The Board of Commissioners is a Company body responsible for supervising generally and/or specifically in accordance with the Articles of Association, advising the Board of Directors, and ensuring that the Company is applies GCG principles. The Board of Commissioners is responsible to the Shareholders in terms of overseeing the Directors’ policy towards the Company’s general operations in line with the business plan approved by the Board of Commissioners and shareholders, and ensures compliance with all applicable laws and regulations.

Each member of the Board of Commissioners must have high integrity, knowledge, ability and commitment, and make time to carry out its duties. Thus, the role of the Board of Commissioners is very strategic. Therefore, the composition of the Board of Commissioners of the Company should enable effective, correct and prompt decision making. In addition, the Board of Commissioners is also required to act independently, in the sense that there is no conflict of interest that may interfere with its ability to perform its duties independently and critically, both in relation to each other and the relationship with the directors.

**REGULATION REFERENCE**

The GMS has the authority not granted to the Board of Directors and Board of Commissioners, within the limits prescribed by the law and the articles of association of the Company. The holding of GMS in the Company refers to Law no. 40 Year 2007 regarding Limited Liability Company.

**BOARD MANUAL THE BOARD OF COMMISSIONERS**

In more detail, the Board of Commissioners Code of Conduct and Working Conduct is set down in the Charter and Board Manual, which regulates the Board of Directors and Board of Commissioners Working Procedures, including guidance for the Board of Commissioners’ operations describing activity stages in a structured, systematic, understandable and consistent manner, as a reference for the Board of Commissioners in performing their respective duties to achieve the vision and mission of the Company.

With the Board Manual, it is expected to achieve a high standard of work and in line with GCG principles.

The Company Board of Manual has been ratified based on Decision Letter No. 05/DK/WIKA/2018 and No. SK.02.09/A.DIR.0637/2018 concerning the Board of Directors and Board of Commissioners Working Guidelines. The contents of the Board Manual, include the following:

1. Duties of the Board of Commissioners
2. Obligations of the Board of Commissioners
3. Authorities of the Board of Commissioners
4. Rights of the Board of Commissioners
5. Criteria for the Board of Commissioners
6. Term of office for the Board of Commissioners
7. Introduction Program for the Board of Commissioners
8. Independent Commissioners
9. Ethics of the Board of Commissioners
10. Board of Commissioners Meetings
11. Performance Evaluation for the Board of Commissioners
12. Conflicts of Interest in the Board of Commissioners
13. Working Relationship with the Board of Directors
14. Committees Assisting the Board of Commissioners
15. Secretary to the Board of Commissioners

Some Board of Commissioners working guidelines in the Board Manual are outlined below.

**BOARD OF COMMISSIONERS DUTIES AND RESPONSIBILITIES**

The duties and responsibilities of the Board of Commissioners in the board manual, include:

1. The Board of Commissioners is in charge of supervising the management policy, the general management of the Company and the Company’s business conducted by the Board of Directors and provides advice to the Board of Directors, including supervising the execution of the Company’s Long Term Plan, Work Plan and Budget, and the Articles of Association and Resolutions of the GMS, as well as applicable laws and regulations, for the benefit of the Company and
in accordance with the purposes and objectives of the Company. Therefore,

2. In performing its duties every member of the Board of Commissioners shall:

a. The Board of Commissioners is authorized to:

1) Check books, letters, and other documents, check cash for verification purposes and other securities and check the Company’s assets;
2) Enter the yard, building and office used by the Company;
3) Request an explanation from the Directors and/or other officials regarding all matters relating to the management of the Company;
4) Knowing all policies and actions that have been and will be carried out by the Board of Directors;
5) Requests the Directors and/or other officials under the Board of Directors with the knowledge of the Board of Directors to attend Board of Commissioners meetings;
6) Appoint and dismiss a Secretary of the Board of Commissioners;
7) Temporarily dismissing members of the Board of Directors in accordance with the provisions of the Articles of Association;
8) Establish an Audit Committee, Remuneration and Nomination Committee, Risk Monitoring Committee and other Committees, if deemed necessary by taking into account the company’s capabilities;
9) Use experts for certain matters and certain periods of time at the Company’s expense, if deemed necessary.
10) Acting in managing the Company under certain conditions for a certain period of time in accordance with the provisions of this Articles of Association.
11) Approved the appointment and dismissal of the Corporate Secretary and/or Head of the Internal Audit Unit.
12) Attending Board of Directors Meetings and providing views on matters discussed;
13) Implement other supervisory authorities insofar as they do not conflict with laws and regulations, this Articles of Association and/or GMS decisions.

b. The Board of Commissioners is obliged to:

1) Providing advice to the Board of Directors in implementing the management of the Company;
2) Provide opinions and approval of the Company’s Annual Work Plan and Budget and other work plans prepared by the Board of Directors, in accordance with the provisions of the Articles of Association;
3) Following the development of the Company’s activities, giving opinions and suggestions to the GMS regarding any issues that are considered important for the management of the Company;
4) Report to holders of Dwiwarna Series A shares if there are symptoms of a decline in the Company’s performance;
5) Propose to the GMS the appointment of a Public Accountant who will conduct an examination of the company’s book.
6) Research and review periodic reports and Annual Reports prepared by the Board of Directors and sign the Annual Report;
7) Provide explanations, opinions and suggestions to the GMS regarding the Annual Report, if requested;
8) Make minutes of Board of Commissioners meetings and keep copies;
9) Report to the Company regarding its share ownership and/or family to the Company and other companies;
10) Provide a report on the supervisory duties that have been carried out during the recent financial year to the GMS.
11) Provide an explanation of everything that is asked or requested by the tensioner of Series A Dwiwarna shares by observing the laws and regulations in the field of Capital Market.
12) Carry out other obligations in the framework of the task of supervision and provision of advice, insofar as they do not conflict with laws and regulations, this Articles of Association and/or the resolution of the GMS.

3. In carrying out its duties, each member of the Board of Commissioners must:

a. Comply with this Articles of Association and laws and regulations as well as the principles
of professionalism, efficiency, transparency, independence, accountability, accountability, and fairness;

b. Good-willed, prudent and responsible in carrying out supervisory duties and giving advice to the Board of Directors for the interests of the Company and in accordance with the purposes and objectives of the Company.

4. Under certain conditions, the Board of Commissioners must hold the annual GMS and other GMS in accordance with their authorities as stipulated in the legislation and the Articles of Association.

5. a. Each member of the Board of Commissioners is directly and severally responsible for the losses of the Company caused by errors or omissions of members of the Board of Commissioners in carrying out their duties.

b. Members of the Board of Commissioners cannot be held responsible for the losses of the Company as referred to in letter a, if they can prove:

1. the loss is not due to an error or negligence;
2. has carried out supervision in good faith, full of responsibility, and prudence for the interests and in accordance with the purposes and objectives of the Company;
3. does not have a conflict of interest, directly or indirectly, over a supervisory action that results in a loss; and
4. has taken action to prevent the occurrence or continuation of the loss.

BOARD OF COMMISSIONERS AUTHORITY

In performing its duties the Board of Commissioners is authorized to:

1. Examine books, letters, and other documents, cash for verification purposes and other securities and check the assets of the Company;
2. Enter the yards, buildings, and offices used by the Company;
3. Request an explanation from the Board of Directors and/or other officials regarding any issues related to the management of the Company;
4. Know all policies and actions that have been and will be carried out by the Board of Directors;
5. Request the Board of Directors and/or other officials under the Board of Directors with the knowledge of the Board of Directors attend the Board of Commissioners meeting;
6. Appoint the Secretary of the Board of Commissioners, if deemed necessary;
7. Temporarily suspend members of the Board of Directors in accordance with the provisions of the Articles of Association;
8. Establish an Audit Committee, Remuneration and Nomination Committee, Risk Monitoring Committee and other Committees, if deemed necessary by taking into account the capabilities of the company;
9. Use experts for certain matters and period of time at the expense of the Company, if deemed necessary.
10. Carry out the Company’s management actions in certain circumstances for a certain period of time in accordance with the provisions of this Articles of Association.
11. Approve the appointment and dismissal of the Corporate Secretary and/or the Head of the Internal Control Unit.
12. Attend the Board of Directors Meeting and give an opinion on the matters being discussed;
13. Carry out other supervisory authority to the extent that it is not contrary to the laws and regulations, Articles of Association and/or the resolutions of the GMS.

BOARD OF COMMISSIONERS RIGHTS

In performing its duties of authority and obligations the Board of Commissioners shall be entitled to:

1. Receive honorarium and allowances/facilities including post employment benefits of the type and amount determined by the GMS with due regard to the provisions of applicable laws and regulations;
2. Conduct a division of labor among members of the Board of Commissioners governed by themselves, and for the smooth functioning of the Board of Commissioners may be assisted by a Secretary of the Board of Commissioners, appointed by the Board of Commissioners at the expense of the Company, and Committees deemed necessary both temporary and permanent, appointed by the
Board of Commissioners on the basis of the need, at the expense of the Company;
3. A member of the Board of Commissioners shall be entitled to resign from office with the obligation to notify in writing their intent to the Company, with a copy to the Board of Commissioners, the Board of Directors and Shareholders proposing the appointment of the member of the Board of Commissioners concerned;
   a. The Company is obliged to convene a General Meeting of Shareholders related to the resignation of members of the Board of Commissioners no later than 90 (ninety) calendar days after receipt of the letter of resignation;
   b. In the event that the Company does not hold a General Meeting of Shareholders within 90 (ninety) calendar days after the receipt of the letter of resignation, the resignation of such member of the Board of Commissioners shall be valid without requiring the approval of the GMS unless the resignation causes the number of members of the Board of Commissioners to be less than 2 (two) person;
   c. Any member of the Board of Commissioners who resigns as such may still be held accountable from their appointment up to the date of his resignation becoming effective;
   d. To charge the Company the necessary costs for the performance of the authorized and obliged duties of the Board of Commissioners and obvious costs contained in the Company’s Work Plan and Budget;
   e. Obtain access to Company information in a timely and complete manner.

BOARD OF COMMISSIONERS TENURE

The term of office for a member of the Board of Commissioners shall be for a period commencing from the date stipulated by the GMS which appointed them and ending at the close of the 5th (fifth) Annual General Meeting of Shareholders after the date of their appointment, but without prejudice to the right of the GMS to terminate such members of the Board of Commissioners at any time prior to their term expires if the members of the Board of Commissioners meet one or more of the reasons but are not limited to:

1. Cannot perform its duties properly;
2. Does not follow the provisions of the law and/or provisions of the Articles of Association;
3. Engages in actions that harm the Company and/or the State;
4. Is found guilty with a court decision having a permanent legal power; or
5. Resigns.

After the term of office, the member of the Board of Commissioners may be reappointed by the GMS for 1 (one) term of office.

BOARD OF COMMISSIONERS MEMBERSHIP CRITERIA

WIKA is fully aware that Shareholders, through the GMS, have full authority to appoint Board of Commissioners. However, in order to ensure that the Board and the Board of Commissioners members performs according to shareholders’ expectations and the needs of the Company, it is necessary to establish a policy for the criteria required for members of the Board of Commissioners. The Board of Commissioners criteria includes the following:

1. The Board of Commissioners shall consist of 2 (two) members or more with the number required stipulated by the GMS.
2. The Company is required to have an Independent Commissioner in accordance with the laws and regulations in the Capital Market.
3. The Board of Commissioners consisting of more than 1 (one) member is an assembly, and each member of the Board of Commissioners cannot act individually, but based on the Board of Commissioners’ decisions.
4. If the Board of Commissioners consists of more than 1 (one) member, then one member of the Board of Commissioners shall be appointed President Commissioner.
5. Those who may be appointed as a members of the Board of Commissioners must be qualified individual who are capable of performing legal acts, except within 5 (five) years unless before their appointment:
   a. Have been declared bankrupt;
   b. Have been members of a Board of Directors or a member of a Board of Commissioners or a member of a Supervisory Board who has been
found guilty of causing a Company or a Perum to be declared bankrupt; or

c. Has been punished for committing a criminal act that was detrimental to the state and/or SOE finances and/or related to the financial sector.

6. In addition to meeting the criteria referred to above, the appointment of Board of Commissioners members shall be conducted by considering the integrity, dedication, understanding of the company’s management issues relating to one of the management functions, having sufficient knowledge in the Company’s business field, and providing sufficient time for perform duties as well as other requirements under the laws and regulations.

7. The appointment of Board of Commissioners members who do not meet the requirements referred to, are null and void due to law when other Board of Commissioners or the Board of Directors members are aware of the non-fulfillment of such requirements.


9. The appointment of Board of Commissioners members does not coincide with the appointment of Board of Directors members.

10. The Board of Commissioners members shall be appointed and dismissed by the General Meeting of Shareholders from candidates proposed by the Series A Dwiwarna Shareholder, after the nomination process, in accordance with applicable laws and regulations and the nomination is binding for the GMS.

11. Board of Commissioners members are prohibited from having third degree family relationships, either on a straight line or a side line, including relationships arising out of marriage, with other members of the Board of Commissioners and members of the Board of Directors. In the event of the circumstances referred to above, then the GMS is authorized to dismiss one of them.

12. Members of the Board of Commissioners are prohibited from holding multiple positions as:

a. Members of the Board of Directors in other State-Owned Enterprises, Regional-Owned Enterprises, Private-owned Enterprises;

b. Other positions in accordance with the provisions of legislation, management of political parties and/or candidates/legislative members; and/or

c. Other positions that may create a conflict of interest.

BOARD OF COMMISSIONERS ASSESSMENT OF ABILITIES AND CONDUCT AND BASIC APPOINTMENT

All members of WIKA’s Board of Commissioners have met the criteria and conditions required in the fit and proper test according to the Limited Liability Company Law, the Company’s Articles of Association, good corporate governance rules, and other relevant rules and regulations, including the provisions for Independent Commissioners. All members of the Board of Commissioners have adequate integrity, competence and reputation. This is evidenced by the pass fit and proper test approval obtained as follows.

Table of Capability and Compliance Assessment

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>PERIOD</th>
<th>EXECUTOR</th>
<th>APPOINTMENT BASICS</th>
<th>DATE OF EFFECTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imam Santoso</td>
<td>President Commissioner</td>
<td>March 17, 2017 - present</td>
<td>Ministry of SOE</td>
<td>Deed of Decision of the Annual General Meeting of Shareholders Number 39 dated March 23, 2017</td>
<td>March 17, 2017</td>
</tr>
<tr>
<td>Eddy Kristanto</td>
<td>Commissioner</td>
<td>April 28, 2016 - March 25, 2019</td>
<td>Ministry of SOE</td>
<td>Decree of Decision of the Annual General Meeting of Shareholders Number 82 dated April 28, 2016</td>
<td>April 28, 2016</td>
</tr>
<tr>
<td>Liliek Mayasari</td>
<td>Commissioner</td>
<td>July 30, 2015 – present</td>
<td>Ministry of SOE</td>
<td>Deed of EDMS Decree Number 22 dated August 12, 2016</td>
<td>July 30, 2015</td>
</tr>
</tbody>
</table>
In order to effectively perform its functions and duties, the members of the Board of Commissioners must be familiar with and understand the company profile including the characteristics and business processes of the Company. In addition, for the Board of Commissioners to work in harmony with other Company bodies, the newly appointed members of the Board of Commissioners are given an Orientation Program. The program includes presentations, meetings, visits to Company facilities, visits to Regional Offices and Branch Offices or other programs. The responsibility for organizing this program is with the President Commissioner, or if absent, the President Commissioner passes responsibility to the President Director.

The Orientation Program given to Members of the Board of Commissioners includes:
1. Principles and the implementation of good corporate governance;
2. Company overview related to the objectives, nature, scope of activities, financial performance and operations, strategy, short-term and long-term business plans and, competitive position, risks and other strategic issues;
3. Information related to delegated authorities, internal and external audits, internal control systems and policies as well as the audit committee;
4. Description of the tasks and responsibilities of the Board of Commissioners and the Board of Directors;
5. Various laws and regulations, and company policies.

The Orientation Program for the Board of Commissioners has only been implemented through the mechanism of the Joint Meetings of the Board of Commissioners and Directors held on May 14, 2018. The Joint Meeting was attended by the entire Board of Commissioners and Directors.

To streamline the roles of the Board of Commissioners, tasks are distributed among the members by considering the division of duties of the Board of Directors. The division of duties among members of the Board of Commissioners is aimed at the implementation of the technical duties of the board in order for the company to run smoothly, effectively and efficiently, so according their respective responsibilities and authorities have a clarity regarding the role of members of the Board of Commissioners, both collectively and individually.

The Board of Commissioners carries out its division of duties based on Board of Commissioners’ Decree No.69/DK/WIKA/2016 concerning Sector Distribution of Board of Commissioners’ Duties in (Persero) PT Wijaya Jarya Tbk. Under the decree, the division of the Board of Commissioners duties is as follows:
1. In carrying out their work, supervision and advisory activities related to the management of the company by the Board of Directors, the Board of Commissioners must always be guided by the provisions of the Articles of Association and applicable rules and legislation;
2. The Board of Commissioners’ supervision task is translated into a functioning partnership, as a consultant and a catalyst to create a relationship and synergy between the Board of Commissioners and Board of Directors;
3. The Board of Commissioners’ supervision of the Board of Directors is not conducted head to head by each Board of Commissioners member with
each Board of Directors member, but is handled collegially through the role and functions of each committee below the Board of Commissioners;

4. In addition to carrying out the tasks as the first point, it was agreed upon by the entire Board of Commissioners that each member of the Company’s Board of Commissioners shall carry out specific and priority responsibilities, as follows:

Table of Assignments for the Board of Commissioners

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>PERIOD</th>
<th>FIELD OF DUTY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imam Santoso</td>
<td>President Commissioner</td>
<td>March 17, 2017 – present</td>
<td>- Coordinating all activities of the Board of Commissioners in the context of supervision and supervision.</td>
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<tr>
<td></td>
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<td>- Acting for and on behalf of the Board of Commissioners in writing in writing all activities and supervisory work</td>
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<tr>
<td></td>
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<td>- Supervision and supervision of Public Civil and Building Buildings</td>
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<td></td>
<td>- Cross-sectoral coordination</td>
</tr>
<tr>
<td>Eddy Kristanto</td>
<td>Commissioner</td>
<td>April 28, 2016 – March 25, 2019</td>
<td>- Supervision and supervision in the fields of foreign business, building and investment</td>
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<td>- Cross-sectoral coordination</td>
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<td>- Report to the President Commissioner all his work</td>
</tr>
<tr>
<td>Freddy R. Saragih</td>
<td>Commissioner</td>
<td>July 30, 2015 – present</td>
<td>- Supervision and supervision in the financial and legal fields</td>
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<td>- Cross-sectoral coordination</td>
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<tr>
<td></td>
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<td></td>
<td>- Report to the President Commissioner all his work</td>
</tr>
<tr>
<td>Liliek Mayasari</td>
<td>Commissioner</td>
<td>July 30, 2015 – present</td>
<td>- Supervision and supervision in the field of general civil and marketing</td>
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<td>- Cross-sectoral coordination</td>
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<td></td>
<td>- Report to the President Commissioner all his work</td>
</tr>
<tr>
<td>Imas Aan Ubudiah</td>
<td>Independent Commissioner</td>
<td>April 22, 2015 - September 20, 2018</td>
<td>- Coordinating the activities of the Nomination, Remuneration and GCG Committee</td>
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<td></td>
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<td>- Cross-sectoral coordination</td>
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<td></td>
<td>- Report to the President Commissioner all his work</td>
</tr>
<tr>
<td>Suryo Hapsoro Tri Utomo</td>
<td>Independent Commissioner</td>
<td>April 24, 2018 – present</td>
<td>- Supervision and supervision in the industrial plant and energy fields</td>
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<td>- Cross-sectoral coordination</td>
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<td></td>
<td>- Report to the President Commissioner all his work</td>
</tr>
<tr>
<td>Achmad Hidayat</td>
<td>Independent Commissioner</td>
<td>April 24, 2018 – present</td>
<td>- Supervision and supervision in the SHE field</td>
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<td></td>
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<td>- Cross-sectoral coordination</td>
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<tr>
<td></td>
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<td></td>
<td>- Report to the President Commissioner all his work</td>
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BOARD OF COMMISSIONERS’ COMPOSITION DIVERSITY POLICY AND ITS APPLICATION

Regarding to the Otoritas Jasa Keuangan recommendation as set forth in their Attachment Circular Number 32/SEOJK.04/2015 concerning the Guidelines for Public Company Corporate Governance, the composition for Board of Commissioners’ members considers the composition diversity of members. The composition diversity is a combination of desirable characteristics in terms of both the Board of Commissioners’ collectively, and the Board of Commissioners members individually, in accordance with the needs of the Public Company. This combination is determined by taking into account the appropriate expertise, knowledge and experience for the division of duties and functions between the Board of Commissioners to achieve the objectives of the Public Company. Therefore, the consideration of the combined characteristics will affect the accuracy of the nomination process, and the individual appointment of Board of Commissioners members,
or the Board of Commissioners make-up in a collegial manner.

The composition diversity for the Board of Commissioners as set forth in the Attachment to Otoritas Jasa Keuangan Circular Letter No. 32/SEOJK.04/2015 concerning Public Company Corporate Governance Guidelines, and has been accommodated in the Company’s Articles of Association and the Board Manual. The appointment of the Board of Commissioners is conducted by taking into consideration the integrity, dedication, understanding of the Company’s management issues relating to any of the management functions, knowledge and/or expertise in the field required by the Company, and being able to provide sufficient time to perform their duties, as well as other requirements under the laws and regulations. However, the diversity policy only regulates the diversity of knowledge and/or expertise in accordance with the duties of the Board of Commissioners. The age and gender diversity policy is not covered by WIKA, as the nominations are prioritized to the needs of the Company.

In 2018, the Board of Commissioners composition diversity is reflected in their education, work experience, age and gender, as seen in the table below:

### Table of Diversity Composition of the Board of Commissioners

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>PERIOD</th>
<th>AGE</th>
<th>GENDER</th>
<th>EDUCATION</th>
<th>WORK EXPERIENCE</th>
<th>EXPERTISE</th>
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<tbody>
<tr>
<td>NAME</td>
<td>POSITION</td>
<td>PERIOD</td>
<td>AGE</td>
<td>GENDER</td>
<td>EDUCATION</td>
<td>WORK EXPERIENCE</td>
<td>EXPERTISE</td>
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</tr>
<tr>
<td>Liliek Mayasari</td>
<td>Commissioner</td>
<td>July 30, 2015 – present</td>
<td>49 years old</td>
<td>Female</td>
<td>Bachelor of Economics, Universitas Gadjah Mada, Yogyakarta in 1994</td>
<td>- Head of Strategic Industry and Manufacturing Business Sector IIIb Ministry of BUMN (2010-2014)</td>
<td>Economy</td>
</tr>
<tr>
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<td></td>
<td>- Plt. Head of Human Resources Management Section of the Ministry of BUMN (2016-2017)</td>
<td>- Plt. Head of the Bureaucratic Reform and Organization Division of the Ministry of BUMN (2017-present)</td>
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<tr>
<td></td>
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<td></td>
<td>- Head of Human Resources Management Section of the Ministry of BUMN (present)</td>
<td>- Head of Strategic Industry and Manufacturing Business Sector IIIb Ministry of BUMN (2010-2014)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Wakil Ketua ICMI Garut (2009-2013)</td>
<td>- Ketua Yayasan Ubudiah Karya Abadi (YUKA Indonesia) (2010-present)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<td></td>
<td>- Ph.D. (Doctor of Philosophy), University of Newcastle upon Tyne, England in 1996</td>
<td>- Country Representative of Indonesia to the SEAMEO SEARCA Governing Board (2009-2012)</td>
<td></td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>- Rector of Budi Luhur University Jakarta (2012-2016)</td>
<td>- Deputy Chair of the Board of Advisory, Yogyakarta Institute of Technology (2015 - present)</td>
<td></td>
</tr>
<tr>
<td>Achmad Hidayat</td>
<td>Independent Commissioner</td>
<td>April 24, 2018 – present</td>
<td>61 years old</td>
<td>Male</td>
<td>- Education in the Police Academy in 1980</td>
<td>- Head of Polri’s Information and Technology Division (2013)</td>
<td>Law</td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>- Education in the National Police Secretariat in 1997</td>
<td>- Head of the Indonesian Police Bareskrim Analyst Bureau (2010)</td>
<td></td>
</tr>
</tbody>
</table>
**BOARD OF COMMISSIONERS’ NUMBER AND COMPOSITION**

In 2018, the WIKA’s Board of Commissioners number and composition changed as explained below.

**Period of January 1 – April 24, 2018**

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imam Santoso</td>
<td>President Commissioner</td>
</tr>
<tr>
<td>Eddy Kristanto</td>
<td>Commissioner</td>
</tr>
<tr>
<td>Freddy R. Saragih</td>
<td>Commissioner</td>
</tr>
<tr>
<td>Liliek Mayasari</td>
<td>Independent Commissioner</td>
</tr>
<tr>
<td>Nurrachman</td>
<td>Independent Commissioner</td>
</tr>
<tr>
<td>Imas Aan Ubudiah</td>
<td>Independent Commissioner</td>
</tr>
</tbody>
</table>

**Period of April 24 – December 31, 2018**

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imam Santoso</td>
<td>President Commissioner</td>
</tr>
<tr>
<td>Eddy Kristanto*</td>
<td>Commissioner</td>
</tr>
<tr>
<td>Freddy R. Saragih</td>
<td>Commissioner</td>
</tr>
<tr>
<td>Liliek Mayasari</td>
<td>Commissioner</td>
</tr>
<tr>
<td>Imas Aan Ubudiah**</td>
<td>Independent Commissioner</td>
</tr>
<tr>
<td>Suryo Hapsoro Tri Utomo</td>
<td>Independent Commissioner</td>
</tr>
<tr>
<td>Achmad Hidayat</td>
<td>Independent Commissioner</td>
</tr>
</tbody>
</table>

*) Based on the Resolution of Extraordinary General Meeting of Shareholders March 25, 2019, he is no longer serves as a member of the Board of Commissioners.

**) As of September 20, 2018, the person concerned has been registered as a List of Permanent Candidates of the DPR so as according to the Article 14 paragraph 29 of the Articles of Association, the concerned member does not accomplished the requirements as a Member of the Board of Commissioners due to the prohibition of concurrent positions as DPR candidates.

**AFFILIATED RELATIONSHIPS BETWEEN MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF COMMISSIONERS AND CONTROLLING SHAREHOLDERS**

Affiliated relationships between members of the Board of Directors, Board of Commissioners and Controlling Shareholders can be seen in the table below:

**Financial, Family and Management Relations of the Commissioner**

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>PERIOD</th>
<th>RELATION OF FINANCE WITH</th>
<th>RELATION OF FAMILY WITH</th>
<th>RELATION OF MANAGEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imam Santoso</td>
<td>President Commissioners</td>
<td>March 17, 2017 - present</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
</tr>
</tbody>
</table>
# BOARD OF COMMISSIONERS’ CONCURRENT POSITION POLICY

Regarding to the Board Manual, members of the Board of Commissioners are prohibited from holding concurrent positions as:

2. Other positions in accordance with the provisions of legislation, political party officials and/or candidates/legislative members.
3. Other positions that may create a conflict of interest

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>PERIOD</th>
<th>RELATION OF FINANCE WITH</th>
<th>RELATION OF FAMILY WITH</th>
<th>RELATION OF MANAGEMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>BOARD OF</td>
<td>BOARD OF</td>
<td>BOARD OF</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>COMMISSIONERS</td>
<td>SHAREHOLDERS</td>
<td>DIRECTORS</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
</tr>
<tr>
<td>Imam Santoso</td>
<td>President</td>
<td>April 28, 2016 – March 25, 2019</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Eddy Kristanto</td>
<td>Commissioners</td>
<td></td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Freddy R. Saragh</td>
<td>Commissioners</td>
<td>July 30, 2016 – present</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Liliek Mayasari</td>
<td>Commissioners</td>
<td>July 30, 2016 – present</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Imas Aan Ubudiah</td>
<td>Independent</td>
<td>April 22, 2016 – September 20, 2018</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Suryo Hapsoro Tri Utomo</td>
<td>Independent</td>
<td>April 24, 2018 – present</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Achmad Hidayat</td>
<td>Independent</td>
<td>April 24, 2018 – present</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>PERIOD</th>
<th>POSITION IN THE COMPANY/OTHER INSTITUTIONS</th>
<th>COMPANY NAME/OTHER INSTITUTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eddy Kristanto</td>
<td>Commissioners</td>
<td>April 28, 2016 – March 25, 2019</td>
<td>Senior Officer</td>
<td>Indonesian State Intelligence Agency</td>
</tr>
<tr>
<td>Freddy R. Saragh</td>
<td>Commissioners</td>
<td>July 30, 2016 – present</td>
<td>Director of Management of Government Support and Infrastructure Financing</td>
<td>Ministry of Finance</td>
</tr>
</tbody>
</table>
| Liliek Mayasari       | Commissioners     | July 30, 2016 – present         | • Acting Head of Division of Organization and Bureaucratic Reform  
|                       |                   |                                 | • Head of Human Resources Management Section | Ministry of SOE |
| Imas Aan Ubudiah      | Independent       | April 22, 2016 – September 20, 2018| Head of Yayasan Ubudiah Karya Abadi | YUKA Indonesia |
| Suryo Hapsoro Tri Utomo| Independent    | April 24, 2018 – present         | Vice of Chairman of Board of Advisory       | Institut Teknologi Yogyakarta |
| Achmad Hidayat        | Independent       | April 24, 2018 – present         | -                                          | -                              |
BOARD OF COMMISSIONERS’ MANAGEMENT OF CONFLICT OF INTEREST

A conflict of interest in the Board of Commissioners is a condition by which the individual interests of the members of the Board of Commissioners have the potential to conflict with the interests of the Company to achieve profit, increase the Company’s value, achieve the vision and carry out the Company’s mission and implement the General Meeting of Shareholders.

WIKA's Board of Commissioners comply with Bapepam Rule Number IX.E.I concerning Conflict of Interest on Certain Transactions. Some of the principles adopted to prevent the occurrence of conflicts of interest and further implications that often arise include the following:

1. The Board of Commissioners always avoids any conflict of interest in performing its duties. The Board of Commissioners shall not use their title for personal gain or for the benefit of any other person or party concerned.
2. The Board of Commissioners shall avoid any activity that may affect their independence in the Company's supervisory duties.
3. The Board of Commissioners shall be obliged to fill in a Special Register containing their’s and/or their families’ shareholdings with other companies.
4. In the event of a conflict of interest, it shall be disclosed, and the Board of Commissioners concerned shall not involve itself in the decision-making process of the Company.
5. The Board of Commissioners is obliged to make a statement regarding any conflict of interest on matters contained in the Company’s Work Plan and Budget.

BOARD OF COMMISSIONERS’ SHAREHOLDINGS

WIKA retains a Special List for all members of the Board of Commissioners as a form of commitment to avoiding activities that have the potential of creating a conflict of interest. The Special Register contains Company and other Companies’ shareholder information for members of the Board of Commissioners and their families. Share Ownership Details for the Board of Commissioners is presented in the following table.

Table of Board of Commissioners’ Shareholdings

<table>
<thead>
<tr>
<th>NAME</th>
<th>POSITION</th>
<th>PERIOD</th>
<th>SHAREHOLDINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imam Santoso</td>
<td>President Commissioners</td>
<td>March 17, 2017 – present</td>
<td>-</td>
</tr>
<tr>
<td>Eddy Kristanto</td>
<td>Commissioners</td>
<td>April 28, 2018 – March 25, 2019</td>
<td>-</td>
</tr>
<tr>
<td>Freddy R. Saragih</td>
<td>Commissioners</td>
<td>July 30, 2015 – present</td>
<td>-</td>
</tr>
<tr>
<td>Liliek Mayasari</td>
<td>Commissioners</td>
<td>July 30, 2015 – present</td>
<td>-</td>
</tr>
<tr>
<td>Imas Aan Ubudiah**</td>
<td>Independent Commissioners</td>
<td>22 April 2015 - September 20, 2018</td>
<td>-</td>
</tr>
<tr>
<td>Suryo Hapsoro Tri Utomo</td>
<td>Independent Commissioners</td>
<td>April 24, 2018 – present</td>
<td>-</td>
</tr>
<tr>
<td>Achmad Hidayat</td>
<td>Independent Commissioners</td>
<td>April 24, 2018 – present</td>
<td>-</td>
</tr>
</tbody>
</table>
INDEPENDENT COMMISSIONER

The appointment of Independent Commissioners is Pursuant to Otoritas Jasa Keuangan Decree No.33/POJK.04/2014 concerning Board of Directors and Board of Commissioners of Issuers or Public Companies, the Bapepam Regulation No. IX.I.5, and the Indonesia Stock Exchange Regulation No.IA Kep-305/BEJ/07-2004. Independent Commissioners are responsible for overseeing and also representing the interests of minority shareholders.

CRITERIA FOR INDEPENDENT COMMISSIONERS

The Company recognizes the importance of independent members of the Board of Commissioners. To prepare for their existence and in line with the Minister of State-Owned Enterprises Decree No. PER-01/MBU.2011 concerning the Implementation of Good Corporate Governance Practices in State-Owned Enterprises, the Company defines the Independent Commissioners as follows:

<table>
<thead>
<tr>
<th>CRITERIA FOR INDEPENDENT COMMISSIONERS</th>
<th>SURYO HAPSORO TRI UTOMO</th>
<th>ACHMAD HIDAYAT</th>
<th>IMAS AAN UBUDIAH*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not serving as a Board of Directors in a company affiliated with PT Wijaya Karya (Persero) Tbk.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Not working with the Government including departments, institutions and the military in the past three years.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Not working at PT Wijaya Karya (Persero) Tbk. or its affiliates in the past three years.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Does not have financial linkages, directly or indirectly with PT Wijaya Karya (Persero) Tbk. or companies that provide services and products to PT Wijaya Karya (Persero) Tbk. and its affiliates.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Free from interests and business activities or other relationships that can hinder or interfere with the ability of Independent Commissioners who come from outside the Company to act or think freely in the scope of PT Wijaya Karya (Persero) Tbk.</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

To fulfill the requirements stipulated by the prevailing laws and regulations applicable in the capital market, namely Bapepam–LK Regulation no. IX.I.5 and Regulation no. I–A Indonesia Stock Exchange, the composition of Independent Commissioners should be at least 30% (thirty percent) of the total members of the Board of Commissioners.
PERNYATAAN INDEPENDENT COMMISSIONERS

PT WIJAYA KARYA (Persero) Tbk.

Dengan ini, saya selaku Komisaris Independen PT WIJAYA KARYA (Persero) Tbk., menyatakan bahwa:

1. Tidak memiliki hubungan keuangan, hubungan kepengurusan, kepemilikan saham baik langsung maupun tidak langsung dan/atau hubungan kekeluargaan dengan anggota Dewan Komisaris lainnya. Direksi dan/atau pemeegang saham pengendali atau hubungan dengan Perseroan, yang dapat mempengaruhi kemampuan saya dalam bertugas dan bertindak sebagaimana yang diatur dalam ketentuan pelaksanaan Good Corporate Governance bagi Perseroan.

2. Tidak memiliki kegiatan atau aktivitas:
   b. Hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan,
   c. Menjabat jabatan lain sesuai dengan ketentuan peraturan Perundang-undangan, sebagai pengurus partai politik, Calon atau menjadi Anggota Legislatif, calon atau merujuk sebagai Kepala/Wakil Kepala Pemerintahan Daerah, dan/atau,
   d. Jabatan lain yang dapat menimbulkan benturan kepentingan yang berpengaruh pada pengawasan saya sebagai Komisaris Independen Perseroan.

3. Apabila suatu hari nanti ditemukan bahwa kami terbukti melakukan pelanggaran sebagaimana yang termuat dalam poin 1 dan 2 di atas, maka saya bersedia melepaskan jabatan Komisaris Independen Perseroan dan bersedia diganti.

Jakarta, 24 Agustus 2018
PT WIJAYA KARYA (Persero) Tbk.

[Signature]

Achmad Hidayat
Komisaris Independen
Dengan ini, saya selaku Komisaris Independen PT WIJAYA KARYA (Persero) Tbk., menyatakan bahwa:

1. Tidak memiliki hubungan keuangan, hubungan kepengurusan, kepemilikan saham baik langsung maupun tidak langsung dan/atau hubungan kekeluargaan dengan anggota Dewan Komisaris lainnya, Direksi dan/atau pemegang saham pengendali atau hubungan dengan Perseroan, yang dapat mempengaruhi kemampuan saya dalam bertugas dan bertindak sebagaimana yang diatur dalam ketentuan pelaksanaan Good Corporate Governance bagi Perseroan.

2. Tidak memiliki kegiatan atau aktivitas;
   b. Hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan,
   c. Menjabat jabatan lain sesuai dengan ketentuan peraturan Perundang-undangan, sebagai pengurus partai politik, Calon atau menjabat Anggota Legislatif, calon atau menjabat sebagai Kopala/ Wakil Kopala Pemerintahan Daerah, dan/atau,
   d. Jabatan lain yang dapat menimbulkan benturan kepentingan yang berpengaruh pada pengawasan saya sebagai Komisaris Independen Perseroan.

3. Apabila suatu hari nanti ditemukan bahwa kami terbukti melakukan pelanggaran sebagaimana yang termuat dalam point 1 dan 2 di atas, maka saya bersedia melepaskan jabatan Komisaris Independen Perseroan dan bersedia diganti.

Jakarta, 24 Agustus 2018
PT WIJAYA KARYA (Persero) Tbk.

Suryo Hapsoro Tri Utomo
Komisaris Independen
Pernyataan Independensi
Komisaris Independen

Dengan ini, saya selaku Komisaris Independen PT WIJAYA KARYA (Persero) Tbk., menyatakan bahwa:

1. Tidak memiliki hubungan keuangan, hubungan kepemimpinan, kepemilikan saham baik langsung maupun tidak langsung dan/atau hubungan kekeluargaan dengan anggota Dewan Komisaris lainnya, Direksi dan/atau pemegang saham pengendali atau hubungan dengan Perseroan, yang dapat mempengaruhi kemampuan saya dalam bertugas dan bertindak sebagaimana yang diatur dalam ketentuan pelaksanaan Good Corporate Governance bagi Perseroan.

2. Tidak memiliki kewajiban atau aktifitas:
   b. Hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan,
   d. Jabatan lain yang dapat menimbulkan benturan kepentingan yang berpengaruh pada pengawasan saya sebagai Komisaris Independen Perseroan.

3. Apabila suatu hari nanti ditermukan bahwa kami terbukti melakukan pelanggaran sebagaimana yang termuat dalam point 1 dan 2 di atas, maka saya bersedia melepas jabatan Komisaris Independen Perseroan dan bersedia diganti.

Jakarta, 24 Agustus 2018
PT WIJAYA KARYA (Persero) Tbk.

[Signature]
Imas Aan Ubudiah
Komisaris Independen
RECOMMENDATIONS AND IMPLEMENTATION OF THE BOARD OF COMMISSIONERS’ DUTIES

Throughout 2018, in addition to the task of carrying out meetings, providing recommendations that are a follow-up to the Board of Commissioners’ Meeting with the Board of Directors and direct visits to branches, work units, projects within PT Wijaya Karya (Persero) Tbk., The duties of the Board of Commissioners also include:

1. The Board of Commissioners supervises the management of the Company carried out by the Board of Directors and provides advice to the Board of Directors regarding the Company’s Long Term Plan, Work Plan and Budget, and Provisions on the Articles of Association and GMS Decisions, as well as the Laws and Regulations applies to the interests of the Company and in accordance with the purposes and objectives of the Company;
2. The Board of Commissioners in carrying out, duties, authorities and responsibilities in accordance with the provisions in the Articles of Association and decisions of the GMS;
3. The board of commissioners are responsible for carrying out the interests of the Company with regard to the interests of the Shareholders and responsible to the GMS;
4. The board of commissioners is responsible for analyzing and reviewing the annual reports prepared by the Board of Directors and signing the report (as long as the Board of Commissioners agrees with the contents of the Annual Report);
5. The Board of Commissioners reviews the Company’s compliance with the applicable provisions (compliance with legislation);
6. The Board of Commissioners evaluates the progress of the practice of implementing GCG.

BOARD OF COMMISSIONERS’ SECRETARY DUTIES AND RESPONSIBILITIES

The Board of Commissioners Secretariat Duties and Responsibilities are

1. The Board of Commissioners Secretariat assists the Board of Commissioners in performing its duties in the form of:
   a. Setting the internal Board of Commissioners meeting materials and the Joint Board of Commissioners and Board of Directors meeting materials;
   b. Preparing performance evaluation reports on the Board of Directors financial and operational performance to be submitted to the Board of Commissioners;
   c. Preparing minutes for internal Board of Commissioners meetings and Joint Board of Commissioners and Board of Directors meetings;
   d. Developing Performance Indicators for the Board of Commissioners, Board of Commissioners Secretary, and Board of Commissioners Committees and Method of Performance Indicators Evaluation;
   e. Ensuring that the Board of Commissioners has complied with all aspects and conditions of Good Corporate Governance.
2. In addition to the above mentioned duties, the Board of Commissioners Secretary as the Secretariat head shall perform the following duties:
   c. Providing information required by the Board of Commissioners regularly and or incidentally if required;
   d. Coordinating committee members if required, in order to facilitate the Board of Commissioners’s duties;
   e. Acting as liaison officer for the Board of Commissioners with other parties.
3. In order to perform proper administration and good corporate governance, the Board of Commissioners Secretariat shall ensure that relevant documents are well kept in the Company.

BOARD OF COMMISSIONERS’ SECRETARY

In order to improve the Board of Commissioners’ effectiveness and efficiency, the Board has appointed a Secretary to the Board of Commissioners as stipulated in WIKA’s Decision No.07/DK/WIKA/2015 dated February 9, 2015 concerning Termination and Appointment of the Board of Commissioners’ Secretary of PT Wijaya Karya (Persero) Tbk.
PROFILE OF THE BOARD OF COMMISSIONERS' SECRETARY

Nurul Almy Firdausi
Indonesian citizen, 33 years old, born in Bogor, 7 of April 1985. She has served as Secretary of the Board of Commissioners since 2018. She obtained her Bachelor of Economics from Universitas Indonesia in 2009. She currently serves as Head of the Agro and Pharmaceutical Industry Sub-Sector Ib-1 Ministry of BUMN. Her official experience has been as a Commissioner Staff of PT Bank Negara Indonesia (Persero) Tbk. (2015-2018), BUMN Analyst and Insurance Ministry of BUMN Data Analyst (2013-2015), and Secretary of the Board of Commissioners in certain companies such as PT Indofarma (Persero) Tbk. (2014-2015), Indonesian Railroad Industry (Persero) (2013-2014), PT Garam (Persero) (2011-2013) and PT Sarana Karya (Persero) (2008-2012).

During her tenure, the tasks carried out include: preparing data and information for policy formulation and monitoring, analyzing, evaluating and reporting on problems or activities in developing State-Owned Enterprises (BUMN) in the field of Plantation Business, assisting the Board of Commissioners in carrying out their duties, and preparing data and information for policy formulation related to the management of the portal data of the Board of Directors and Board of Commissioners of SOE, LHKPN executive SOE and the process of transfer of Directors and Board of Commissioners of SOE Subsidiaries, and others.

BOARD OF COMMISSIONERS SECRETARY COMPETENCY DEVELOPMENT 2018

Competency development followed by the Secretary of the Board of Commissioners during 2018, among others:

<table>
<thead>
<tr>
<th>TRAINING</th>
<th>DATE</th>
<th>ORGANIZER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Risk Management ISO 31000 IRMS - ERM Fundamentals</td>
<td>2018</td>
<td>Center For Risk Management Studies (CRMS) Indonesia</td>
</tr>
<tr>
<td>Business Modeling</td>
<td>2018</td>
<td>PriceWaterhouseCoopers</td>
</tr>
<tr>
<td>Problem Soving and Decision Making</td>
<td>2018</td>
<td>Management and Development International (MDI) - Training &amp; Consulting</td>
</tr>
</tbody>
</table>

BOARD OF COMMISSIONERS' SECRETARY IMPLEMENTATION OF TASKS 2018

In accordance with its duties and functions to provide support to the various activities of the Board of Commissioners and the Board of Commissioners Committees, the Secretariat Activities are divided into 2 (two), namely: Routine Activities and Non-Routine Activities. The Board of Commissioners Secretary's Routine Activities include:

1. Board of Commissioners Secretary Internal Meeting:
   Aim:
   a. To discuss issues related to administration within the Board of Commissioners;
   b. To support the smoothness of the Board of Commissioners and their supporting bodies duties.

   Objective:
   a. Implementation of the administrative functions of Board of Commissioner's Secretary;
b. Availability of materials needed for meetings
c. Board of Commissioners with Board of Directors Meetings, Board of Commissioners Internal Meetings, as well as Board of Commissioners’ Meetings;
d. Fulfillment of the Board of Commissioners’ needs related to the Company’s supervisory function.

Implementation:
a. When necessary, at any time to discuss matters of importance or urgency;
b. The Board of Commissioners Secretary’s Internal Meetings refer to the applicable provisions in PT Wijaya Karya (Persero) Tbk.

Output:
Providing meeting materials for the Board of Commissioners/Board of Commissioners and Board of Directors, letters to be signed by the Board of Commissioners, and others.

2. Preparing and supporting Board of Commissioners and Board of Commissioners Committees Activities.
   
   Target Work Program;
   a. Work program; Preparation Target for Minutes of Board of Commissioners Internal Meetings, and Board of Commissioners Internal Meetings Settlement;
   The minutes for the Internal Meetings shall be submitted to the Board of Commissioners no later than 5 (five) working days after the date of the Meeting conclusion
   b. Work program;
   Preparation Target for Minutes of Board of Commissioners and Board of Directors Joint Meetings, and Board of Commissioners and Board of Directors Joint Meetings dynamics Settlement;
   The minutes for the Board of Commissioners and the Board of Directors Joint Meetings shall be submitted to the Board of Commissioners no later than 5 (five) working days after the date of the Meeting conclusion
   c. Target Work Program
   Preparation for all activities of the Board of Commissioners and the Board of Commissioners Committees, including;
   i. Preparing materials for the Board of Commissioners and Board of Commissioners Committees Meetings;
   ii. Preparing support for travel activities for the of Commissioners and Board of Commissioners Committees;
   iii. Preparing support for education and training activities for the of Commissioners and Board of Commissioners Committees
   iv. and others.

Non-routine Activities for the Board of Commissioners’ Secretary includes education and training activities and other activities under the direction and needs of the Board of Commissioners

Work Program: each Board of Commissioners secretariat personnel participates in seminars/workshops/training/development related to their secretariat duties in order to improve their competence and/or knowledge.
BOARD OF COMMISSIONERS’ PERFORMANCE ASSESSMENT

The Board of Commissioners’ Performance Assessment is conducted through several procedures including:

- **Board of Commissioners’ Performance Assessment by The GMS**
  The Board of Commissioners performance is evaluated annually by the Shareholders at the General Meeting of Shareholders. In general, the Board of Commissioners performance shall be determined on the basis of the obligations stipulated in the prevailing laws and regulations and the Articles of Association and the Shareholders’ mandate. Formal evaluation criteria are presented openly to the Board of Commissioners upon their appointment. The Board of Commissioners’ performance assessment results collectively and individually forms an integral part of the compensation scheme and incentives for the Board of Commissioners. The performance evaluation results for each individual member of the Board of Commissioners is one of considerations for the Shareholders to dismiss and/or re-appoint the members of the Board of Commissioners. The Board of Commissioners performance assessment results collectively and individually is a means of assessing and improving the effectiveness of the Board of Commissioners.

- **Board of Commissioners’ Criteria For Performance Evaluation**
  The General Meeting of Shareholders determines the performance criteria for the Board of Commissioners and individual members of the Board of Commissioners. Criteria for individual performance evaluation of the Board of Commissioners includes:
  1. The level of attendance at Board of Commissioners Meetings and meetings with existing committees.
  2. Its contribution to the Company’s supervision process.
  3. His involvement in certain assignments.
  4. Its commitment in advancing the interests of the Company.
  5. Adherence to applicable laws and regulations and Company policies.

- **Parties Conducting Assessment**
  The party conducting the assessment of the performance of the Board of Commissioners, namely the Shareholders at the GMS.

- **Results of the Board of Commissioners Performance Assessment**
  During 2018, the Board of Commissioners has drawn up the Annual Board of Commissioners Working Plan with due regard to their duties, authorities and obligations in accordance with prevailing laws and regulations. Throughout 2018, the Board of Commissioners has used the Annual Board of Commissioners Working Plan as a work guide for each member of the Board of Commissioners in carrying out their supervisory duties.

- **Assessment of Board of Commissioners’ Performance with GCG Self-Assessment Method**
  The Board of Commissioners Performance Self Assessment method refers to the Ministry of SOEs Regulation No. PER-09/MBU/2012 dated July 6, 2012 concerning Good Corporate Governance in State-Owned Enterprises, and Ministry of SOEs Secretary Decree No. SK-16/S.MBU/2012 dated June 6, 2012 concerning the Assessment and Evaluation Indicators/Parameters for Good Corporate Governance in SOEs.

- **Procedure for Implementing the Board of Commissioners’ Performance Assessment**
  During their term of office, members of the Board of Commissioners will be assessed on their performance. The assessment is carried out through several stages,