

Description	2023	2022
Other Long-Term Rewards		
Other Key Employees	87,658	85,602
Total	730,749	673,932
Percentage of total employee salary and benefits expenses	18.35%	16.08%

Details of the names of parties related to the realization (value) of related party transactions are presented in the notes to Financial Report No. 43 attached to this Annual Report. These related transactions are business activities carried out in order to generate business income and are carried out routinely, repeatedly and/or continuously.

Transaction Review Mechanism Policy

All transactions have gone through a review mechanism according to the type of transaction. Each transaction is subjected to a transaction feasibility analysis, including credit analysis for credit transactions to related parties. Likewise, investment feasibility analysis has been carried out for investment transactions. Likewise with other related party transactions such as guarantees issued and placements with other banks.

The Board of Directors is required to report the results of the Credit Committee Meeting Decisions for certain debtor threshold values to the Board of Commissioners on a monthly basis. The debtor threshold value provisions are as follows:

- Single debtor \geq IDR350 billion
- Group debtor \geq IDR500 billion

Certain debtors as referred to above also include debtors categorized as related parties.

In 2023 there were no related party transactions that required GMS approval

Compliance with Related Regulations and Conditions

The Company is always committed to running a prudent business. All transactions have complied with applicable rules and regulations.

Changes In Legislation and Regulations and Their Impact on the Company

Description of changes to statutory regulations in 2023 and their impact on the Company are explained as follows:

Table of Changes in Legal Regulations

No	Legislation	Setting Tree	Information on Adjustments Mode	Impact on Financial Statement
1.	Law no. 4 of 2023 concerning Development and Strengthening of the Financial Sector.	Development and Strengthening of the Financial Sector	There are changes and/or adjustments to the Bank's internal matters which generally relate to: <ol style="list-style-type: none"> 1. Affiliated Parties of the Bank. 2. Bank Confidentiality. 3. Expansion of Criteria for Persons/Parties Subject to the Prohibition of Insider Transactions. 4. Financial Services Sector Consumer Protection. 5. Provisions for Sanctions in Banking Crimes. 	The issuance of regulations had no quantitative impact on the Financial Statements.
2.	Regulation of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER - 1/MBU/03/2023 dated March 3, 2023 concerning Special Assignments and Social and Environmental Responsibility Programs for State-Owned Enterprises.	The main points of regulation include: <ul style="list-style-type: none"> - Special Assignments. - Social and Environmental Responsibility Committee (CSER). - CSER Program for Micro and Small Business Financing. - CSER and Assistance Program. - Financial Supervision and Reporting and Implementation of CSER. 	There are changes and/or adjustments to the Bank's internal aspects related to the management of social and environmental responsibility.	The issuance of regulations did not have a quantitative impact on Financial Reports, it only contains the obligation to prepare Financial Reports and Implementation Reports of Social and Environmental Responsibility of SOEs programs to ministers in Quarterly and Annual Reports.