
- Wakil Penjual Efek Reksa Dana (WAPERD) dari Bapepam (2003)
- Human-Centered Design dari Acumen Academy (USA) (2020)
- Business Models for Social Enterprise dari Acumen Academy (USA) (2020)
- Nonprofit Fundraising Essentials dari Acumen Academy (USA) (2021)
- Shell's Nxplorers Certified Trainer for Design Thinking dari Shell Inc. (2021)

Professional Certification Held

- Financial Planning (First Level) from IARFC (International Association of Registered Financial Consultants), World Trade University (2003)
- Sales Representative of Mutual Fund Securities (WAPERD) from Bapepam (2003)
- Human-Centered Design from Acumen Academy (USA) - 2020.
- Business Model for Social Enterprises from Acumen Academy (USA) (2020)
- Nonprofit Fundraising Essentials from Acumen Academy (USA) (2020)
- Shell's Nxplorers Certified Trainer for Design Thinking from Shell Inc (2021)

Pengalaman Kerja

- Direktur Program di Executive Center for Global Leadership (2017-2021).
- Koordinator Program di Consulting Works (2012-2015).
- Country Head of Partnership di United Nation World Food Programme (WFP) (2011-2012).

Work Experience

- Direktur Program di Executive Center for Global Leadership (2017-2021).
- Koordinator Program di Consulting Works (2012-2015).
- Country Head of Partnership di United Nation World Food Programme (WFP) (2011-2012).

Rangkap Jabatan

Di Luar Perusahaan: tidak ada.
Di Dalam Perusahaan: tidak ada.

Concurrent Position

Outside the Company : none.
Within the Company : none.



Independensi Anggota Komite Nominasi & Remunerasi

The Independence of Nomination & Remuneration Committee Members

Sebagai langkah menjaga independensi dalam pelaksanaan tugasnya, maka anggota Komite Nominasi & Remunerasi tidak diperbolehkan memiliki hubungan afiliasi yang dapat mempengaruhi kemampuan untuk bertindak independen. Berdasarkan hasil pembahasan atas kriteria independensi, maka seluruh anggota Komite Nominasi & Remunerasi telah memenuhi kriteria independen sebagai berikut:

As a step to maintain independence in carrying out their duties, the members of the Nomination & Remuneration Committee are not permitted to have affiliated relationships that could affect their ability to act independently. Based on the results of the discussion on independence criteria, all members of the Nomination & Remuneration Committee have met the following independent criteria:

Independensi Anggota Komite Nominasi & Remunerasi
The Independence of Nomination & Remuneration Committee Members

Aspek Independensi <i>Aspects of Independence</i>	Tanri Abeng	Nizar Yamanie	Arianti Anaya	Didik Kusnaini	Mohammad Ichsan	Andries Sibarani
Memiliki keterikatan keuangan, kepengurusan, dan/atau kepemilikan saham. To have financial involvement, management, and/or share ownership.	x	x	x	x	x	x
Memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan konflik kepentingan terhadap BUMN yang bersangkutan. To have personal interests/relationships that can have a negative impact and conflict of interest on the SOE in question.	x	x	x	x	x	x
Mempunyai hubungan keluarga sedarah sampai derajat ke-3 (ke-tiga) baik menurut garis lurus maupun garis ke samping ataupun hubungan yang timbul karena perkawinan dengan Anggota Dewan Komisaris atau dengan Direksi, dan Pemegang Saham. To have a blood family relationship up to the 3 rd (third) degree either in a straight line or sideways or a relationship arising from marriage with a Member of the Board of Commissioners or with the Board of Directors, and Shareholders.	x	x	x	x	x	x
Merangkap sebagai anggota komite pada perusahaan lain. To serve as a committee member at another company.	x	x	x	x	x	x
Adanya pemberian jasa kepada Perusahaan oleh institusi di mana anggota Komite Risiko, Pengembangan & GCG berasal. The provision of services to the Company by the institution where the members of the Risk, Development & GCG Committee come from.	x	x	x	x	x	x
Menjabat sebagai pengurus partai politik dan/atau calon/anggota legislatif dan/atau merupakan calon atau menjabat sebagai kepala/wakil kepala pemerintahan daerah. To serve as a political party administrator and/or candidate/legislative member and/or is a candidate or serves as head/deputy head of regional government.	x	x	x	x	x	x



Independensi Anggota Komite Nominasi & Remunerasi

The Independence of Nomination & Remuneration Committee Members

Aspek Independensi <i>Aspects of Independence</i>	Tanri Abeng	Nizar Yamanie	Arianti Anaya	Didik Kusnaini	Mohammad Ichsan	Andries Sibarani
Mempunyai jabatan lain yang dapat menimbulkan benturan kepentingan terkait dengan jabatan dengan Perusahaan. <i>To hold another position that could give rise to a conflict of interest related to the position with the Company.</i>	x	x	x	x	x	x
Tidak dapat menghindari benturan kepentingan yang dapat berpengaruh pada pengawasan sebagai Komite Risiko, Pengembangan & GCG Bio Farma. <i>Can not avoid conflicts of interest that could affect supervision as Bio Farma's Risk, Development & GCG Committee.</i>	x	x	x	x	x	x

√ = Iya | x = Tidak

√ = Yes | x = No



Piagam Komite Nominasi & Remunerasi

Nomination & Remuneration Committee Charter

Pelaksanaan tugas Komite Nominasi & Remunerasi berpedoman pada Piagam Komite Nominasi & Remunerasi yang disahkan pada tanggal 30 November 2021. Piagam Komite Nominasi & Remunerasi berisi latar belakang, fungsi, wewenang dan tanggung jawab, keanggotaan dan tata tertib bagi Komite Nominasi & Remunerasi.

The implementation of the duties of the Nomination & Remuneration Committee is guided by the Nomination & Remuneration Committee Charter which was ratified on November 30, 2021. The Nomination & Remuneration Committee Charter contains the background, functions, authority and responsibilities, membership and rules of conduct for the Nomination & Remuneration Committee.



Tugas dan Tanggung Jawab Komite Nominasi & Remunerasi

The Duties and Responsibilities of the Nomination & Remuneration Committee

Tugas dan tanggung jawab Komite Nominasi dan Remunerasi sebagai berikut:

1. Terkait dengan fungsi Nominasi:
 - a. Menyusun dan memberikan rekomendasi mengenai sistem serta prosedur pemilihan dan/atau penggantian Direksi kepada Dewan Komisaris untuk disampaikan kepada Rapat Umum Pemegang Saham.

The duties and responsibilities of the Nomination and Remuneration Committee are as follows:

1. Related to the Nomination function:
 - a. To prepare and provide recommendations regarding systems and procedures for selecting and/or replacing the Board of Directors to the Board of Commissioners to be submitted to the General Meeting of Shareholders.

- b. Memberikan rekomendasi kepada Dewan Komisaris mengenai:
 - i. Komposisi jabatan anggota Direksi;
 - ii. Usulan nominasi calon anggota Direksi;
 - iii. Kebijakan dan kriteria yang dibutuhkan dalam proses Nominasi; dan
 - iv. Kebijakan evaluasi kinerja bagi anggota Direksi dan/atau anggota Dewan Komisaris.
 - c. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan tolok ukur yang telah disusun sebagai bahan evaluasi.
 - d. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris.
 - e. Memberikan rekomendasi atau mengusulkan calon yang memenuhi syarat sebagai anggota Direksi kepada Dewan Komisaris untuk disampaikan kepada RUPS.
 - f. Memberikan rekomendasi kepada Dewan Komisaris mengenai calon wakil Perusahaan yang akan dijadikan pengurus entitas anak yang diusulkan oleh Direksi.
 - g. Memberikan rekomendasi kepada Dewan Komisaris mengenai pihak independen yang akan menjadi anggota Komite yang berada di bawah Dewan Komisaris.
2. Terkait dengan fungsi Remunerasi:
- a. Memberikan rekomendasi kepada Dewan Komisaris mengenai struktur, kebijakan, dan besaran atas remunerasi bagi anggota Direksi.
 - b. Memberikan rekomendasi kepada Dewan Komisaris mengenai evaluasi atas kebijakan remunerasi bagi anggota Direksi untuk disampaikan kepada Rapat Umum Pemegang Saham.
 - c. Memberikan rekomendasi kepada Dewan Komisaris mengenai evaluasi atas kebijakan remunerasi bagi Pejabat Eksekutif dan pegawai secara keseluruhan untuk disampaikan kepada Direksi.
- b. To provide recommendations to the Board of Commissioners regarding:
 - i. The composition of the positions of the members of the Board of Directors;
 - ii. Proposed nominations for the prospective members of the Board of Directors;
 - iii. Policies and criteria required in the Nomination process; and
 - iv. Performance evaluation policy for the members of the Board of Directors and/or the members of the Board of Commissioners.
 - c. To assist the Board of Commissioners in assessing the performance of the members of the Board of Directors and/or the members of the Board of Commissioners based on benchmarks that have been prepared as evaluation material.
 - d. To provide recommendations to the Board of Commissioners regarding capacity development programs for the members of the Board of Directors and/or the members of the Board of Commissioners.
 - e. To provide recommendations or propose candidates who meet the requirements as the members of the Board of Directors to the Board of Commissioners to be submitted to the GMS.
 - f. To provide recommendations to the Board of Commissioners regarding prospective Company's representatives who will become the managers of subsidiaries proposed by the Board of Directors.
 - g. To provide recommendations to the Board of Commissioners regarding independent parties who will become the members of Committees under the Board of Commissioners.
2. Related to the Remuneration function:
- a. To provide recommendations to the Board of Commissioners regarding the structure, policies, and amount of remuneration for the members of the Board of Directors.
 - b. To provide recommendations to the Board of Commissioners regarding the evaluation of remuneration policies for the members of the Board of Directors to be submitted to the General Meeting of Shareholders.
 - c. To provide recommendations to the Board of Commissioners regarding the evaluation of remuneration policies for Executive Officers and employees as a whole to be submitted to the Board of Directors.



d. Membantu Dewan Komisaris melakukan penilaian kinerja dengan kesesuaian remunerasi yang diterima masing-masing anggota Direksi. Melakukan evaluasi dan analisis atas sistem penggajian, honorarium, tunjangan, fasilitas yang sudah/akan diberikan kepada level manajemen dan karyawan.

d. To assist the Board of Commissioners in conducting performance assessments according to the remuneration received by each member of the Board of Directors. To conduct the evaluation and analysis of the salary system, honorarium, allowances, facilities that have been/will be provided to management and employee levels.



Hak dan Kewenangan Komite Nominasi & Remunerasi

The Rights and Authorities of the Nomination & Remuneration Committee

Komite Nominasi dan Remunerasi memiliki hak dan wewenang sebagai berikut:

1. Bekerja sama dengan *counterpart* manajemen perusahaan, termasuk anggota Direksi yang berkaitan, dan terutama dengan Divisi SDM, *Corporate Strategy*, SPI, dan Divisi-divisi lain terkait tugas dan tanggung jawab Komite Nominasi & Remunerasi.
2. Meminta informasi dan/atau data yang dibutuhkan dari berbagai pihak baik dari internal maupun dari eksternal Bio Farma.
3. Komite Nominasi & Remunerasi dengan persetujuan Dewan Komisaris dapat melibatkan tenaga ahli dan profesional eksternal/pihak yang independen di luar anggota Komite Nominasi & Remunerasi yang diperlukan untuk membantu pelaksanaan tugasnya bila diperlukan atas beban perusahaan.
4. Meminta pihak perusahaan untuk melakukan *survey* sesuai kebutuhan Komite Nominasi & Remunerasi.
5. Melakukan kewenangan lain yang diberikan oleh Dewan Komisaris.

The Nomination and Remuneration Committee has the following rights and authorities:

1. To collaborate with counterpart company's management, including the relevant members of the Board of Directors, and especially with the HR Division, Corporate Strategy, SPI, and other divisions regarding the duties and responsibilities of the Nomination & Remuneration Committee.
2. To request the required information and/or data from various parties, both internal and external to Bio Farma.
3. The Nomination & Remuneration Committee, with the approval of the Board of Commissioners, can involve external experts and professionals/independent parties outside the members of the Nomination & Remuneration Committee as needed to assist in carrying out its duties if necessary at the company's expense.
4. To ask the company to conduct a survey according to the needs of the Nomination & Remuneration Committee.
5. To carry out other authorities granted by the Board of Commissioners.



Pembagian Tugas Antar Komite Nominasi & Remunerasi

The Division of Duties Between Nomination & Remuneration Committees

Tidak terdapat pembagian tugas antar anggota Komite Nominasi dan Remunerasi.

There is no division of tasks between members of the Nomination and Remuneration Committee.



Pengembangan Kompetensi Anggota Komite Nominasi & Remunerasi

Competency Development of Nomination & Remuneration Committee Members

Sepanjang tahun 2023, Komite Nominasi & Remunerasi tidak melaksanakan program pendidikan maupun pelatihan bagi anggotanya.

Throughout 2023, the Nomination & Remuneration Committee did not conduct any education or training programs for its members.



Rapat Komite Nominasi & Remunerasi

Nomination & Remuneration Committee Meeting

Di sepanjang tahun 2023, Komite Nominasi & Remunerasi menyelenggarakan 14 (empat belas) kali rapat. Frekuensi dan kehadiran Komite Nominasi & Remunerasi serta risalah Rapat Komite Nominasi & Remunerasi dapat dilihat pada tabel di bawah ini:

Throughout 2023, the Nomination & Remuneration Committee will hold 14 (fourteen) meetings. The frequency and attendance of the Nomination & Remuneration Committee as well as the minutes of the Nomination & Remuneration Committee Meetings can be seen in the table below:

Frekuensi dan Kehadiran Rapat Internal Komite Nominasi & Remunerasi Tahun 2023
Frequency and Attendance of Nomination & Remuneration Committee Internal Meetings in 2023

Komite Nominasi & Remunerasi Nomination & Remuneration Committee	Jumlah Wajib Rapat Number of Mandatory Meetings	Jumlah Kehadiran Number of Attendance	Jumlah Ketidakhadiran Number of Absences	Persentase Kehadiran Percentage of Attendance (%)
Tanri Abeng (Ketua/Chairman)	14	14	0	100
Nizar Yamanie (Anggota/Member)	14	14	0	100
Arianti Anaya (Anggota/Member)	14	14	0	100
Didik Kusnaini (Anggota/Member)*	8	8	0	100
Mohammad Ichsan (Anggota/Member)	14	14	0	100
Andries Sibarani (Anggota/Member)	14	14	0	100
Made Arya Wijaya (Anggota/Member)*	5	5	0	100
Rata-rata Average				100

*) Made Arya Wijaya tidak lagi menjabat sejak 9 Juni 2023. Posisinya digantikan oleh Didik Kusnaini.

*) Made Arya Wijaya no longer held office since June 9, 2023. His position was replaced by Didik Kusnaini.



Risalah Rapat Internal Komite Nominasi & Remunerasi Tahun 2023
Minutes of Internal Meeting of Nomination & Remuneration Committee Year 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Nominasi & Remunerasi yang Tidak Hadir dan Alasannya Nomination & Remuneration Committee Absences and Reasons
1	16 Januari 2023 January 16, 2023	Pembahasan masa jabatan Direksi Hubungan Kelembagaan. Discussion on the term of office of the Directors of Institutional Relations.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
2	21 Februari 2023 February 21, 2023	Penyampaian informasi tata kelola proses updating talent pool Direksi BUMN. Submission of information on the governance of the updating process of the talent pool of SOE Directors.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
3	28 Februari 2023 February 28, 2023	<ol style="list-style-type: none"> Evaluasi kinerja Direksi; Validasi Top 20% Talenta BoD-1/Selected Talent yang disampaikan oleh Direksi. <ol style="list-style-type: none"> Performance evaluation of the Board of Directors; Validation of Top 20% of BoD-1/Selected Talent submitted by the Board of Directors. 	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
4	6 Maret 2023 March 6, 2023	Rapat validasi dan kalibrasi atas usulan <i>Nominated Talent</i> Kluster Kesehatan. Validation and calibration meeting on the proposed Health Cluster Nominated Talent.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
5	10 Maret 2023 March 10, 2023	Rapat kalibrasi dan evaluasi Direksi BUMN Kluster Kesehatan. Health Cluster SOE Directors calibration and evaluation meeting.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
6	22 Mei 2023 May 22, 2023	Pembahasan usulan gaji/honorarium Direksi dan Dewan Komisaris. Discussion on the proposed salary/honorarium of the Board of Directors and Board of Commissioners.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
7	9 Juni 2023 June 9, 2023	Pembahasan nomenklatur baru Bio Farma dan pembagian tugas antar Dewan Komisaris. Discussion of Bio Farma's new nomenclature and division of duties among the Board of Commissioners.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-

Risalah Rapat Internal Komite Nominasi & Remunerasi Tahun 2023
Minutes of Internal Meeting of Nomination & Remuneration Committee Year 2023

No.	Tanggal Date	Agenda Pembahasan Discussion Agenda	Peserta Rapat Meeting Participants	Komite Nominasi & Remunerasi yang Tidak Hadir dan Alasannya Nomination & Remuneration Committee Absences and Reasons
8	15 Juni 2023 June 15, 2023	Struktur organisasi Dewan Komisaris dan Direksi. Organizational structure of the Board of Commissioners and Board of Directors.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
9	27 Juni 2023 June 27, 2023	Kick Off Meeting Executive Mentorship Program (EMP). Executive Mentorship Program (EMP) Kick Off Meeting.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
10	7 Agustus 2023 August 7, 2023	Pembahasan struktur organisasi. Discussion of organizational structure.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
11	22 Agustus 2023 August 22, 2023	Sharing mekanisme tantiem yang ditangguhkan. Sharing mechanism of deferred tantiem.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
12	25 Agustus 2023 August 25, 2023	Pembahasan struktur organisasi. Discussion of organizational structure.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
13	15 September 2023 September 15, 2023	Rapat progress <i>Project Management Office (PMO) Human Capital Bio Farma Group</i> . Bio Farma Group Human Capital Project Management Office (PMO) progress meeting.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-
14	29 September 2023 September 29, 2023	Pembahasan pengusulan calon Sekretaris Perusahaan dan wawancara calon Sekretaris Perusahaan. Discussion on the nomination of candidates for Corporate Secretary and interviews of candidates for Corporate Secretary.	<ul style="list-style-type: none"> Tanri Abeng; Nizar Yamanie; Arianti Anaya; Made Arya Wijaya; Mochammad Ichsan; Andries Sibarani 	-



Pelaksanaan Tugas Komite Nominasi & Remunerasi

The Implementation of the Duties of the Nomination & Remuneration Committee

Pelaksanaan tugas Komite Nominasi & Remunerasi dilaporkan dalam rapat yang dilakukan secara berkala. Berikut laporan pelaksanaan tugas Komite Nominasi & Remunerasi selama tahun 2023:

1. Pengantar Komite Nominasi dan Remunerasi atas Surat Direksi PT Bio Farma (Persero) kepada Dewan Komisaris No. SD-006.12/DIR/I/2023 tanggal 12 Januari 2023 perihal Pemberitahuan Masa Jabatan Direksi.
2. Pengantar Komite Nominasi dan Remunerasi atas Surat Direksi PT Bio Farma (Persero) kepada Dewan Komisaris No. SD-006.12/DIR/I/2023 tanggal 12 Januari 2023 perihal Pemberitahuan Masa Jabatan Direksi.
3. Pengantar Komite Nominasi dan Remunerasi atas Surat Direksi PT Bio Farma (Persero) kepada Dewan Komisaris No. SD-020.24/DIR/I/2023 tanggal 24 Januari 2023 perihal Permohonan Penunjukan Pelaksana Tugas Direktur Hubungan Kelembagaan.
4. Penyampaian update talent pool.
5. Penyampaian penilaian Direksi PT Bio Farma (Persero).
6. Laporan Pengawasan Komite Nominasi dan Remunerasi Tahun 2022.
7. Pengantar Komite Nominasi dan Remunerasi atas Surat Direksi PT Bio Farma (Persero) Nomor SD-011.15/DIR/III/2023 tanggal 15 Maret 2023, perihal Re-Usulan Perubahan Struktur Organisasi Bio Farma.
8. Pengantar Komite Nominasi dan Remunerasi atas Masa Jabatan Sdr. Made Arya Wijaya sebagai Komisaris PT Bio Farma (Persero).
9. Pengantar Komite Nominasi dan Remunerasi atas Plt. Direktur Utama PT Bio Farma (Persero).
10. Pengantar Komite Nominasi dan Remunerasi atas usulan perubahan kepengurusan PT Industri Nuklir Indonesia.
11. Pengantar Komite Nominasi dan Remunerasi atas permohonan persetujuan pengisian Sekretaris Perusahaan PT Bio Farma (Persero)

The implementation of the duties of the Nomination & Remuneration Committee is reported in regular meetings. The following is a report on the implementation of the duties of the Nomination & Remuneration Committee during 2023:

1. Introduction of the Nomination and Remuneration Committee to the Letter of the Board of Directors of PT Bio Farma (Persero) to the Board of Commissioners Number SD-006.12/DIR/I/2023 dated January 12, 2023 regarding the Notification of the Term of Office of the Board of Directors.
2. Introduction of the Nomination and Remuneration Committee to the Letter of the Board of Directors of PT Bio Farma (Persero) to the Board of Commissioners Number SD-006.12/DIR/I/2023 dated January 12, 2023 regarding the Notification of the Term of Office of the Board of Directors.
3. Introduction of the Nomination and Remuneration Committee to the Letter from the Board of Directors of PT Bio Farma (Persero) to the Board of Commissioners Number SD-020.24/DIR/I/2023 dated January 24, 2023 regarding Request for Appointment of Acting Director of Institutional Relations.
4. Submission of talent pool update.
5. Submission of the assessment of the Board of Directors of PT Bio Farma (Persero).
6. Nomination and Remuneration Committee Oversight Report 2022.
7. Introduction of the Nomination and Remuneration Committee to the Letter of the Board of Directors of PT Bio Farma (Persero) Number SD-011.15/DIR/III/2023 dated March 15, 2023, regarding Re-Proposal of Changes in the Organizational Structure of Bio Farma.
8. Introduction to the Nomination and Remuneration Committee on the Term of Office of Br. Made Arya Wijaya as Commissioner of PT Bio Farma (Persero).
9. Introduction to the Nomination and Remuneration Committee on the Acting. President Director of PT Bio Farma (Persero).
10. Introduction to the Nomination and Remuneration Committee on the proposed changes in the management of PT Industri Nuklir Indonesia.
11. Introduction to the Nomination and Remuneration Committee on the application for approval of the filling of the Corporate Secretary of PT Bio Farma (Persero).



Kebijakan Remunerasi Nominasi dan Remunerasi Nomination and Remuneration Policy

Sesuai yang tercantum pada Piagam Komite Komite Nominasi & Remunerasi, penghasilan anggota Komite Komite Nominasi & Remunerasi ditetapkan oleh Dewan Komisaris dengan memperhatikan kemampuan Perusahaan. Penghasilan Komite-Komite Nominasi & Remunerasi berupa honorarium dengan jumlah maksimal 20% dari gaji Direktur Utama dengan ketentuan pajak ditanggung Perusahaan dan tidak diperkenankan menerima penghasilan lainnya selain honorarium tersebut.

Komite Nominasi & Remunerasi yang berasal dari anggota Dewan Komisaris tidak diberikan honorarium bulanan dan fasilitas.

As stated in the Nomination & Remuneration Committee Charter, the income of Nomination & Remuneration Committee members is determined by the Board of Commissioners taking into account the Company's capabilities. The income of the Nomination & Remuneration Committee is in the form of an honorarium with a maximum amount of 20% of the President Director's salary with the provisions that the tax is borne by the Company and no other income is permitted apart from the honorarium.

The Nomination & Remuneration Committee from the members of the Board of Commissioners is not given a monthly honorarium and facilities.

SEKRETARIS DEWAN KOMISARIS SECRETARY TO THE BOARD OF COMMISSIONERS

Dalam menjalankan tugas dan tanggung jawabnya, Dewan Komisaris dibantu oleh Sekretaris Dewan Komisaris. Sekretaris Dewan Komisaris diangkat oleh dan bertanggung jawab kepada Dewan Komisaris. Jabatan Sekretaris Dewan Komisaris saat ini dijabat oleh Fahresha Muchtar yang diangkat pada 1 April 2021. Tanggung jawab Sekretaris Dewan Komisaris mencakup pengaturan administrasi dan implementasi tata kelola yang efisien, yang mendukung Dewan Komisaris dalam pelaksanaan fungsi pengawasan secara optimal.

In carrying out its duties and responsibilities, the Board of Commissioners is assisted by the Secretary of the Board of Commissioners. The Secretary to the Board of Commissioners is appointed by and is responsible to the Board of Commissioners. The position of Secretary to the Board of Commissioners is currently held by Fahresha Muchtar who was appointed on April 1, 2021. The responsibilities of the Secretary to the Board of Commissioners include the administrative arrangements and implementation of efficient governance, which supports the Board of Commissioners in carrying out its supervisory function optimally.



Persyaratan Sekretaris Dewan Komisaris

Requirements for Secretary to the Board of Commissioners

Persyaratan yang harus dipenuhi oleh Sekretaris Dewan Komisaris sebagai organ pendukung Dewan Komisaris berdasarkan Board Manual, di antaranya:

1. Memahami sistem pengelolaan, pengawasan, dan pembinaan Perusahaan;
2. Memiliki integritas yang baik;
3. Memahami fungsi kesekretariatan; dan
4. Memiliki kemampuan untuk berkomunikasi dan berkoordinasi dengan baik.

Requirements that must be fulfilled by the Secretary of the Board of Commissioners as a supporting organ for the Board of Commissioners based on the Board Manual, include:

1. Understand the Company's management, supervision and guidance system;
2. Have good integrity;
3. Understand the secretarial function; and
4. Have the ability to communicate and coordinate well.



Pengangkatan dan Pemberhentian serta Ketentuan Masa Jabatan Sekretaris Dewan Komisaris

The Appointment and Dismissal and Terms of Service for the Secretary of the Board of Commissioners

Pengangkatan dan pemberhentian Sekretaris Dewan Komisaris sesuai dengan Board Manual Bio Farma dilakukan oleh Dewan Komisaris dengan masa jabatan Sekretaris Dewan Komisaris paling lama 3 (tiga) tahun dan dapat diperpanjang 1 (satu) kali selama 2 (dua) tahun masa jabatan namun dapat pula diberhentikan sewaktu-waktu apabila tidak memenuhi kinerja yang telah ditetapkan dan/atau tidak kompeten dalam melaksanakan tugasnya.

The appointment and dismissal of the Secretary of the Board of Commissioners in accordance with the Bio Farma Board Manual is carried out by the Board of Commissioners with a maximum term of office of the Secretary of the Board of Commissioners of 3 (three) years and can be extended 1 (one) time for 2 (two) years of tenure but can also be dismissed at any time if it does not meet the predetermined performance and/or is not competent in carrying out its duties.



Profil Sekretaris Dewan Komisaris The Board of Commissioners' Secretary Profile



Fahresha Muchtar
Sekretaris Dewan Komisaris
Secretary to the Board of Commissioners
Periode Jabatan: 1 April 2024 s.d 1 April 2026, Periode Kedua
Period of Office: April 1, 2024 to April 1, 2026, Second Period

Data Pribadi

Warga Negara Indonesia
Usia 38 tahun
Kelahiran Jakarta, 9 Maret 1985
Domisili Jakarta, Indonesia

Personal Data

Indonesian Citizen
38 years-old
Born in Jakarta, March 9, 1985
Domicile Jakarta, Indonesia

Periode dan Riwayat Penunjukan

Menjabat berdasarkan Surat Keputusan Dewan Komisaris No. KEP-01/DK/BF/04/2021 tanggal 1 April 2021. Jabatan ini merupakan periode ke-2.

Appointment Period and History

Served based on the Decree of the Board of Commissioners Number KEP-01/DK/BF/04/2021 dated April 1, 2021. This position is the 2nd period.

Riwayat Pendidikan

- Master Hukum dari Universitas Indonesia (2016)
- Sarjana Hukum dari Universitas Indonesia (2007)

Educational Background

- Master of Law from the University of Indonesia (2016)
- Bachelor of Law from University of Indonesia (2007)

Sertifikasi Profesi yang Dimiliki

- Pendidikan Profesi Konsultan Hukum Pasar Modal - HKHPM (2024)
- Pelatihan dan Sertifikasi Perancang Peraturan Perundang-Undangan (2024)
- 6th Indonesian Constitutional Court International Symposium - MKRI (2023)
- Pelatihan Strategi Bisnis - Binus University (2023)
- Qualified Risk Management Professional - LSP MKS (2022)
- ISO 31000 ERM Fundamentals - CRMS Indonesia & Kementerian BUMN (2018)
- ISO 31000 International Risk Management Standard - CRMS Indonesia & Kementerian BUMN (2017)
- Pendidikan Khusus Profesi Advokat - Perhimpunan Advokat Indonesia/PERADI (2009)

Professional Certification Held

- Professional Education for Capital Market Legal Consultants - HKHPM (2024)
- Training and Certification for Legislative Drafting (2024)
- 6th Indonesian Constitutional Court International Symposium - MKRI (2023)
- Business Strategy Training - Binus University (2023)
- Qualified Risk Management Professional - LSP MKS (2022)
- ISO 31000 ERM Fundamentals - CRMS Indonesia & Ministry of SOEs (2018)
- ISO 31000 International Risk Management Standard - CRMS Indonesia & Ministry of SOEs (2017)
- Advocate Professional Special Education - Indonesian Advocates Association/PERADI (2009)

Pengalaman Kerja

- Subkoordinator pada Biro Humas dan Fasilitasi Dukungan Strategis, Kementerian BUMN (2020-sekarang)
- Pengendali Subfungsi pada Biro Humas dan Fasilitasi Dukungan Strategis, Kementerian BUMN (2020)
- Kepala Subbagian Bantuan Hukum II, Kementerian BUMN (2015-2020)
- Analis Hukum Subbagian Bantuan Hukum II, Kementerian BUMN (2014-2015)

Work Experience

- Sub-coordinator at the Public Relations and Strategic Support Facilitation Bureau, Ministry of SOEs (2020-present)
- Sub-function Controller at the Public Relations and Strategic Support Facilitation Bureau, Ministry of SOEs (2020)
- Head of Legal Aid Subdivision II, Ministry of SOEs (2015-2020)
- Legal Analyst, Legal Aid Subdivision II, Ministry of State-Owned Enterprises (2014-2015)

Rangkap Jabatan

Di Luar Perusahaan: Subkoordinator pada Biro Humas dan Fasilitasi Dukungan Strategis, Kementerian BUMN.
Di Dalam Perusahaan: tidak ada.

Concurrent Position

Outside the Company : Subcoordinator at the Bureau of Public Relations and Strategic Support Facilitation, Ministry of SOEs.
Within the Company : none.



Tugas dan Tanggung Jawab Sekretaris Dewan Komisaris

The Duties and Responsibilities of the Secretary to the Board of Commissioners

Sekretaris Dewan Komisaris bertanggung jawab kepada Dewan Komisaris dengan tugas dan tanggung jawab sebagai berikut:

1. Membantu Dewan Komisaris dalam menjaga agar pelaksanaan tata tertib Dewan Komisaris secara teknis dapat dilakukan secara tertib;
2. Mempersiapkan rapat, termasuk bahan rapat (*briefing sheet*) Dewan Komisaris dan antara Dewan Komisaris dengan Direksi maupun Pemegang Saham dan/atau pihak terkait lainnya;
3. Memberikan informasi/data yang dibutuhkan oleh Dewan Komisaris dan Komite secara berkala dan/atau sewaktu-waktu apabila diminta;
4. Mengumpulkan data-data teknis yang berasal dari Komite-komite di lingkungan Dewan Komisaris untuk keperluan Dewan Komisaris;
5. Membuat risalah rapat baik rapat intern Dewan Komisaris, maupun rapat bersama Dewan Komisaris dan Direksi sesuai ketentuan anggaran dasar perusahaan;
6. Dalam hal membuat risalah rapat Dewan Komisaris dan Direksi, Sekretaris Dewan Komisaris harus bekerja sama dengan Sekretaris Perusahaan;
7. Mengadministrasikan dokumen Dewan Komisaris, baik surat masuk, surat keluar, risalah rapat maupun dokumen lainnya;
8. Menyusun Rancangan Rencana Kerja dan Anggaran Dewan Komisaris;
9. Menyusun Rancangan Laporan-Laporan Dewan Komisaris;
10. Menyampaikan kepada Komisaris Utama setiap surat yang masuk untuk mendapatkan disposisi;
11. Untuk ketertiban administrasi setiap surat yang ditandatangani oleh Dewan Komisaris, harus terlebih dahulu dikoreksi dan diparaf oleh Sekretaris Dewan Komisaris;
12. Untuk setiap kegiatan Komite-komite, Sekretaris Dewan Komisaris dapat membantu demi kelancaran tugas-tugas dimaksud;

The Secretary of the Board of Commissioners is responsible to the Board of Commissioners with the following duties and responsibilities:

1. To assist the Board of Commissioners in ensuring that the technical implementation of the Board of Commissioners' rules and regulations can be carried out in an orderly manner;
2. To prepare meetings, including meeting materials (*briefing sheets*) for the Board of Commissioners and between the Board of Commissioners and the Board of Directors as well as Shareholders and/or other related parties;
3. To provide information/data required by the Board of Commissioners and Committees periodically and/or at any time if requested;
4. To collect technical data originating from Committees within the Board of Commissioners for the purposes of the Board of Commissioners;
5. To prepare the minutes of meetings, both internal meetings of the Board of Commissioners and joint meetings with the Board of Commissioners and the Board of Directors in accordance with the provisions of the company's articles of association;
6. In terms of preparing the minutes of meetings of the Board of Commissioners and the Board of Directors, the Secretary of the Board of Commissioners must collaborate with the Corporate Secretary;
7. To administer the Board of Commissioners' documents, including incoming letters, outgoing letters, the minutes of meetings and other documents;
8. To prepare Draft Work Plan and Budget for the Board of Commissioners;
9. To prepare Draft Reports for the Board of Commissioners;
10. To submit to the President Commissioner every incoming letter for disposition;
11. For administrative order, every letter signed by the Board of Commissioners must first be corrected and initialed by the Secretary of the Board of Commissioners;
12. For each activity of the Committees, the Secretary of the Board of Commissioners can assist in the smooth running of the tasks in question;

13. Dengan berkoordinasi pihak manajemen, Sekretaris Dewan Komisaris setiap bulan Oktober mempersiapkan Rencana Kerja Anggaran Dewan Komisaris (RKAK) untuk tahun berikutnya;
 14. Dalam melaksanakan tugasnya Sekretaris Dewan Komisaris dibantu oleh staf Sekretariat Dewan Komisaris yang keberadaannya diangkat atau diberhentikan oleh Dewan Komisaris;
 15. Memastikan bahwa Dewan Komisaris mematuhi peraturan perundang-undangan serta menerapkan prinsip-prinsip GCG;
 16. Berkoordinasi dengan anggota Komite jika diperlukan, dalam rangka memperlancar tugas Dewan Komisaris;
 17. Sebagai penghubung (*liaison officer*) Dewan Komisaris dengan pihak lain.
13. In coordination with management, the Secretary of the Board of Commissioners every October prepares the Board of Commissioners Budget Work Plan or Rencana Kerja Anggaran Dewan Komisaris (RKAK) for the following year;
 14. In carrying out his/her duties, the Secretary of the Board of Commissioners is assisted by Secretariat staff of the Board of Commissioners whose existence is appointed or dismissed by the Board of Commissioners;
 15. To ensure that the Board of Commissioners complies with statutory regulations and implements GCG principles;
 16. To coordinate with Committee's members if necessary, in order to expedite the duties of the Board of Commissioners;
 17. As a liaison officer for the Board of Commissioners with other parties.



Pelaksanaan Tugas Sekretaris Dewan Komisaris

The Implementation of the Duties of Secretary to the Board of Commissioners

Pelaksanaan tugas Sekretaris Dewan Komisaris dilaporkan dalam dokumen yang diberikan kepada Dewan Komisaris secara berkala. Berikut laporan pelaksanaan tugas Sekretaris Dewan Komisaris selama tahun 2023:

1. Mempersiapkan 13 (tiga belas) Rapat Internal Dewan Komisaris, 12 (dua belas) Rapat Gabungan dengan Direksi dan 1 (satu) Retreat Bio Farma Group.
2. Mempersiapkan 27 (dua puluh tujuh) persetujuan/tanggapan atas proses bisnis di PT Bio Farma (Persero).
3. Mempersiapkan surat-surat Dewan Komisaris, baik yang ditujukan kepada Direksi maupun Menteri BUMN selaku Pemegang Saham, sebanyak 56 (lima puluh enam) surat keluar Dewan Komisaris.
4. Mempersiapkan 9 (sembilan) Keputusan Dewan Komisaris PT Bio Farma (Persero).

The implementation of the duties of the Secretary of the BOC is reported in a document provided to the BOC regularly. The following is a report on the implementation of the duties of the Secretary of the Board of Commissioners during 2023:

1. Prepared 13 (thirteen) Internal Meetings of the Board of Commissioners, 12 (twelve) Joint Meetings with the Board of Directors and 1 (one) Bio Farma Group Retreat.
2. Prepared 27 (twenty-seven) approvals/responses to business processes at PT Bio Farma (Persero).
3. Preparing letters of the Board of Commissioners, both addressed to the Board of Directors and the Minister of SOEs as the Shareholder, totaling 56 (fifty-six) outgoing letters of the Board of Commissioners.
4. Prepared 9 (nine) Decisions of the Board of Commissioners of PT Bio Farma (Persero).



Remunerasi Sekretaris Dewan Komisaris

The Remuneration of the Secretary to the Board of Commissioners

Remunerasi Sekretaris Dewan Komisaris ditetapkan dalam Keputusan Dewan Komisaris No. KEP-09/DK/BF/07/2016 tanggal 27 Juli 2016 tentang Penetapan Honorarium, Tunjangan dan Fasilitas Bagi Sekretaris Dewan Komisaris PT Bio Farma (Persero) Tahun 2016, No. PER-06/MBU/04/21 tentang perubahan atas peraturan menteri BUMN No. PER-12/MBU/2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas BUMN. Remunerasi yang diterima oleh Sekretaris Dewan Komisaris terdiri atas honorarium, tunjangan, fasilitas, dan tantiem/insentif kerja.

The remuneration of the Secretary to the Board of Commissioners is determined in Board of Commissioners Decision Letter Number KEP-09/DK/BF/07/2016 dated July 27, 2016 concerning the Determination of Honorarium, Allowances and Facilities for the Secretary of the Board of Commissioners of PT Bio Farma (Persero) in 2016, Number PER-06/MBU/04/21 concerning amendments to the Ministry of State-Owned Enterprises regulation Number PER-12/MBU/2012 concerning Supporting Organs for the Board of Commissioners/SOEs Supervisory Board. The remuneration received by the Secretary of the Board of Commissioners consists of honorarium, allowances, facilities and work bonuses/incentives.