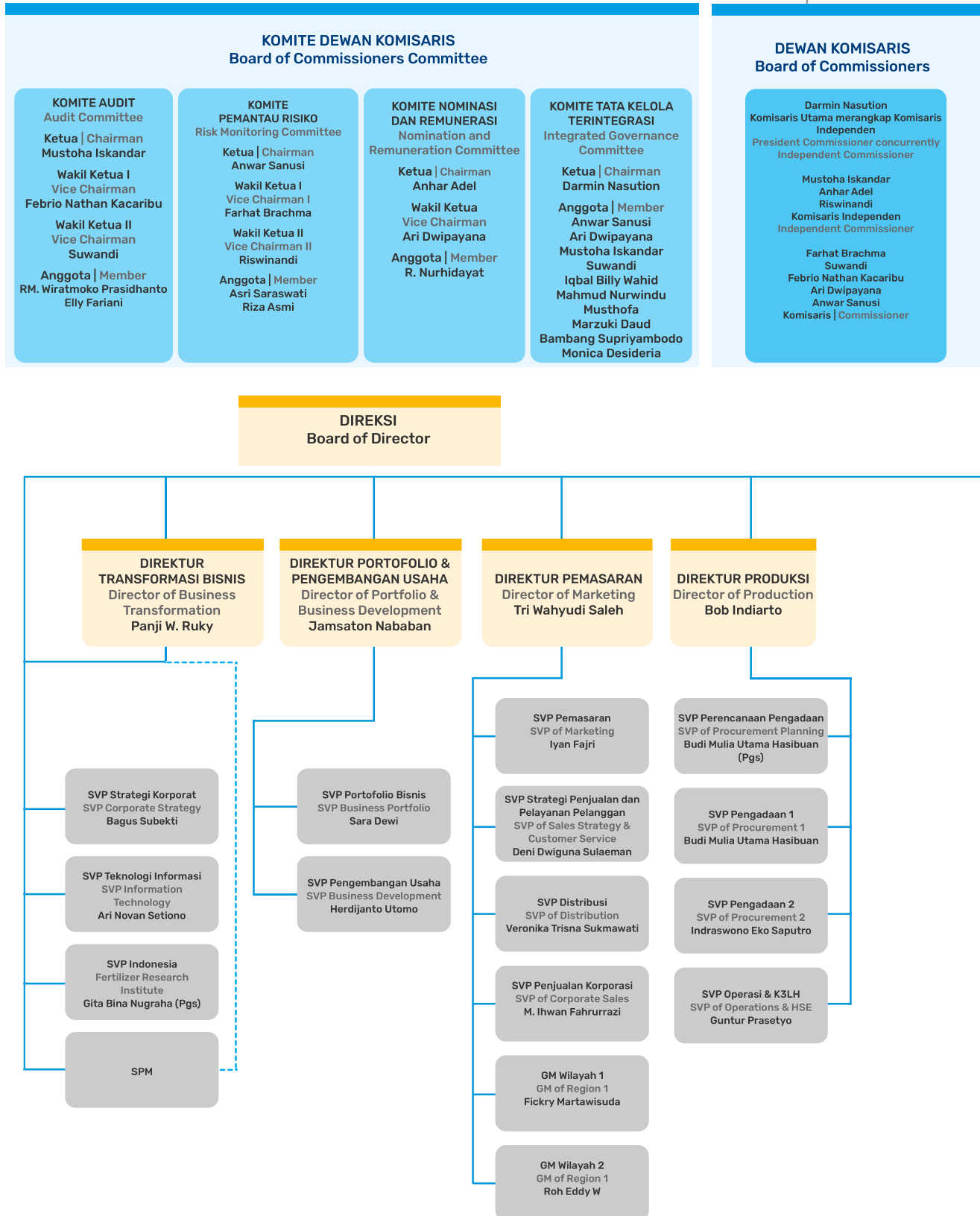




Struktur Organisasi

Organizational Structure



Sesuai Surat Keputusan Direksi No. 5/A/HK/E50/SK/2024 tanggal 23 Januari 2024 tentang Struktur Organisasi PT Pupuk Indonesia (Persero) dan Surat Keputusan Dewan Komisaris No. 008/KEP.KOM/III/2024 tentang Pembagian Tugas Dewan Komisaris dalam keanggotaan komite Perusahaan.

In accordance with the Decree of the Board of Directors No. 5/A/HK/E50/SK/2024 dated 23 January 2024 concerning the Organisational Structure of PT Pupuk Indonesia (Persero) and Decree of the Board of Commissioners No. 008/KEP.KOM/III/2024 concerning the Division of Duties of the Board of Commissioners in the membership of the Company's committees.

**RAPAT UMUM
PEMEGANG SAHAM**
General Meeting of
Shareholders

KOMITE DI BAWAH DIREKSI
Committees under the Board of Directors

Komite RKAP
WP&B Committees
Penanggung Jawab
Person in Charge
Direktur Keuangan
Finance Director
Wono Budi Tjahyono

**Komite Pengembangan
SDM**
HC Development
Committee
Ketua | Chairman
Direktur SDM
Human Capital Director
Tina T. Kemala Intan

Komite KPI
KPI Committees
Penanggung Jawab
Ketua | Chairman
Direktur Keuangan
Finance Director
Wono Budi Tjahyono

Komite TJSL
SER Committee
Ketua | Chairman
Direktur SDM
Human Capital Director
Tina T. Kemala Intan

Komite RWP
RWP Committee
Ketua | Chairman
SVP Operasional SDM
SVP Operational of
Human Capital

DIREKTUR UTAMA
President Director
Rahmad Pribadi

WAKIL DIREKTUR UTAMA
Vice President Director
Gusrizal

DIREKTUR SDM
Director of
Human Capital
Tina T. Kemala Intan

DIREKTUR KEUANGAN
Director of Finance
Wono Budi Tjahyono

**DIREKTUR MANAJEMEN
RISIKO**
Director of Risk
Management
Ninis Kesuma Adriani

**SVP Strategi & Perencanaan
SDM**
SVP of HR Strategy & Planning
Tathit Surya Arj анги

**SVP Manajemen dan
Pengembangan SDM**
SVP of HR Management and
Development
Eko Cahyo Dewi Oktori

SVP Operasional SDM
SVP HR Operations
Eko Cahyo Dewi Oktori (Pgs)

SVP Umum dan Aset
SVP of General & Assets
Boycke Garda Aria

**SVP Tanggung Jawab Sosial &
Lingkungan**
SVP of Social and
Environmental Responsibility
Junianto Simare Mare

SVP Kinerja Korporat
SVP of Corporate
Performance
Maslani

SVP Akuntansi
SVP of Accounting
B. Agus Nugroho Jati

**SVP Keuangan & Pendanaan
Investasi**
SVP of Finance & Investment
Funding
Rachmat Budiono

**SVP Manajemen Risiko
Korporasi**
SVP of Corporate Risk
Management
Ahmad Diponegoro

SVP Tata Kelola & Kepatuhan
SVP Governance &
Compliance
Ahmad Diponegoro (Pgs)

SVP Hukum
SVP of Legal
Benediktus ALL

Sekretaris Perusahaan
Corporate Secretary
Wijaya Laksana

**Kepala Satuan Pengawasan
Intern**
Head of Internal Audit Unit
Eric J. Rachman

**SVP Dukungan Manajemen
Strategis**
SVP of Strategic
Management Support
Awalia Noor Baroroh

— Garis Komando
Command Line

- - - - - Garis Koordinasi Strategis
Strategic Coordination Line