



Tingkat Kesehatan Perusahaan

Tingkat Kesehatan Perusahaan ditetapkan berdasarkan pemeringkatan tingkat kesehatan BUMN sesuai Peraturan Menteri BUMN Nomor PER- 2/MBU/03/2023 tentang Pedoman Tata Kelola dan Kegiatan Korporasi Signifikan BUMN. Penilaian tingkat kesehatan Perum BULOG akhir tahun 2023 dilakukan oleh perusahaan pemeringkat nasional berdasarkan kinerja laporan keuangan audit konsolidasi.

Organizational Health Index

The Organizational Health Index is determined based on the ranking of the health index of SOEs according to the Minister of State-owned Enterprises Regulation No. PER-2/MBU/03/2023 concerning Guidelines on Governance and Significant Corporate Activities of SOEs. A national rating agency assessed Perum BULOG's health at the end of 2023 based on the performance of consolidated audit financial statements.

TATA KELOLA REMUNERASI DEWAN PENGAWAS DAN DIREKSI

Prosedur Pengusulan Hingga Penetapan Remunerasi Dewan Pengawas dan Direksi

Penetapan remunerasi bagi Dewan Pengawas dan Direksi Perusahaan mengacu kepada keputusan Menteri BUMN selaku kuasa Pemilik Modal melalui Peraturan Menteri BUMN PER-12/MBU/11/2020 tanggal 25 November 2020 tentang Perubahan Kelima atas Peraturan Menteri BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara.

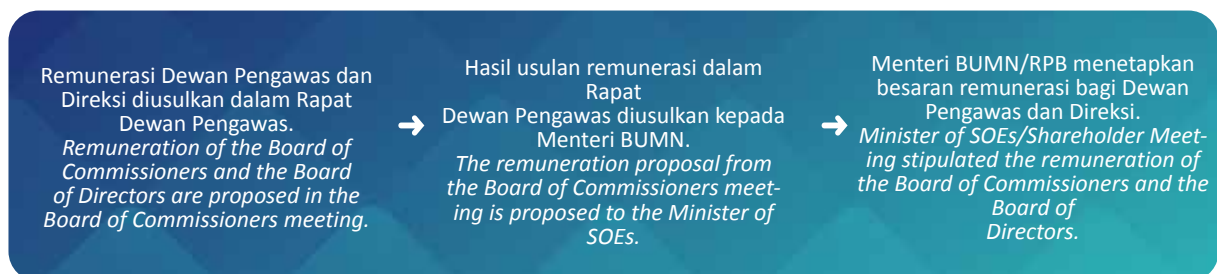
GOVERNANCE OF REMUNERATION FOR THE BOARD OF COMMISSIONERS AND DIRECTORS

Procedure of Proposing and Stipulating the Remuneration for the Board of Commissioners and the Board of Directors

The stipulation of the Board of Commissioners and the Board of Directors remuneration refer to the Minister of SOEs decision as the representation of Capital Owner through Minister of SOEs Regulation PER-12/MBU/11/2020 dated November 25, 2020 regarding the fifth Amendment on Minister of SOEs Regulation No. PER-04/MBU/2014 concerning Guidelines on Determining the Income of the Board of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises.

Berikut ini prosedur pengusulan hingga penetapan remunerasi bagi Dewan Pengawas dan Direksi.

The following is the procedure of proposal and stipulation of the remuneration for the Board of Commissioners and the Board of Directors.



Faktor perhitungan atas usulan besaran remunerasi:

1. Pertimbangan usulan yang ada
2. Hasil survei dengan industri sejenis dan sektor lainnya
3. Kemampuan Perusahaan

Factors for calculating the amount of remuneration:

1. incoming suggestions;
2. survey results in similar industries and other sector;
3. company's financial.

Perum BULOG membentuk Komite Nominasi dan Remunerasi pada bulan April 2020 sebagai tindak lanjut surat Menteri BUMN No. S-254/MBU/04/2020 tanggal 17 April 2020 perihal Talent & Succession Management Direksi BUMN. Komite Nominasi dan Remunerasi Perum BULOG bertugas membantu Dewan Pengawas dalam melakukan evaluasi dan memberikan rekomendasi kepada Dewan Pengawas mengenai kebijakan/mekanisme serta penerapan nominasi dan remunerasi bagi Dewan Pengawas, Direksi, pejabat eksekutif dan pegawai secara menyeluruh.

Perum BULOG formed the Nomination and Remuneration Committee in April 2020 as a follow-up to the Minister of SOEs' Letter No. S-254/MBU/04/2020 dated April 17, 2020 regarding Talent and Succession Management of Board of Directors in SOEs. The Nomination and Remuneration Committee of Perum BULOG is responsible to assist the Board of Commissioners in evaluating and providing recommendations to the Board of Commissioners regarding policies/mechanisms as well as the implementation of nomination and remuneration for the Board of Commissioners, Board of Directors, executive officers, and employees as a whole.

Struktur Remunerasi Dewan Komisaris dan Direksi

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

Struktur remunerasi Dewan Pengawas dan Direksi ditetapkan berdasarkan Peraturan Menteri BUMN No. PER-04/MBU/2014 sebagaimana beberapa kali diubah terakhir dengan PER-3/MBU/03/2023, terdiri dari:

The remuneration structure of the Board of Commissioners and the Board of Directors is determined based on the Minister of SOE Regulation No. PER-04/MBU/2014 as amended several times, most recently by PER-3/MBU/03/2023, consists of:

No	Penghasilan Income	Nilai/Besaran Sesuai Keputusan RPB Amount Based on the decisions of the Shareholder Meeting	
		Direksi Board of Directors	Dewan Pengawas Board of Commissioners
1	Gaji/ Honorarium Salary/ Honorarium	Direktur Utama: ditetapkan dengan menggunakan pedoman internal yang ditetapkan oleh Menteri; Wakil Direktur Utama: 95% dari gaji Direktur Utama; Anggota Direksi lainnya: 85% dari gaji Direktur Utama. President Director: determined by using the internal guidelines set by the Minister; Vice President Director: 95% of the salary of the President Director; Other members of the Board of Directors: 85% of the salary of the President Director	Ketua Dewan Pengawas: 45% gaji Direktur Utama; Anggota Dewan Pengawas: 90% Honorarium Ketua Dewan Pengawas. President Commissioners: 45% of the salary of the President Director; Members of the Board of Commissioners: 90% of the Honorarium of the President Commissioners
2	Tunjangan: Allowance:		
	Tunjangan Hari Raya Keagamaan Religious Holiday Allowance	1 kali Gaji 1 time Salary	1 kali Honorarium 1 time Honorarium
	Asuransi Purna Jabatan Post Position Insurance	Premi yang ditanggung sebanyak 25% dari gaji dalam 1 tahun Premium borne as much as 25% of 1 year salary	Premi yang ditanggung sebanyak 25% dari gaji dalam 1 tahun Premium borne as much as 25% of 1 year salary
	Tunjangan Perumahan Housing Allowance	Rp 27.500.000/bulan IDR 27,500,000/month	
	Tunjangan Transportasi Transportation Allowance		20% Honorarium/bulan 20% Honorarium/month
3	Fasilitas Facilities		
	Fasilitas kendaraan Vehicle facilities	1 unit kendaraan beserta biaya pemeliharaan dan biaya operasional, dengan memperhatikan keuangan Perusahaan 1 unit of vehicle along with maintenance costs and operational costs, by taking into account the company's finance.	
	Fasilitas Kesehatan Health facilities	Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (at cost) In form of health insurance or medical cost reimbursement (at cost).	Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (at cost) In form of health insurance or medical cost reimbursement (at cost).
	Fasilitas Bantuan Hukum Legal aid facilities	Sebesar pemakaian (at cost) At cost	Sebesar pemakaian (at cost) At cost
4	Tantiem/Insentif Kinerja Tantiem/Performance Incentive	Diberikan tantiem/insentif kinerja atas kinerja tahun buku tertentu Tantiem/performance incentive is awarded based on the performance of a certain fiscal year.	

Indikator untuk Penetapan Remunerasi Direktur Utama dan Transparansi Remunerasi Dewan Pengawas dan Direksi Tahun 2023

Penetapan remunerasi berupa gaji/honorarium, tunjangan dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan beberapa faktor sebagai berikut:

1. Kondisi dan kemampuan keuangan Perusahaan.
2. Tingkat inflasi.
3. Faktor-faktor lain yang relevan, termasuk diantaranya adalah tingkat remunerasi yang berlaku umum dalam industri yang sejenis.

Adapun penetapan remunerasi yang berupa tunjangan dan tantiem yang bersifat variabel dilakukan dengan mempertimbangkan beberapa faktor, yaitu:

1. Pencapaian target.
2. Tingkat Kesehatan Perusahaan dan kemampuan keuangan Perusahaan.
3. Faktor-faktor lain yang relevan (merit system), termasuk di antaranya adalah tingkat remunerasi yang berlaku umum dalam industri yang sejenis.

Berdasarkan Keputusan Kementerian BUMN No. SR-46/Wk1.MBU.D/07/2023 tanggal 05 Juli 2023 tentang Penetapan Penghasilan Direksi, Dewan Pengawas Perum BULOG Tahun 2023, berikut ini penetapan remunerasi Dewan Pengawas dan Direksi.

1. Gaji Direktur Utama ditetapkan sebesar Rp284.000.000,00 per bulan dan Anggota Direksi lainnya sebesar 85% dari gaji Direktur Utama.
2. Honorarium Ketua Dewan Pengawas ditetapkan sebesar 45% dari Gaji Direktur Utama, dan honorarium anggota Dewan Pengawas ditetapkan sebesar 90% dari Honorarium Ketua Dewan Pengawas.
3. Tunjangan dan/atau fasilitas bagi Direksi dan Dewan Pengawas diberikan sebagaimana tabel tersaji. Direksi dan Dewan Pengawas dilarang untuk menerima jenis tunjangan dan/atau fasilitas lainnya di luar yang telah ditetapkan dalam Surat ini.
4. Gaji/honorarium serta tunjangan dan/atau fasilitas bagi Direksi dan Dewan Pengawas untuk tahun 2023 berlaku efektif sejak tanggal 1 Januari 2023.
5. Total Tantiem/Insentif Kinerja untuk Direksi dan Dewan Pengawas Tahun Buku 2021 ditetapkan sebesar Rp36.934.000.000,00 dengan ketentuan:
 - a. Direktur Utama : 100%
 - b. Wakil Direktur Utama : 90% dari Direktur Utama
 - c. Anggota Direksi lainnya : 85% dari Direktur Utama
 - d. Ketua Dewan Pengawas : 45% dari Direktur Utama
 - e. Anggota Dewan Pengawas : 90% dari Ketua Dewan Pengawas

Indicators for Determining the Remuneration of the President Director and Transparency of Remuneration for the Board of Commissioners and the Board of Directors in 2023

The determination of the remuneration in form of salary/honorarium, allowances, and fixed facilities is based on the following factors.

1. Company's financial condition and capability;
2. Inflation rate;
3. Other relevant factors, including the level of remuneration generally accepted in the same industry.

The determination of remuneration in the form of variable allowances and bonuses is administered by considering several factors, namely:

1. achievement of targets;
2. the Organizational Health Index and the company's financial capability;
3. other relevant factors (merit system), including the level of remuneration generally accepted in the same industry.

Based on the Ministry of SOEs Decree No. SR-46/Wk1.MBU.D/07/2023, dated July 5, 2023 concerning the Determination of the Income of the Board of Directors, Board of Commissioners, and Supervisory Board of SOEs in 2023, the remuneration of the Board of Commissioners and Board of Directors is determined as follows.

1. The salary of the President Director was set at IDR284,000,000.00 per month and the salaries of other members of the Board of Directors were 85% of the President Director's salary.
2. The Honorarium for the President Commissioners was set at 45% of the Salary of the President Director and the honorarium for the members of the Board of Commissioners was set at 90% of the Honorarium for the President Commissioners.
3. Allowances and/or facilities for the Board of Directors and the Board of Commissioners are provided as shown in the table. The Board of Directors and the Board of Commissioners were prohibited from receiving other types of allowances and/or facilities other than those stipulated in this letter.
4. Salary/honorarium as well as allowances and/or facilities for the Board of Directors and Board of Commissioners for 2023 were effective as of January 1, 2023.
5. Total Tantiem/Performance Incentive for the Board of Directors and Board of Commissioners for the 2021 Fiscal Year was set at IDR36,934,000,000.00 with the following provisions:
 - a. President Director: 100%
 - b. Vice President Director: 90% of the President Director
 - c. Other members of: 85% of the President Director the Board of Directors
 - d. President Commissioner: 45% of the President Director
 - e. Member of the Board : 90% of the President of Commissioners Commissioner



Berdasarkan Keputusan Menteri dimaksud, jumlah remunerasi Direksi dan Dewan Pengawas untuk tahun 2023 tersaji dalam tabel berikut ini:

Based on the Ministerial Decree, the total remuneration of the Board of Directors and Board of Commissioners for 2023 is presented in the following table:

Jumlah Remunerasi Dewan Pengawas Dan Direksi Tahun 2023

Total Remuneration for the Board of Commissioners and Directors for 2023

Uraian Description	Jumlah Total
Jumlah Remunerasi Dewan Pengawas <i>Total Remuneration for the Board of Commissioners</i>	21.800.173.618
Jumlah Remunerasi Direksi <i>Total Remuneration for the Board of Directors</i>	30.094.327.070

RAPAT DEWAN PENGAWAS DAN DIREKSI

Rapat Dewan Pengawas Dewan Pengawas mengadakan rapat minimal 1 (satu) kali dalam sebulan. Rapat Dewan Pengawas dapat dilakukan secara internal maupun dengan mengundang Direksi untuk membahas hal-hal penting dan mendesak yang memerlukan persetujuan Dewan Pengawas. Rapat tersebut dipimpin oleh Ketua Dewan Pengawas/ Plt. Ketua Dewas. Setiap pelaksanaan rapat Dewan Pengawas harus dibuat risalah rapat oleh Sekretaris Dewan Pengawas yang mencantumkan setidaknya pokok-pokok pembahasan dan keputusan rapat serta memperhatikan dinamika rapat termasuk apabila terdapat perbedaan pendapat (dissenting opinion).

Selama Tahun 2023, pelaksanaan Rapat Dewan Pengawas telah dilaksanakan sebanyak 13 (tiga belas) kali.

1. Rapat Internal Dewan Pengawas
Rapat internal dilaksanakan dalam rangka mengevaluasi dan memberikan saran dan nasihat atas kebijakan dan kinerja Perusahaan. Agenda dan tingkat kehadiran Rapat Internal dipaparkan pada tabel berikut ini.

BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS MEETINGS

The Board of Commissioners holds meetings at least once a month. The Board of Commissioners meetings can be held internally or by inviting the Board of Directors to discuss important and urgent matters that require the approval of the Board of Commissioners. The President Commissioner/ Act. President Commissioner leads the meeting. In every meeting of the Board of Commissioners, the Secretary of the Board of Commissioners makes a meeting minutes, which includes at least the main points of discussion and decisions of the meeting, taking into account the dynamics of the meeting, including dissenting opinions, if any.

Throughout 2023, the Board of Commissioners held 13 (thirteen) meetings.

1. Board of Commissioners Internal Meetings
Internal meetings were held in order to evaluate and provide advice on company policies and performance. The agenda and attendance rate of the Internal Meetings are as follows.