

### Skema dan Mekanisme Suksesi Direksi: Pengusulan hingga Penetapan Succession Scheme and Mechanism for the Board of Directors: from Nomination to Appointment

#### Pengajuan Bakal Calon

Pengajuan nama-nama calon Direksi didasarkan pada sumber-sumber bakal calon yang terdiri dari personal yang pernah menjabat Direksi BUMN, Dewan Komisaris/Dewan Pengawas BUMN, talenta yang dimiliki Perum BULOG, talenta dari Kementerian BUMN dan sumber lain.

#### Nomination of Prospective Candidates

*Candidates for the Board of Directors may be nominated from individuals who have previously served as Directors or members of the Board of Commissioners/ Supervisory Board of SOEs, as well as from internal talent within Perum BULOG, the Ministry of SOEs, or other eligible sources.*

#### Penjaringan Bakal Calon

Penjaringan nama-nama Direksi dilakukan oleh Menteri BUMN, Sekretaris, Deputi Teknis, dan/atau Deputi mencari bakal calon dari berbagai sumber. Dalam rangka penjaringan bakal calon Direksi, Menteri BUMN dapat meminta masukan dari Menteri Teknis.

#### Screening of Prospective Candidates

*The Minister of State-Owned Enterprises, along with the Secretary, Technical Deputy, and/or Deputy, screens prospective candidates for the Board of Directors from various sources. In this process, the Minister of SOEs may also seek input from the relevant Technical Minister.*

#### Uji Kelayakan dan Kepatuhan (UKK)

Bakal calon yang akan ditetapkan menjadi calon anggota Direksi, adalah seseorang yang telah dinyatakan memenuhi Persyaratan Formal dan Persyaratan lain dan lulus UKK. UKK terhadap bakal calon dilakukan oleh lembaga profesional yang ditunjuk oleh Menteri BUMN. Pengangkatan kembali pada jabatan yang sama bagi Anggota Direksi yang dinilai mampu melaksanakan tugas dengan baik selama masa jabatannya tidak perlu seleksi melalui Uji Kelayakan dan Kepatuhan (UKK).

#### Fit and Proper Test

*A nominee selected as a candidate for the Board of Directors must have met all formal and additional requirements and successfully passed the Fit and Proper Test, which is conducted by a professional institution appointed by the Minister of State-Owned Enterprises. For members of the Board of Directors who have demonstrated satisfactory performance during their term and are reappointed to the same position, retaking the Fit and Proper Test is not required.*

#### Usulan Pengangkatan

Bagi calon yang telah mendapatkan rekomendasi "Disarankan" oleh tim penilai akan diajukan kepada Menteri untuk diangkat.

#### Appointment Proposal

*Candidates who receive a "Suggested" recommendation from the assessment team will be submitted to the Minister for appointment.*

#### Penetapan

Penetapan dilakukan melalui mekanisme keputusan Menteri BUMN.

#### Appointment

*The appointment is carried out through a Decree issued by the Minister of SOEs.*

Per 31 Desember 2024, terdapat pengangkatan 4 (empat) orang Direksi Perum BULOG yaitu Wahyu Suparyono sebagai Direktur Utama, Marga Taufiq Wakil sebagai Direktur Utama, Iryanto Hutagaol sebagai Direktur Keuangan, dan Sudarsono Hardjosoekarto sebagai Direktur Human Capital.

*As of December 31, 2024, four individuals were appointed to the Board of Directors of Perum BULOG. They are Wahyu Suparyono as President Director, Marga Taufiq as Executive Vice President, Iryanto Hutagaol as Director of Finance, and Sudarsono Hardjosoekarto as Director of Human Capital.*

### PENILAIAN KINERJA DEWAN PENGAWAS DAN DIREKSI

### PERFORMANCE EVALUATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

#### Penilaian Kinerja Dewan Pengawas

Penilaian kinerja Dewan Pengawas merupakan hasil capaian dari rencana kerja Dewan Pengawas yang terdiri dari 4 (empat) aspek penilaian, yaitu: aspek perencanaan; aspek pengawasan dan nasihat; aspek pelaporan; dan aspek dinamis. Capaian KPI Dewan Pengawas dijelaskan pada tabel berikut ini.

#### Performance Evaluation of the Board of Commissioners

*The performance evaluation of the Board of Commissioners is based on the implementation of its work programs. The assessment covers four key aspects: planning, supervision and advisory, reporting, and dynamics. The achievement of the Board of Commissioners' Key Performance Indicators (KPIs) is presented in the following table.*