



DECISION LETTER
SK.02.01/A.DIR.00148/2025

CONCERNING

APPOINTMENT OF MR. NGATEMIN
AS CORPORATE SECRETARY OF PT WIJAYA KARYA (PERSERO) TBK

THE DIRECTORS OF PERUSAHAAN PERSEROAN (PERSERO) PT WIJAYA KARYA Tbk.

CONSIDERING :

- a. that in order to support the Company's targets, it is necessary to ensure that the appointment and assignment of employees are in accordance with their potential and experience;
- b. that Mr NGATEMIN is deemed qualified to be appointed as the Corporate Secretary of PT Wijaya Karya (Persero) Tbk;
- c. that in accordance with the considerations above, it is necessary to issue a Decision Letter.

IN VIEW OF :

- 1. Deed of Articles of Association as stated in the Resolutions of the Extraordinary General Meeting of Shareholders of Perusahaan Perseroan (Persero) PT Wijaya Karya Tbk. Number: 7 dated 17 January 2024, made before Fathiah Helmi, S.H., Notary in Jakarta, that has received Notification of Amendment to the Articles of Association from the Minister of Law and Human Rights of the Republic of Indonesia in its Letter Number: AHU-0003965.AH.01.02 Year 2024 dated 18 January 2024, and last partially amended by the Deed of Resolution of the Extraordinary General Meeting of Shareholders of Perusahaan Perseroan (Persero) PT Wijaya Karya Tbk Number: 37 dated 24 June 2024, made before Fathiah Helmi, S.H., Notary in Jakarta, that has received Notification of Amendment to the Articles of Association from the Minister of Law and Human Rights of the Republic of Indonesia in its Letter Number: AHU-AH.01.03-0172880 dated 17 July 2024 ("**Articles of Association**");
- 2. Deed of Composition of the Company's Management as stated in the Resolutions of the Annual General Meeting of Shareholders of Perusahaan Perseroan (Persero) PT Wijaya Karya Tbk. Number: 23 dated 29 April 2025,



made before Fathiah Helmi, S.H., Notary in Jakarta, that has received Notification of Amendment to the Articles of Association from the Minister of Law and Human Rights of the Republic of Indonesia in its Letter Number: AHU-AH.01.09-0216296 dated 30 April 2025;

3. Collective Labor Agreement (*Perjanjian Kerja Bersama*, “PKB”) between PT WIJAYA KARYA Tbk. and the Employees Union currently in effect;
4. Decision of the Directors of Perusahaan Perseroan (Persero) PT WIJAYA KARYA Tbk. on Regulations on Placement and Assignment of Employees of PT WIJAYA KARYA (Persero) Tbk. currently in effect;
5. Decision of the Directors of Perusahaan Perseroan (Persero) PT WIJAYA KARYA Tbk. No. SK.01.01/A.DIR.0784/2011 dated 22 December 2011 on the Amendment to the Principles of the Organization of PT WIJAYA KARYA (Persero) Tbk;
6. Decision of the Directors of Perusahaan Perseroan (Persero) PT WIJAYA KARYA Tbk. on the Organizational Structure of PT WIJAYA KARYA (Persero) Tbk currently in effect;
7. Decision of the Directors of Perusahaan Perseroan (Persero) PT WIJAYA KARYA Tbk. No. SK.01.01/A.DIR.01918/2022 dated 20 December 2022 on the Establishment of Corporate Secretariat;
8. Decision of the Directors of Perusahaan Perseroan (Persero) PT WIJAYA KARYA Tbk. on the Organizational Structure of the Corporate Secretariat currently in effect.

DISCLAIMER:

This Document is a translation of an official document issued by the respective party. If there are discrepancies between the Bahasa Indonesia and English document, the Bahasa Indonesia document shall prevail.



HAS DECIDED

TO ENACT : **APPOINTMENT MR NGATEMIN AS THE CORPORATE SECRETARY OF PT WIJAYA KARYA (PERSERO) TBK AS FOLLOWS:**

- FIRST** : To appoint Mr. NGATEMIN NIP: ET032198 as the Corporate Secretary of PT Wijaya Karya (Persero) Tbk. with duties and responsibilities as stated in the job description attached to the Human Capital Management System (HCMS);
- SECOND** : To honourably release Mr NGATEMIN NIP: ET032198 from his position as Senior Expert 1 - Corporate Secretariat which was assigned in accordance with the Decision of the Directors of PT WIJAYA KARYA (Persero) Tbk. No: SK.02.01/A.DIR.00067/2025 dated 28 April 2025. The Company expressed its gratitude and appreciation for their contribution during their tenure in the above organizational unit;
- THIRD** : To provide facilities in accordance with the applicable company provisions;
- FOURTH** : Salary and other emoluments for the person concerned will be borne by the Corporate Secretariat;
- FIFTH** : This Decision is effective from 21 May 2025 to 21 May 2027 and/or until amended by other provisions;
- SIXTH** : Decisions and/or other provisions whose contents are in conflict with this Decision are declared null and void.

DISCLAIMER:

This Document is a translation of an official document issued by the respective party. If there are discrepancies between the Bahasa Indonesia and English document, the Bahasa Indonesia document shall prevail.



This Decision is made on the condition that if there are errors in this Decision in the future, then rectifications will be made as necessary.

Issued in : Jakarta
Date : 21 May 2025

PT Wijaya Karya (Persero) Tbk.
Directors

[signed]

Hadjar Seti Adji
Director of Human Capital Management & Transformation

DISCLAIMER:

This Document is a translation of an official document issued by the respective party. If there are discrepancies between the Bahasa Indonesia and English document, the Bahasa Indonesia document shall prevail.