



Remunerasi Dewan Komisaris dan Direksi

The Remuneration of the Board of Commissioners and the Board of Directors



Prosedur Pengusulan hingga Penetapan Remunerasi bagi Dewan Komisaris

Procedures for Proposing and Determining Remuneration for the Board of Commissioners

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

1. Pendelegasian RUPS kepada Dewan Komisaris terkait besaran gaji/*honorarium*.
2. Dewan Komisaris menugaskan Komite Risiko, Pengembangan & GCG untuk melakukan kajian remunerasi bagi anggota Direksi dan Dewan Komisaris.
3. Komite Risiko, Pengembangan & GCG melakukan koordinasi dengan Divisi SDM dan unit kerja terkait dalam rangka menyusun usulan Remunerasi Direksi dan Dewan Komisaris.
4. Komite Risiko, Pengembangan & GCG menyusun rekomendasi Remunerasi Direksi dan Dewan Komisaris serta kemudian disampaikan kepada Dewan Komisaris.
5. Dewan Komisaris membahas usulan Komite Risiko, Pengembangan & GCG tentang usulan Remunerasi Direksi dan Dewan Komisaris.
6. Dewan Komisaris menyampaikan usulan Remunerasi Direksi dan Dewan Komisaris dalam RUPS dan RUPS memberikan kewenangan dan kuasa kepada Dewan Komisaris untuk menetapkan Remunerasi Direksi dan Dewan Komisaris Bio Farma. RUPS menetapkan penghasilan Direksi dan Dewan Komisaris berdasarkan Surat Kementerian BUMN No. SR-22/Wk1.MBU.E/07/2023 tanggal 5 Juli 2023 tentang Penetapan Penghasilan Direksi dan Dewan Komisaris PT Bio Farma (Persero) Tahun 2023.

Bio Farma proposes to determine remuneration for the Board of Commissioners referring to the provisions of the Regulation of the Minister of State-Owned Enterprises. In accordance with the Ministerial Regulation, the amount of income for the Board of Commissioners is determined by the General Meeting of Shareholders (GMS).

1. The delegation of the GMS to the Board of Commissioners regarding the amount of salary/*honorarium*.
2. The Board of Commissioners assigned the Risk, Development & GCG Committee to review remuneration for members of the Board of Directors and Board of Commissioners.
3. The Risk, Development & GCG Committee coordinates with the HR Division and related work units in order to prepare the proposed Remuneration of the Board of Directors and Board of Commissioners.
4. The Risk, Development & GCG Committee prepares recommendations for the remuneration of the Board of Directors and Board of Commissioners and then submits them to the Board of Commissioners.
5. The Board of Commissioners discussed the proposal of the Risk, Development & GCG Committee on the proposed Remuneration of the Board of Directors and Board of Commissioners.
6. The Board of Commissioners submits the proposal for the Remuneration of the Board of Directors and the Board of Commissioners to the GMS and the GMS authorizes and empowers the Board of Commissioners to determine the Remuneration of the Board of Directors and the Board of Commissioners of Bio Farma. The GMS determines the income of the Board of Directors and Board of Commissioners based on the Letter of the Ministry of SOEs Number SR-22/Wk1.MBU.E/07/2023 dated July 5, 2023 concerning Determination of Income of the Board of Directors and Board of Commissioners of PT Bio Farma (Persero) in 2023.



Struktur Remunerasi Dewan Komisaris dan Direksi

Remuneration Structure for the Board of Commissioners and the Board of Directors

Berdasarkan Peraturan Menteri BUMN No. PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, komponen penghasilan Dewan Komisaris dan Direksi terdiri dari:

- Remunerasi Dewan Komisaris
 - Honorarium;
 - Tunjangan;
 - Fasilitas;
 - Tantiem/Insentif Kinerja;
 - Pajak atas Honorarium, Tunjangan dan Fasilitas bagi Dewan Komisaris ditanggung dan menjadi beban Perusahaan. Sedangkan pajak atas Tantiem/Insentif Kinerja bagi Dewan Komisaris ditanggung dan menjadi beban masing-masing anggota Dewan Komisaris.
- Remunerasi Direksi
 - Gaji;
 - Tunjangan;
 - Fasilitas;
 - Tantiem/Insentif Kinerja;
 - Pajak atas Gaji, Tunjangan dan Fasilitas bagi Direksi ditanggung dan menjadi beban Perusahaan. Sedangkan pajak atas Tantiem/Insentif Kinerja bagi Direksi ditanggung dan menjadi beban masing-masing Direksi.

Struktur remunerasi dan komponennya bagi Dewan Komisaris dan Direksi disampaikan sebagai berikut:

Based on Ministry of State-Owned Enterprises Regulation Number PER-3/MBU/03/2023 concerning the Organs and Human Resources of State-Owned Enterprises, the income components of the Board of Commissioners and the Board of Directors consist of:

- The Remuneration of the Board of Commissioners
 - Honorarium;
 - Allowance;
 - Facility;
 - Tantiem/Performance Incentives;
 - Taxes on Honorarium, Allowances and Facilities for the Board of Commissioners are borne and borne by the Company. Meanwhile, taxes on bonuses/performance incentives for the Board of Commissioners are borne and borne by each member of the Board of Commissioners.
- The Remuneration of the Board of Directors
 - Wages;
 - Allowance;
 - Facility;
 - Tantiem/Performance Incentives;
 - Taxes on Salaries, Allowances and Facilities for the Board of Directors are borne and borne by the company. Meanwhile, taxes on Tantiem/Performance Incentives for the Board of Directors are borne and borne by each Director.

The remuneration structure and components for the Board of Commissioners and the Board of Directors are presented as follows:



Struktur Remunerasi Dewan Komisaris Remuneration Structure of the Board of Commissioners	Struktur Remunerasi Direksi Remuneration Structure of the Board of Directors
<p>Gaji Dewan Komisaris Adalah penghasilan tetap berupa uang yang diterima setiap bulan karena kedudukannya sebagai anggota Dewan Komisaris Perusahaan, dengan ketentuan sebagai berikut:</p> <ul style="list-style-type: none"> Perhitungan gaji Komisaris Utama sebesar 45% dari gaji Direktur Utama; Perhitungan gaji Komisaris sebesar 90% dari gaji Komisaris Utama. <p>The Salaries of the Board of Commissioners Is a fixed income in the form of money received every month due to his/her position as a member of the Company's Board of Commissioners, with the following conditions:</p> <ul style="list-style-type: none"> The Calculation of the President Commissioner's salary at 45% of the President Director's salary; The Calculation of the Commissioner's salary is 90% of the President Commissioner's salary. 	<p>Gaji Direksi Adalah penghasilan tetap berupa uang yang diterima setiap bulan karena kedudukannya sebagai anggota Direksi Perusahaan, dengan ketentuan sebagai berikut:</p> <ul style="list-style-type: none"> Gaji Direktur Utama ditetapkan dengan menggunakan pedoman internal yang ditetapkan oleh Menteri BUMN selaku kuasa Pemegang Saham; Perhitungan gaji Direktur lainnya sebesar 85% dari gaji Direktur Utama. <p>The Salaries of the Board of Directors Is a fixed income in the form of money received every month due to his/her position as a member of the Company's Board of Directors, with the following conditions:</p> <ul style="list-style-type: none"> The President Director's salary is determined using internal guidelines determined by the Minister of SOEs as the Shareholder's proxy; Calculation of salaries for other Board of Directors is 85% of the President Director's salary.
<p>Tunjangan Dewan Komisaris Adalah penghasilan berupa uang atau yang dapat dinilai dengan uang yang diterima pada waktu tertentu oleh anggota Dewan Komisaris selain Honorarium, yang dapat berupa:</p> <ul style="list-style-type: none"> Tunjangan Hari Raya, diberikan paling banyak 1 (satu) kali penghasilan tetap per bulan di setiap tahunnya; Tunjangan Transportasi, diberikan 1 (satu) kali setiap bulannya sebesar 20% dari perhitungan gaji; Asuransi Purna Jabatan, diberikan dengan ketentuan premi yang ditanggung Perusahaan paling banyak 25% dari honorarium per tahun. <p>The Allowances of the Board of Commissioners Is income in the form of money or which can be valued in money received at a certain time by members of the Board of Commissioners other than Honorarium, which can be in the form of:</p> <ul style="list-style-type: none"> Holiday allowance, given a maximum of 1 (one) times the fixed income per month each year; Transportation Allowance, given 1 (one) time per month in the amount of 20% of the salary calculation; Retirement Insurance, provided with the provision that the premium borne by the Company is a maximum of 25% of the honorarium per year. 	<p>Tunjangan Direksi Adalah penghasilan berupa uang atau yang dapat dinilai dengan uang yang diterima pada waktu tertentu oleh anggota Direksi selain Gaji, yang dapat berupa:</p> <ul style="list-style-type: none"> Tunjangan Hari Raya, diberikan paling banyak 1 (satu) kali penghasilan tetap per bulan di setiap tahunnya; Tunjangan Perumahan, diberikan 1 (satu) kali setiap bulannya; Asuransi Purna Jabatan, diberikan dengan ketentuan premi yang ditanggung Perusahaan paling banyak 25% dari gaji per tahun. <p>The Allowances of the Board of Directors Is income in the form of money or which can be valued in money received at a certain time by a member of the Board of Directors other than salary, which can be in the form of:</p> <ul style="list-style-type: none"> Holiday allowance, given a maximum of 1 (one) times the fixed income per month each year; Housing Allowance, given 1 (one) time per month; Retirement Insurance, provided with the provision that the premium borne by the Company is a maximum of 25% of annual salary.

Struktur Remunerasi Dewan Komisaris Remuneration Structure of the Board of Commissioners	Struktur Remunerasi Direksi Remuneration Structure of the Board of Directors
<p>Fasilitas Dewan Komisaris Adalah penghasilan berupa sarana dan/atau kemanfaatan dan/atau penjaminan yang digunakan/dimanfaatkan oleh anggota Dewan Komisaris dalam rangka pelaksanaan tugas, wewenang, kewajiban dan tanggung jawab berdasarkan peraturan perundang-undangan, yang dapat berupa:</p> <ul style="list-style-type: none"> • Fasilitas Kesehatan, diberikan dalam bentuk kepesertaan asuransi/ penggantian biaya pengobatan; • Fasilitas Bantuan Hukum, diberikan jika diperlukan, dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatannya yang berkaitan dengan Perusahaan. <p>The Facility of the Board of Commissioners Is income in the form of facilities and/or benefits and/or guarantees used/ utilized by the members of the Board of Commissioners in the context of carrying out duties, authority, obligations, and responsibilities based on statutory regulations, which can be in the form of:</p> <ul style="list-style-type: none"> • Health facilities, provided in the form of insurance membership/ reimbursement for medical costs; • Legal Assistance Facilities, provided if necessary, in the event of actions/deeds for and on behalf of his/her position related to the Company. 	<p>Fasilitas Direksi Adalah penghasilan berupa sarana dan/atau kemanfaatan dan/atau penjaminan yang digunakan/dimanfaatkan oleh anggota Direksi dalam rangka pelaksanaan tugas, wewenang, kewajiban dan tanggung jawab berdasarkan peraturan perundang-undangan, yang dapat berupa:</p> <ul style="list-style-type: none"> • Fasilitas Kendaraan, diberikan sebanyak 1 (satu) unit kendaraan dinas beserta biaya pemeliharaan dan operasional, dengan spesifikasi dan jenis kendaraan dengan batas maksimal 3.000 cc untuk kendaraan berbahan bakar minyak atau batas maksimal 100 kWh untuk kendaraan bermotor listrik berbasis baterai (<i>battery electric vehicle</i>); • Fasilitas Kesehatan, diberikan dalam bentuk kepesertaan asuransi/ penggantian biaya pengobatan; • Fasilitas Bantuan Hukum, diberikan jika diperlukan, dalam hal terjadi tindakan/perbuatan untuk dan atas nama jabatannya yang berkaitan dengan Perusahaan. <p>The Facilities of the Board of Directors Is income in the form of facilities and/or benefits and/or guarantees used/ utilized by the members of the Board of Directors in the context of carrying out duties, authority, obligations, and responsibilities based on statutory regulations, which can be in the form of:</p> <ul style="list-style-type: none"> • Vehicle facilities, provided with 1 (one) unit of official vehicle along with maintenance and operational costs, with the specifications and type of vehicle with a maximum limit of 3,000 cc for oil-fueled vehicles or a maximum limit of 100 kWh for battery electric vehicles; • Health facilities, provided in the form of insurance membership/reimbursement for medical costs; • Legal Assistance Facilities, provided if necessary, in the event of actions/deeds for and on behalf of his/her position related to the Company.
<p>Tantiem/Insentif Kinerja Dewan Komisaris</p> <ul style="list-style-type: none"> • Tantiem adalah penghasilan yang merupakan penghargaan yang diberikan kepada anggota Dewan Komisaris apabila memperoleh laba dan tidak mengalami akumulasi kerugian. Perusahaan dapat memberikan tantiem kepada anggota Dewan Komisaris berdasarkan penetapan RUPS dalam pengesahan Laporan Tahunan apabila Realisasi Pencapaian <i>Key Performance Indicators</i> melebihi 100%; • Insentif Kinerja adalah Penghasilan yang merupakan penghargaan yang diberikan kepada anggota Dewan Komisaris; • Perhitungan Tantiem/Insentif Kinerja bagi Dewan Komisaris adalah sebagai berikut: <ul style="list-style-type: none"> ✓ Perhitungan Tantiem/Insentif Kinerja Komisaris Utama sebesar 45% dari Tantiem/Insentif Kinerja Direktur Utama; ✓ Perhitungan Komisaris lainnya sebesar 90% dari Tantiem/Insentif Kinerja Komisaris Utama. <p>Tantiem/Performance Incentives for the Board of Commissioners</p> <ul style="list-style-type: none"> • Tantiem is income which is an award given to the members of the Board of Commissioners if they make a profit and do not experience accumulated losses. The Company can give bonuses to the members of the Board of Commissioners based on the GMS determination in ratifying the Annual Report if the Realization of Key Performance Indicators Achievement exceeds 100%; • Performance Incentive is Income which is an award given to the members of the Board of Commissioners; • The Calculation of the Tantiem/Performance Incentives for the Board of Commissioners is as follows: <ul style="list-style-type: none"> ✓ The Calculation of Tantiem/Performance Incentives for the President Commissioner is 45% of the Tantiem/Performance Incentives for the President Director; ✓ The calculation for other Commissioners is 90% of the President Commissioner's Tantiem/Performance Incentives. 	<p>Tantiem/Insentif Kinerja Direksi</p> <ul style="list-style-type: none"> • Tantiem, yaitu penghasilan yang merupakan penghargaan yang diberikan kepada anggota Direksi BUMN apabila memperoleh laba dan tidak mengalami akumulasi kerugian. Tantiem dapat diberikan sebagai tambahan berupa Penghargaan Jangka Panjang (<i>Long Term Incentive/LTI</i>). Perusahaan dapat memberikan Tantiem kepada anggota Direksi berdasarkan penetapan RUPS dalam pengesahan Laporan Tahunan apabila Realisasi Pencapaian <i>Key Performance Indicators</i> melebihi 100%; Fasilitas Kesehatan, diberikan dalam bentuk kepesertaan asuransi/penggantian biaya pengobatan; • Insentif Kinerja, yaitu penghasilan yang merupakan penghargaan yang diberikan kepada anggota Direksi apabila terjadi peningkatan kinerja walaupun masih mengalami kerugian atau akumulasi kerugian; • Perhitungan Tantiem/Insentif Kinerja bagi Direksi adalah sebagai berikut: <ul style="list-style-type: none"> ✓ Tantiem/Insentif Kinerja Direktur Utama ditetapkan dengan menggunakan pedoman internal yang ditetapkan oleh Menteri BUMN selaku kuasa Pemegang Saham; ✓ Perhitungan Komisaris lainnya sebesar 90% dari Tantiem/Insentif Kinerja Komisaris Utama. <p>Tantiem/Incentives for the Board of Directors' Performance</p> <ul style="list-style-type: none"> • Tantiem, i.e., income which is an award given to the members of the BUMN Board of Directors if they make a profit and do not experience accumulated losses. Tantiem can be given in addition to a Long Term Incentive (LTI). The Company can provide Tantiem to the members of the Board of Directors based on the GMS determination in ratifying the Annual Report if the Realization of Key Performance Indicators Achievement exceeds 100%; • Performance Incentives, i.e., income which is an award given to the members of the Board of Directors if there is an increase in performance even though they are still experiencing losses or accumulated losses; • The Calculation of Tantiem/Performance Incentives for the Board of Directors is as follows: <ul style="list-style-type: none"> ✓ President Director's Performance Tantiem/Incentives are determined using internal guidelines set by the Minister of SOEs as the Shareholder's attorney; ✓ The Calculation of Tantiem/Performance Incentives for other Board of Directors is 85% of the Tantiem/Performance Incentives for the President Director's salary.



Struktur Remunerasi Dewan Komisaris Remuneration Structure of the Board of Commissioners	Struktur Remunerasi Direksi Remuneration Structure of the Board of Directors
Tidak ada komponen lainnya (komponen yang dimaksud, seperti bonus non kinerja, opsi saham, asuransi, dll) No other components (components in question, such as non-performance bonuses, stock options, insurance, etc.)	Tidak ada komponen lainnya (komponen yang dimaksud, seperti bonus non kinerja, opsi saham, asuransi, dll) No other components (components in question, such as non-performance bonuses, stock options, insurance, etc.)

Selain struktur dan komponen di atas, Perusahaan tidak memberikan remunerasi dalam bentuk lainnya. Perusahaan juga tidak memiliki kebijakan opsi saham bagi Dewan Komisaris dan Direksi.

Apart from the structure and components above, the Company does not provide remuneration in other forms. The company also does not have a stock option policy for the Board of Commissioners and the Board of Directors.



Kebijakan Dasar Terkait Indikator dan Penetapan Remunerasi Dewan Komisaris dan Direksi Tahun 2023

Basic Policy Regarding the Indicators and Determination of Remuneration for the Board of Commissioners and the Board of Directors in 2023

Penetapan penghasilan berupa gaji/honorarium, tunjangan dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor pendapatan, aset, kondisi dan kemampuan keuangan perusahaan, tingkat inflasi, dan faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan. Sedangkan penetapan penghasilan berupa tunjangan dan tantiem yang bersifat *variable* dilakukan dengan mempertimbangkan faktor pencapaian target, tingkat kesehatan dan kemampuan keuangan serta faktor lain yang relevan. Di samping itu, pemberian remunerasi kepada Dewan Komisaris dan Direksi dilaksanakan dengan memperhatikan realisasi pencapaian *Key Performance Indicator* (KPI) Dewan Komisaris dan Direksi tahun 2023.

The determination of income in the form of salary/honorarium, permanent allowances and facilities is carried out by considering factors such as income, assets, financial condition and capability of the company, inflation rate and other relevant factors, and must not conflict with statutory regulations. Meanwhile, determining income in the form of variable allowances and bonuses is carried out by considering target achievement factors, level of health and financial capacity as well as other relevant factors. In addition, the provision of remuneration to the Board of Commissioners and Directors is carried out taking into account the realization of the achievements of the *Key Performance Indicators* (KPI) for the Board of Commissioners and the Board of Directors in 2023.

Berdasarkan keputusan RUPS Tahunan Tahun Buku 2022 yang diselenggarakan pada tanggal 30 Mei 2023, pemegang saham memutuskan:

Based on the resolution of the Annual General Meeting of Shareholders for Financial Year 2022 held on May 30, 2023, the shareholders resolved that:

1. Gaji/Honorarium, Tunjangan, dan Fasilitas
 - a. Gaji Direkur Utama ditetapkan Rp246.000.000,00 (dua ratus empat puluh enam juta rupiah) per bulan. Gaji Wakil Direktur Utama sebesar 90% dari gaji Direktur Utama, dan gaji anggota Direksi lainnya sebesar 85% dari gaji Direktur Utama.

1. Salary/Honorarium, Allowances, and Facilities
 - a. The salary of the President Director is set at IDR246,000,000.00 (two hundred forty six million rupiah) per month. The Deputy President Director's salary is 90% of the President Director's salary, and the salaries of other members of the Board of Directors are 85% of the President Director's salary.

- b. Honorarium Komisaris Utama ditetapkan sebesar 45% dari gaji Direktur Utama, dan honorarium komisaris ditetapkan sebesar 90% dari honorarium Komisaris Utama.
 - c. Tunjangan dan fasilitas bagi Direksi dan Dewan Komisaris diberikan sebagaimana tabel terlampir. Direksi dan Dewan Komisaris dilarang menerima jenis tunjangan dan/atau fasilitas lainnya di luar yang telah ditetapkan dalam surat ini.
 - d. Gaji/honorarium serta tunjangan dan fasilitas bagi Direksi dan Dewan Komisaris untuk tahun 2023 berlaku efektif sejak 1 Januari 2023.
2. Total Tantiem untuk Direksi dan Dewan Komisaris Tahun Buku 2022 ditetapkan sebesar Rp26.305.000.000,00 (dua puluh enam miliar tiga ratus lima juta rupiah), dengan ketentuan:
- a. Tantiem bagi Direktur Utama, Wakil Direktur Utama, anggota Direksi lainnya, Komisaris Utama, dan komisaris dengan faktor jabatan sebagai berikut:
 - 1) Direktur Utama: 100%
 - 2) Wakil Direktur Utama: 90% dari Direktur Utama
 - 3) Anggota Direksi lainnya: 85% dari Direktur Utama
 - 4) Komisaris Utama: 45% dari Direktur Utama
 - 5) Komisaris: 40% dari Direktur Utama
 - b. Besaran Tantiem dihitung proporsional sesuai dengan masa jabatan masing-masing anggota Direksi dan anggota Dewan Komisaris dalam Tahun Buku 2022.
 - c. Pembayaran Tantiem bagi anggota Dewan Komisaris yang merangkap jabatan sebagai Dewan Komisaris pada perusahaan selain BUMN, agar berpedoman pada ketentuan Pasal 72 ayat (2) Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara.
 - d. Sebesar 21% dari nilai Tantiem/IK sebagaimana dimaksud pada angka 2 agar ditangguhkan selama 3 (tiga) tahun, dengan mekanisme sebagaimana tercantum pada Lampiran II.
- b. The honorarium of the President Commissioner is set at 45% of the President Director's salary, and the honorarium of the commissioners is set at 90% of the honorarium of the President Commissioner.
 - c. Allowances and facilities for the Board of Directors and Board of Commissioners are provided as per the attached table. The Board of Directors and Board of Commissioners are prohibited from receiving other types of allowances and/or facilities other than those stipulated in this letter.
 - d. Salary/honorarium and allowances and facilities for the Board of Directors and Board of Commissioners for the year 2023 are effective as of January 1, 2023.
2. The total Tantiem for the Board of Directors and Board of Commissioners for the Financial Year 2022 is set at IDR26,305,000,000.00 (twenty six billion three hundred five million rupiah), with the following provisions:
- a. Tantiem for President Director, Vice President Director, other members of the Board of Directors, President Commissioner, and commissioners with position factors as follows:
 - 1) President Director: 100%
 - 2) Deputy President Director: 90% of President Director
 - 3) Other members of the Board of Directors: 85% of President Director
 - 4) President Commissioner: 45% of President Director
 - 5) Commissioner: 40% of President Director
 - b. The amount of Tantiem is calculated proportionally in accordance with the term of office of each member of the Board of Directors and members of the Board of Commissioners in Fiscal Year 2022.
 - c. Tantiem payment for members of the Board of Commissioners who concurrently serve as the Board of Commissioners in companies other than BUMN, to be guided by the provisions of Article 72 paragraph (2) of the Regulation of the Minister of BUMN Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises.
 - d. 21% of the value of Tantiem/IK as referred to in number 2 to be deferred for 3 (three) years, with the mechanism as stated in Appendix II.



3. Direksi yang merangkap jabatan sebagai Dewan Komisaris pada anak perusahaan/perusahaan patungan/perusahaan terafiliasi BUMN dilarang menerima seluruh penghasilan sebagai anggota Dewan Komisaris yang dirangkapnya di anak perusahaan/perusahaan patungan/perusahaan terafiliasi BUMN sebagaimana ketentuan Pasal 120 Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara. Penghasilan dimaksud menjadi pendapatan lain-lain BUMN Induk (Holding) yang dibayarkan oleh anak perusahaan/perusahaan patungan/perusahaan terafiliasi BUMN.
4. BUMN dapat memberlakukan pedoman penetapan penghasilan yang diatur dalam Peraturan Menteri BUMN Nomor PER-3/MBU/03/2023 tentang Organ dan Sumber Daya Manusia Badan Usaha Milik Negara, dalam menetapkan penghasilan Direksi dan Dewan Komisaris pada anak perusahaan BUMN yang bersangkutan.
5. Hal-hal yang perlu diperhatikan dalam usulan penetapan penghasilan Direksi dan Dewan Komisaris/Dewan Pengawas tahun 2024 sebagai berikut:
 - a. Keselarasan antara anggaran Tantiem/IK dengan target kinerja;
 - b. Pencantuman anggaran Tantiem/IK secara eksplisit dalam RKAP tahun yang bersangkutan;
 - c. Dewan Komisaris dapat mengusulkan penghasilan/remunerasi tahun 2024 kepada Menteri BUMN selambat-lambatnya sebelum RUPS pengesahan Laporan Tahunan 2023 sesuai dengan ketentuan yang berlaku. Usulan dimaksud diutamakan menggunakan hasil kajian internal Perusahaan.
6. Hal-hal yang diatur dalam surat ini apabila di kemudian hari terdapat kekeliruan di dalamnya akan dilakukan pembetulan sebagaimana mestinya.

Kebijakan terkait remunerasi yang berlaku saat ini yakni:

1. Peraturan Direksi PT Bio Farma (Persero) Nomor PER-007.14-DIR-I-2022 tentang tunjangan dan fasilitas bagi Direksi, Dewan Komisaris, dan organ pendukung Dewan Komisaris.
2. Peraturan Direksi No. 001/29/DIR/V/2023 tentang Tunjangan dan Fasilitas bagi Direksi, Dewan Komisaris, dan Organ Pendukung Dewan Komisaris.

3. Directors who concurrently serve as Board of Commissioners in subsidiaries/joint ventures/affiliated companies of SOEs are prohibited from receiving all income as a member of the Board of Commissioners that they concurrently serve in subsidiaries/joint ventures/affiliated companies of SOEs as stipulated in Article 120 of the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises. Such income becomes other income of the Parent SOE (Holding) paid by the subsidiary/joint venture/affiliated company of the SOE.
4. SOEs may apply the guidelines for determining income stipulated in the Regulation of the Minister of SOEs Number PER-3/MBU/03/2023 concerning Organs and Human Resources of State-Owned Enterprises, in determining the income of the Board of Directors and the Board of Commissioners of the relevant SOE subsidiary.
5. Matters that need to be considered in the proposed determination of the income of the Board of Directors and the Board of Commissioners / Supervisory Board in 2024 are as follows:
 - a. Alignment between Tantiem/IK budget and performance targets;
 - b. Explicit inclusion of the Tantiem/IK budget in the RKAP for the year concerned;
 - c. The Board of Commissioners may propose income/remuneration for 2024 to the Minister of SOEs no later than before the GMS for the ratification of the 2023 Annual Report in accordance with applicable regulations. The proposal is prioritized using the results of the Company's internal study.
6. The matters set forth in this letter if in the future there are errors in it will be corrected accordingly.

The current remuneration-related policies are as follows:

1. Decree of the Board of Directors Number 02376/DIR/VI/2018 concerning Amendments to Decree Number 01378-DIR-III-2018 concerning Technical Guidelines for Payment of Salary, Honorarium, Religious Holiday Allowance for Directors & Board of Commissioners.
2. Board of Directors Regulation Number 001/29/DIR/V/2023 concerning Allowances and Facilities for Directors, Board of Commissioners, and Supporting Organs of the Board of Commissioners.



Transparansi Remunerasi Dewan Komisaris dan Direksi Tahun 2023

The Transparency of Remuneration for the Board of Commissioners and the Board of Directors in 2023

Informasi transparansi struktur dan jumlah nominal remunerasi yang diberikan kepada Dewan Komisaris dan Direksi tahun 2023 adalah sebagai berikut:

Information on the transparency of the structure and nominal amount of remuneration given to the Board of Commissioners and the Board of Directors in 2023 is as follows:

Remunerasi Dewan Komisaris Tahun 2023

Dewan Komisaris Board of Commissioners	Masa Menjabat di Tahun 2023 Term of Office in 2023	Penghasilan per Bulan Income per Month		Tunjangan Hari Raya Holiday Allowance
		Honorarium	Tunjangan Transportasi Transportation Allowance	
Dewan Komisaris Board of Commissioners				
Tanri Abeng (Komisaris Utama merangkap Komisaris Independen) (President Commissioner concurrently Independent Commissioner)	1 tahun penuh 1 full year	v	v	v
Nizar Yamanie (Komisaris Independen) (Independent Commissioner)	1 tahun penuh 1 full year	v	v	v
Ahmad M. Ramli (Komisaris) (Commissioner)	1 tahun penuh 1 full year	v	v	v
Arianti Anaya (Komisaris) (Commissioner)	1 tahun penuh 1 full year	v	v	v
Roni Dwi Susanto (Komisaris) (Commissioner)	1 tahun penuh 1 full year	v	v	v
Didik Kusnaini (Komisaris)* (Commissioner)*	5 Juni 2023 s.d Desember June 5, 2023 to December	v	v	x
Made Arya Wijaya (Komisaris)* (Commissioner)*	Januari s.d 5 Juni 2023 January to June 5, 2023	v	v	v
Jumlah (Rp) Total (IDR)				

*) Made Arya Wijaya tidak lagi menjabat sejak 5 Juni 2023. Pada kesempatan yang sama, Didik Kusnaini diangkat untuk menjabat dalam jajaran Dewan Komisaris Perusahaan.



Board of Commissioners Remuneration in 2023

Pajak Remunerasi yang Ditanggung Perusahaan Remuneration tax borne by the Company	Asuransi Purna Jabatan Post-retirement Insurance	Fasilitas Kesehatan Health Facilities	Fasilitas Bantuan Hukum Legal Aid Facility	Tantiem/Insentif Kinerja Tantiem/Performance Incentive	Jumlah Remunerasi Tahun 2023 (Rp) Total Remuneration in 2023 (IDR)
v	v	v	x	v	4.260.739.243,98
v	v	v	x	v	4.127.080.292,19
v	v	v	x	v	3.696.182.153,19
v	v	v	x	v	3.453.654.969,22
v	v	v	x	v	3.713.488.132,19
v	v	v	x	x	1.479.595.252,00
v	v	v	x	v	2.141.516.725,19
					22.872.256.767,95

*) Made Arya Wijaya ceased to serve since June 5, 2023. At the same time, Didik Kusnaini was appointed to the Company's Board of Commissioners.

Remunerasi Direksi Tahun 2023

Direksi Board of Directors	Masa Menjabat di Tahun 2023 Term of Office in 2023	Penghasilan per Bulan Income per Month		Tunjangan Hari Raya Holiday Allowance
		Honorarium	Tunjangan Transportasi Transportation Allowance	
Direksi Board of Directors				
Shadiq Akasya (Direktur Utama)** (President Director)**	5 Juni 2023 s.d Desember June 5, 2023 to December	v	v	x
Soleh Ayubi (Wakil Direktur Utama) (Deputy President Director)	1 tahun penuh 1 full year	v	v	v
I.G.N. Suharta Wijaya (Direktur Keuangan dan Manajemen Risiko) (Finance & Risk Management Director)	1 tahun penuh 1 full year	v	v	v
Sri Harsi Teteki (Direktur Medis dan Hubungan Kelembagaan) (Medical and Institutional Relations Director)	1 tahun penuh 1 full year	v	v	v
Yuliana Indriati (Direktur Pengembangan Usaha) (Business Development Director)	1 tahun penuh 1 full year	v	v	v
Endang Suraningsih (Direktur <i>Human Capital</i>)* (Human Capital Director)*	22 Februari 2023 s.d Desember February 22, 2023 to December	v	v	v
Iin Susanti (Direktur Produksi dan <i>Supply Chain</i>) (Production and Supply Chain Director)**	5 Juni 2023 s.d Desember June 5, 2023 to December	v	v	x
Kamelia Faisal (Direktur Pemasaran)** (Marketing Director)**	5 Juni 2023 s.d Desember June 5, 2023 to December	v	v	x
Honesti Basyir (Direktur Utama)** (President Director)**	Januari s.d 5 Juni 2023 January to June 5, 2023	v	v	v
M. Rahman Roestan (Direktur Operasi)* (Operations Director)*	Januari s.d 22 Februari 2023 January to February 22, 2023	v	v	v
Jumlah (Rp) Total (IDR)				

*) Made Arya Wijaya tidak lagi menjabat sejak 5 Juni 2023. Pada kesempatan yang sama, Didik Kusnaini diangkat untuk menjabat dalam jajaran Dewan Komisaris Perusahaan.

***) Honesti Basyir tidak lagi menjabat sebagai Direktur Utama sejak tanggal 5 Juni 2023. Pada kesempatan yang sama, Shadiq Akasya, Iin Susanti, dan Kamelia Faisal diangkat untuk menjabat dalam jajaran Direksi.



Board of Directors Remuneration in 2023

Pajak Remunerasi yang Ditanggung Perusahaan Remuneration tax borne by the Company	Asuransi Purna Jabatan Post-retirement Insurance	Fasilitas Kesehatan Health Facilities	Fasilitas Bantuan Hukum Legal Aid Facility	Tantiem/Insentif Kinerja Tantiem/ Performance Incentive	Jumlah Remunerasi Tahun 2023 (Rp) Total Remuneration in 2023 (IDR)
v	v	v	x	x	4.041.198.366,00
v	v	v	x	v	7.935.095.289,30
v	v	v	x	v	7.237.415.648,30
v	v	v	x	v	7.548.794.428,30
v	v	v	x	v	7.079.694.793,30
v	v	v	x	x	5.390.555.214,00
v	v	v	x	x	3.242.089.702,00
v	v	v	x	x	2.939.600.055,00
v	v	v	x	v	5.149.807.073,30
v	v	v	x	v	2.796.570.533,58
					53.360.821.103,09

*) M. Rahman Roestan will no longer serve as Operations Director since February 22, 2023. At the same time, Endang Suraningsih was appointed to the Board of Directors.

**) Honesti Basyir ceased to serve as President Director with effect from June 5, 2023. At the same time, Shadiq Akasya, Iin Susanti and Kamelia Faisal were appointed to the Board of Directors.

Perihal Subject	2023 Jumlah (Rp) Total (IDR)	2022 Jumlah (Rp) Total (IDR)	Kenaikan/Penurunan Increase/Decrease		
			Nominal (Rp) Nominal (IDR)	Persentase Percentage (%)	
			(3=1-2)	(3/2)	
Jumlah Remunerasi Dewan Komisaris Total Remuneration of the Board of Commissioners	77.743.940.445	15.587.660.852	62.156.279.593	79,95	▼
Jumlah Remunerasi Direksi Total Directors' Remuneration	30.075.153.050	48.475.187.569,28	(18.400.034.519,28)	(61,18)	▼
Jumlah Remunerasi Dewan Komisaris dan Direksi Total Remuneration of Board of Commissioners and Board of Directors	107.819.093.495	64.062.848.421	43.756.245.074	40,58	▲

Kebijakan Pemberian Kompensasi Jangka Panjang Berbasis Kinerja Performance Based Long Term Compensation Policy

Hingga akhir tahun 2023 Bio Farma tidak memiliki kebijakan terkait kompensasi jangka panjang berbasis kinerja. Perusahaan juga tidak melaksanakan Program Opsi Kepemilikan Saham baik oleh Manajemen atau *Management Stock Option Program (MSOP)* maupun oleh Karyawan atau *Employee Stock Option Program (ESOP)* untuk pemberian kompensasi jangka panjang berbasis kinerja.

Until the end of 2023 Bio Farma does not have a policy regarding long-term performance-based compensation. The Company also does not implement a Stock Ownership Option Program either by Management or Management Stock Option Program or Management Employee Stock Option Program (MSOP) or by Employees or Employee Stock Option Program (ESOP) to provide performance-based long-term compensation.

Informasi tentang Kepemilikan Saham Dewan Komisaris dan Direksi Information about the Share Ownership of the Board of Commissioners and the Board of Directors

Hingga akhir tahun 2023 Bio Farma tidak memiliki pemegang saham yang bersifat perorangan. Seluruh saham Bio Farma dimiliki oleh Pemerintah Republik Indonesia.

Until the end of 2023, Bio Farma will not have individual shareholders. All Bio Farma shares are owned by the Government of the Republic of Indonesia.