

**GUIDELINES FOR WORKING RELATIONSHIP PATTERNS OF
THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS OF
PT BANK TABUNGAN NEGARA (PERSERO) Tbk**

**CHAPTER I
GENERAL PROVISIONS**

**Article 1
TERMS AND DEFINITIONS**

In this Working Relationship Pattern Guidelines, the following definitions are given:

- (1) **Company** means PT Bank Tabungan Negara (Persero) Tbk.
- (2) **State-Owned Enterprises**, hereinafter referred to as SOEs, means Business Enterprises whose capital is wholly or largely owned by the State through direct participation originating from separated state assets.
- (3) **Perusahaan Perseroan** (state share company), hereinafter referred to as Persero, means is a SOE in the form of a Limited Liability Company whose capital is divided into shares, all of which or at least 51% (fifty one percent) of the shares are owned by the Republic of Indonesia whose main objective is to pursue profits.
- (4) **Company's Shareholders** mean Series A Dwiwarna Shareholders and all shareholders whose names are recorded in the shareholder register.
- (5) **General Meeting of Shareholders**, hereinafter referred to as the GMS, mean a Company Organ that has authority that is not granted to the Board of Directors or Board of Commissioners within the limits specified in the statutory regulations and/or the Company's Articles of Association.
- (6) **Board of Commissioners** means a Company Organ tasked with carrying out general and/or specific supervision in accordance with statutory regulations and/or the Company's Articles of Association as well as providing advice to the Board of Directors in the management of the Company.
- (7) **Independent Commissioners** mean members of the Board of Commissioners who do not have financial, management, share ownership and/or family relationships with other members of the Board of Commissioners, Board of Directors and/or controlling shareholders or relationships with the Company, which could affect their ability to act independently.
- (8) **Non-Independent Commissioners**, hereinafter referred to as Commissioners, mean members of the Board of Commissioners who are not Independent Commissioners.
- (9) **Sharia Supervisory Board**, hereinafter abbreviated to DPS, mean the party tasked with providing advice and suggestions to the Board of Directors and supervising the activities of the Sharia Business Unit so that they comply with sharia principles.
- (10) **Board of Directors** means a Company Organ that has the authority and full responsibility for managing the Company for the interests of the Company in accordance with the Company's aims and objectives and representing the Company both inside and outside the court in accordance with statutory regulations and/or the Company's Articles of Association.

- (11) **Secretariat of the Board of Commissioners** means a supporting organ formed by the Board of Commissioners, led by a secretary of the Board of Commissioners, and assisted by secretariat staff of the Board of Commissioners in carrying out its duties.
- (12) **Audit Committee** means a supporting organ formed by and responsible to the Board of Commissioners whose task is to assist the Board of Commissioners in ensuring the effectiveness of the internal control system and the effectiveness of carrying out the duties of external auditors and internal auditors.
- (13) **Risk Monitoring Committee** means a supporting organ formed by and responsible to the Board of Commissioners whose task is to assist the Board of Commissioners in evaluating the suitability of the Risk Management Policy with the implementation of that policy and monitoring and evaluating the implementation of the duties of the Risk Management Committee and the Risk Management Work Unit.
- (14) **Nomination and Remuneration Committee** means a supporting organ formed by and responsible to the Board of Commissioners whose task is to assist the Board of Commissioners in carrying out supervision of activities related to remuneration and nominations for the Board of Commissioners, Board of Directors, and Executive Officers of the Company.
- (15) **Independent parties** mean parties outside the Company who do not have financial, management, share ownership, and/or family relationships with members of the Board of Commissioners, members of the Board of Directors, and/or controlling shareholders or relationships with the Company that can affect their ability to act independently.
- (16) **Executive Officers** mean officials who are directly responsible to the Board of Directors or have significant influence on the Company's policies and operations, including Division Heads including officials above Division Heads other than the Board of Directors, Heads of Regional Offices, Heads of Branch Offices, Heads of Functional Offices whose domicile is at least equivalent to the Head of the Branch Office, Head of the Risk Management Work Unit, Head of the Compliance Work Unit, and Head of the Internal Audit Work Unit, and/or other equivalent officials.
- (17) **Good Corporate Governance in the Company** means the structure, processes, and management mechanisms of the Company to achieve the implementation of the Company's business activities which take into account the interests of all relevant stakeholders, create, and optimize corporate value in the Company in a sustainable manner and are based on the provisions of statutory regulations, standards, ethical values, principles, and generally accepted practices.
- (18) **Stakeholders** mean all parties who have a direct or indirect interest in the Company's business activities.
- (19) **Conflict of Interest** means a difference between the economic interests of the Company and the personal economic interests of the main shareholders, members of the Board of Commissioners, members of the Board of Directors, Executive Officers, Employees, and/or Parties Affiliated with the Company which could be detrimental to the Company.

- (20) **Affiliated Parties** mean members of the Board of Commissioners, Board of Directors or their proxies, Officers and Employees of the Company; Parties who provide services to the Company include Public Accountants, appraisers, legal consultants and other consultants; or Parties who according to the assessment of Bank Indonesia or the Financial Services Authority participate in influencing the management of the Company, either directly or indirectly, include the Company's controllers, Shareholders and their families, the families of the Board of Commissioners, the families of the Board of Directors, and the families of Executive Officers up to the second degree, both horizontally and vertically.
- (21) **Ethics** means a set of unwritten norms or values that are believed by a group of people to be a standard of behavior for that group based on statutory regulations and business ethics.

CHAPTER II WORK RELATIONSHIP

Article 2 BASIC PRINCIPLES

- (1) The Board of Directors is obliged to provide accurate, relevant, comprehensive, and timely data and information to the Board of Commissioners regarding all matters relevant to the Company.
- (2) At any time, the Board of Commissioners may request an explanation, either verbally or in writing, from the Board of Directors/members of the Board of Directors regarding all matters and activities/actions of the Directors/members of the Board of Directors in carrying out their duties and functions.
- (3) Requests from the Board of Commissioners to obtain an explanation from the Board of Directors/members of the Board of Directors shall be submitted in writing to the Board of Directors detailing the matters that need to be explained/reported including determining the method of delivering the desired explanation/report either verbally or in writing as well as other matters deemed necessary by the Board of Commissioners.
- (4) For oral explanations, the Board of Commissioners determines the time for the explanation.
- (5) For written explanations, the Board of Commissioners sets a time limit for the explanation to be received by the Board of Commissioners.
- (6) Board of Directors/members of the Board of Directors are obliged to submit explanations requested by the Board of Commissioners in an accurate, relevant, comprehensive, and timely manner.
- (7) Every policy and strategic decision must be decided through a meeting of the Board of Directors, taking into account supervision in accordance with the duties and responsibilities of the Board of Commissioners.

Article 3

OBLIGATIONS OF THE BOARD OF DIRECTORS

- (1) Prepare in a timely manner the Company's Long Term Plan, the Company's Annual Work Plan and Budget, and other work plans and amendments to be submitted to the Board of Commissioners and obtain approval from the Board of Commissioners.
- (2) Prepare an Annual Report which, among other things, contains a Financial Report as a form of accountability for the management of the Company as well as the Company's financial documents as intended in the statutory regulations concerning Company Documents.
- (3) Provide periodic reports according to the method and time in accordance with applicable provisions as well as other reports whenever requested by the Board of Commissioners, taking into account statutory regulations, especially regulations in the Capital Market sector.
- (4) Provide explanations regarding all matters asked or requested by the Board of Commissioners and Series A Dwiwarna shareholders by paying attention to statutory regulations, especially regulations in the Capital Market sector.
- (5) Carry out other obligations in accordance with statutory regulations and the Company's Articles of Association.

Article 4

OBLIGATIONS OF THE BOARD OF COMMISSIONERS

- (1) Carry out active supervision of management policies, the course of management in general regarding both the Company and the Company's business carried out by the Board of Directors.
- (2) Apart from those referred to in paragraph (1), the Board of Commissioners carries out active supervision including but not limited to:
 - a. implementation of Anti-Money Laundering, Prevention of Terrorism Financing and Prevention of Funding for the Proliferation of Weapons of Mass Destruction programs;
 - b. implementation of credit and/or financing restructuring policies;
 - c. implementation of credit and/or financing write-off policies in accordance with financial accounting standards;
 - d. implementation of compliance functions;
 - e. implementation of action plans (recovery plans);
 - f. maintaining and monitoring the Bank's Soundness Level and taking necessary steps to maintain and/or improve the Bank's Soundness Level; and
 - g. implementation of anti-fraud strategies.
- (3) Provide advice to the Board of Directors regarding the supervision of the implementation of the Company's Business Plan, Work Plan and Annual Budget of the Company, provisions of the Company's Articles of Association, and GMS Resolutions, statutory regulations, as well as other Company plans for the interests of the Company and in accordance with the aims and objectives of the Company.

- (4) Apart from those referred to in paragraph (3), the Board of Commissioners may provide advice to the Board of Directors and/or members of the Board of Directors including but not limited to:
 - a. periodic reports, performance reports and other reports;
 - b. Company development plans;
 - c. appointment of a public accounting firm and/or public accountant in the context of corporate actions;
 - d. improving the quality of implementation of the company's compliance function;
 - e. implementation of the principles of prudence and good corporate governance; and
 - f. implementation of improving the quality of the Company's Risk Management function.
- (5) Examine and review periodic reports, performance reports and annual reports prepared by the Board of Directors and sign the annual report.
- (6) Carry out other obligations in accordance with statutory regulations and the Company's Articles of Association.

Article 5

AUTHORITY OF THE BOARD OF COMMISSIONERS

- (1) Request an explanation from the Board of Directors and/or other officials regarding all issues relating to the management of the Company.
- (2) Acknowledge all policies and actions that have been and will be implemented by the Board of Directors.
- (3) Request the Board of Directors and/or Executive Officers with the knowledge of the Board of Directors to attend the Board of Commissioners Meeting.
- (4) Attend Board of Directors Meetings and provide views on matters discussed.
- (5) Temporarily suspend members of the Board of Directors in accordance with the provisions of the Company's Articles of Association.
- (6) The Board of Commissioners has the authority to carry out inspections at the Company's premises and/or at other places used by the Company with or without prior written or verbal notification to the Board of Directors.
- (7) The Board of Commissioners may submit the results of the inspection carried out to the Board of Directors to obtain the necessary explanation and follow-up.
- (8) Carry out other supervisory authority as long as it does not conflict with statutory regulations, the Company's Articles of Association, and/or GMS decisions.

CHAPTER III ACTIONS

Article 6

ACTIONS THAT REQUIRE CONSENT

- (1) In carrying out its duties, the Board of Commissioners is prohibited from participating in decision making on the Company's operational activities, except:
 - a. providing funds to related parties as regulated in the provisions regarding the maximum limit for granting commercial bank credit; and
 - b. other matters stipulated in the Company's Articles of Association or statutory regulations.
- (2) Making decisions on the Company's operational activities by the Board of Commissioners as referred to in paragraph (1) is part of the supervisory duties of the Board of Commissioners so that it does not negate the responsibility of the Board of Directors for the implementation of the Company's management.
- (3) With due regard to the Company's Articles of Association, statutory regulations and provisions in the Capital Market sector, and the determination of Series A Dwiwarna Shareholders regarding the limitations and criteria for actions of the Board of Directors which must obtain approval from the Board of Commissioners and/or Series A Dwiwarna Shareholders, Board of Directors' actions that must obtain written approval from the Board of Commissioners consist of:
 - a. Disposing/transferring and/or pledging Company assets with criteria and value exceeding a certain amount determined by the Board of Commissioners, except for assets recorded as inventory, taking into account regulations in the capital market and banking sector;
 - b. enters into cooperation with business entities or other parties in the form of joint operations (KSO); business cooperation (KSU); licensing cooperation; Build, Operate and Transfer (BOT); Build, Transfer, and Operate (BTO); Build, Operate, and Own (BOO); and other agreements of the same nature whose term or value exceeds that determined by the Board of Commissioners;
 - c. determines and change the Company's logo;
 - d. establishes an organizational structure of 1 (one) level below the Board of Directors;
 - e. carries out capital participation, release capital participation including changes to the nodal structure with a certain value determined by the Board of Commissioners in other companies, subsidiaries and joint venture companies which are not in the context of saving receivables by taking into account provisions in the Capital Market sector;
 - f. establishes a subsidiary and/or joint venture company with a certain value determined by the Board of Commissioners by taking into account provisions in the Capital Market sector;
 - g. proposes representatives of the Company to become candidates for members of the Board of Directors and Board of Commissioners in subsidiaries that make significant contributions to the Company and/or have strategic value as determined by the Board of Commissioners;
 - h. carries out mergers, consolidations, takeovers, separations and dissolution of subsidiaries and joint venture companies with a certain value determined by the Board of Commissioners taking into account provisions in the Capital Market sector;

- i. carries out actions which are included in material transactions as determined by the laws and regulations in the Capital Markets sector with a certain value determined by the Board of Commissioners unless such actions are included in material transactions which are excluded by the laws and regulations in force in the Capital Markets sector;
 - j. actions that have not been determined in the RKAP; and
 - k. the act of transferring includes selling, relinquishing the right to collect and/or not collecting any more for:
 - i. bad principal receivables which have been written off in the context of credit settlement, either in part or in whole;
 - ii. the difference between the value of bad debts that have been written off and the transfer value including sales or the value of the disposal of rights;

carried out based on the policy of the Board of Directors which has been approved by the Board of Commissioners and within the amount of the ceiling (limit) for write-offs that has been determined by the GMS which will remain in effect until a new ceiling (limit) is determined by the GMS.
- (4) Determination of limits and/or criteria by the Board of Commissioners for matters as intended in paragraph (3) letters a, b, e, f, g and h of this article is carried out after obtaining approval from the Series A Dwiwarna Shareholders.
- (5) Approval from the Board of Commissioners specifically regarding paragraph (3) letters a, b, e, f, g and h of this article with certain limitations and/or criteria is determined after obtaining approval from the Series A Dwiwarna Shareholders.
- (6) Apart from giving approval to the actions of the Board of Directors as intended in paragraph (1) and paragraph (3), the Board of Commissioners also gives approval to:
- a. the Company's Business Plan and the Company's Annual Work Plan and Budget including amendments and additions thereto as well as other Company plans as regulated in statutory regulations;
 - b. initiation of an Action Plan (Recovery Plan);
 - c. approval of the Resolution Plan;
 - d. appointment and dismissal of the Company Secretary and Head of the Company's Internal Audit Work Unit;
 - e. appointment of a Company with a Corporate Health Level rating;
 - f. appointment of a public accounting firm and/or public accountant to audit the Company's Financial Statements for other periods in the Financial Year for the purposes and interests of the Company;
 - g. Annual Audit plan;
 - h. the Company's internal regulations as regulated in statutory regulations;
 - i. Concurrent positions on the Board of Directors that are not prohibited as regulated in statutory regulations; and
 - j. other matters as long as they are regulated in statutory regulations and/or assessed by the Board of Commissioners require approval from the Board of Commissioners.

- (7) The Board of Directors' request for approval from the Board of Commissioners is submitted to the Board of Commissioners in writing and has been declared to comply with internal provisions and statutory regulations. Regarding the Board of Directors' request, the Board of Commissioners will submit a decision in writing within a maximum period of 30 (thirty) days from the receipt of the application letter from the Board of Directors or from the time the application is received in full.
- (8) In the event that the Board of Commissioners' approval also requires the approval of Series A Dwiwarna Shareholders, the Board of Commissioners submits an application to the Series A Dwiwarna Shareholders after the Board of Directors' application has been received in full by the Board of Commissioners. Furthermore, the Board of Commissioners will submit its decision in writing to the Board of Directors after receiving the decision from the Series A Dwiwarna Shareholders.

Article 7

ACTIONS THAT REQUIRE A RESPONSE

- (1) Actions of the Board of Directors that require approval from the GMS must first obtain a written response from the Board of Commissioners as follows:
 - a. carries out actions which are included in material transactions as stipulated by laws and regulations in the Capital Market sector with a value above 50% (fifty percent) of the Company's equity unless such actions are included in material transactions which are excluded by the laws and regulations in force in Capital Markets sector.
 - b. carries out transactions that contain conflicts of interest as determined in Capital Market laws and regulations.
 - c. carries out other transactions to comply with statutory regulations in the Capital Market.
- (2) The Board of Directors' request for a response from the Board of Commissioners is submitted to the Board of Commissioners in writing and has been declared to comply with internal provisions and statutory regulations. To the Board of Directors' request, the Board of Commissioners immediately responds in writing and submits it to the Board of Directors within a maximum period of 30 (thirty) days from receipt of the application letter from the Board of Directors or from the time the application is received in full.
- (3) In the event that the Board of Commissioners does not provide a response as in paragraph (1) above, the GMS can make a decision without a written response from the Board of Commissioners.

Article 8

ACTIONS THAT REQUIRE CONSULTATION

- (1) Actions of the Board of Directors that require consultation with the Board of Commissioners are:
 - a. Transfer the Company's assets or make collateral for debts of the Company's assets which constitute more than 50% (fifty percent) of the Company's total net assets in 1 (one) or more transactions, whether related to each other or not, except as implementing the Company's business activities before being submitted to GMS to obtain approval.
 - b. Appointment and dismissal of Executive Officers other than as intended in Article 6 paragraph (6) letter d that meets the provisions as regulated by statutory regulations.

- (2) The Board of Directors' request to consult with the Board of Commissioners has been accompanied by material which is stated to comply with internal provisions and statutory regulations.
- (3) The results of the consultation above are part of the supervisory and advisory function of the Board of Commissioners and are not a decision of the Board of Commissioners.

Article 9

ACTIONS THAT REQUIRE REPORTING

- (1) The Board of Directors is required to prepare periodic reports and performance reports containing the implementation of the Company's Work Plan and Budget.
- (2) Periodic reports as intended in paragraph (1) include but are not limited to:
 - a. Risk Profile Report prepared and submitted periodically every quarter.
 - b. Compliance Director's report prepared and submitted periodically every quarter.
 - c. Self-Assessment Report on the Implementation of Good Corporate Governance which is prepared and submitted periodically every semester.
 - d. Bank Business Plan Report prepared and submitted periodically every three years.
 - e. Company Work Plan and Budget reports prepared and submitted periodically every year.
 - f. General Audit Executive Summary which is prepared and submitted periodically during each audit round.
 - g. Quarterly Internal Audit Report which is prepared and submitted regularly every quarter.
 - h. Anti Fraud Reports are prepared and submitted periodically every semester.
 - i. Risk-Based Bank Health Level Report prepared and submitted periodically every semester.
 - j. Bank Business Plan Realization Report prepared and submitted regularly every quarter.
 - k. Minimum Capital Adequacy Report which is prepared and submitted periodically every semester.
 - l. Reports on the provision of funds in the context of lending and/or financing for either new realization or restructuring with nominal exposure and certain criteria must be submitted to the Board of Commissioners periodically. Nominal limits and certain criteria that must be submitted to the Board of Commissioners as well as the information submission period are in accordance with statutory regulations.
 - m. Other reports as regulated in statutory regulations.
- (3) The performance report as intended in paragraph (1) includes but is not limited to:
 - a. Company performance reports;
 - b. report on achievement of performance indicators; and
 - c. other reports related to the Company's performance.
- (4) In addition to the report as intended in paragraph (1), the Board of Directors may also provide a special report to the Board of Commissioners at any time based on the initiative and/or needs of the Board of Directors.
- (5) Information from the Board of Directors can be responded to by the Board of Commissioners.
- (6) The Board of Directors is obliged to report any changes in the formation of Executive Officers to the Board of Commissioners.

- (7) The Board of Directors are required to report concurrent positions of the Board of Directors that are not prohibited as regulated in statutory regulations.
- (8) The reporting mechanism is submitted by the Board of Directors to the Board of Commissioners in writing via the Secretary to the Board of Commissioners according to the deadline for each report or at any time if necessary for discussions and/or other purposes.
- (9) The reporting mechanism can also be carried out through informal communication channels.
- (10) Apart from using written personal letters or notes, informal communication can take the form of electronic mail (email) and/or short message services.
- (11) The Board of Directors or members of the Board of Directors are obliged to provide reasonable and good service to inspection activities at the Company's premises carried out by the Board of Commissioners, prepare and/or provide the necessary facilities for the smooth running of the said inspection, including ordering relevant officials to serve, provide explanations and prepare necessary data.
- (12) The results of the reporting mechanism above are part of the supervisory and advisory function of the Board of Commissioners and are not a decision of the Board of Commissioners.

CHAPTER IV JOINT MEETING

Article 10

MEETING OF THE BOARD OF COMMISSIONERS WITH THE BOARD OF DIRECTORS

- (1) The Board of Commissioners is obliged to hold regular meetings with the Board of Directors at least 1 (one) time in 4 (four) months, in order for the Board of Commissioners to supervise/provide direction/instructions to the Board of Directors.
- (2) The presence of members of the Board of Commissioners at the meeting as referred to in paragraph (1) is disclosed in the Company's annual report.
- (3) The Board of Commissioners must schedule a meeting as intended in paragraph (1) for the following year before the end of the financial year, hereinafter referred to as a Scheduled Joint Meeting.
- (4) The agenda for the Scheduled Joint Meeting as referred to in paragraph (3) is at least:
 - a. preparation of the Bank Business Plan (RBB) and Company Budget Work Plan (RKAP);
 - b. evaluation of the Company's performance achievements;
 - c. implementation of Anti-Money Laundering, Prevention of Terrorism Financing and Prevention of Funding for the Proliferation of Mass Destruction programs;
 - d. implementation of good Corporate Governance; and
 - e. Follow up on internal and external audit findings.
- (5) The summons, organization, materials, leadership, decision making and documentation for holding meetings are regulated in the Board of Commissioners' Work Code of Conduct.

Article 11

MEETING OF THE BOARD OF DIRECTORS WITH THE BOARD OF COMMISSIONERS

- (1) The Board of Directors is obliged to hold regular meetings with the Board of Commissioners at least 1 (one) time in 4 (four) months, in order for the Board of Directors to request direction/instructions or report management to the Board of Commissioners.
- (2) The attendance of members of the Board of Directors at the meeting as referred to in paragraph (1) is disclosed in the annual report of the Company.
- (3) The Board of Directors must schedule a meeting as intended in paragraph (1) for the following year before the end of the financial year, hereinafter referred to as a Scheduled Joint Meeting.
- (4) The agenda for the Scheduled Joint Meeting as referred to in paragraph (3) is at least:
 - a. preparation of the Bank Business Plan (RBB) and Company Budget Work Plan (RKAP);
 - b. evaluation of the Company's performance achievements;
 - c. implementation of Anti-Money Laundering, Prevention of Terrorism Financing and Prevention of Funding for the Proliferation of Mass Destruction programs;
 - d. implementation of good Corporate Governance; and
 - e. follow-up to internal and external audit findings.
- (5) Invitation, organizing, materials, leadership, decision making, and documentation for holding meetings are regulated in the Board of Directors' Work Code of Conduct.

CHAPTER V

PERFORMANCE EVALUATION

Article 12

PERFORMANCE EVALUATION PROVISIONS

- (1) In order to improve the quality of implementation of duties and responsibilities, the Board of Commissioners and Board of Directors have policies and carry out performance assessments of the Board of Commissioners and Board of Directors.
- (2) The Board of Commissioners has a self-assessment policy to assess the performance of the Board of Commissioners both collectively and individually.
- (3) The Board of Directors has a self-assessment policy to assess the performance of the Board of Directors both collectively and individually.
- (4) The policies and implementation of self-assessment of the performance of each Board of Commissioners and Board of Directors are disclosed in the Annual Report.
- (5) Evaluation of the performance of members of the Board of Commissioners and members of the Board of Directors includes at least:
 - a. procedures for implementing performance appraisals;
 - b. criteria used; and
 - c. the party carrying out the assessment.

Article 13**EVALUATION OF THE PERFORMANCE OF THE BOARD OF COMMISSIONERS**

Evaluation of the performance of the Board of Commissioners is regulated in the Board of Commissioners' Work Code of Conduct.

Article 14**EVALUATION OF THE BOARD OF DIRECTORS' PERFORMANCE**

- (1) The Board of Directors submits proposals for benchmarks or criteria for assessing the performance of the Board of Directors and each member of the Board of Directors to the Board of Commissioners by considering the aspirations of Shareholders.
- (2) Benchmarks or assessment criteria are prepared based on the management duties and responsibilities of the Board of Directors as stated in the applicable laws and regulations, the Articles of Association, and the mandate of Shareholders.
- (3) The Board of Commissioners reviews and approves benchmarks or criteria for assessing the performance of the Board of Directors and each member of the Board of Directors.
- (4) Before giving approval as intended in paragraph (3), the Board of Commissioners is obliged to consult first with state shareholders to determine benchmarks or criteria for evaluating the performance of the Board of Directors and each member of the Board of Directors.
- (5) The Board of Directors carries out its own assessment of the performance of the Board of Directors and each member of the Board of Directors based on benchmarks or criteria approved by the Board of Commissioners and submits the results to the Board of Commissioners.
- (6) The self-assessment as intended in paragraph (5) can be reviewed by a public accounting firm and/or a public accountant who audits the Company's financial statements.
- (7) The Board of Commissioners submits performance assessment reports to the Board of Directors and each member of the Board of Directors to be evaluated by Shareholders at the GMS.
- (8) The process of evaluating the performance of the Board of Directors is carried out in the GMS forum.
- (9) Other Board of Directors' performance evaluation policies are regulated in more detail in the Special Policy concerning Board of Directors' Work Code of Conduct.

**CHAPTER VI
MISCELLANEOUS****Article 15****RELATIONSHIP WITH STAKEHOLDERS**

- (1) Ensure the Company's compliance with the Company's provisions and commitments and ensure compliance with the submission of data and information requested by the Regulator and the Ministry of SOE as the Series A Dwiwarna shareholder.
- (2) Ensure that stakeholder rights are guaranteed based on statutory regulations and/or agreements made by the Company with workers, service users, suppliers, and other stakeholders.

- (3) Ensure that the Company carries out its social responsibilities in accordance with the established program.

Article 16
RELATIONSHIP WITH THE ORGANS OF
THE GENERAL MEETING OF SHAREHOLDERS

- (1) The Board of Directors organizes the Annual GMS and Extraordinary GMS.
- (2) A GMS can also be held at the request of the Board of Commissioners and/or at the request of Shareholders.
- (3) Requests for a GMS by the Board of Commissioners as intended in paragraph (2) are submitted to the Board of Directors by registered letter accompanied by reasons for holding the GMS by taking into account the applicable provisions as regulated in the Company's Articles of Association.
- (4) The procedures and mechanisms for holding the Annual GMS and Extraordinary GMS refer to the procedures and provisions as regulated in the Company's Articles of Association.

Stipulated in : Jakarta

On : 13 December 2023

PT BANK TABUNGAN NEGARA (PERSERO) Tbk

signed

CHANDRA M. HAMZAH
President Commissioner/
Independent Commissioner

signed

NIXON L.P. NAPITUPULU
President Director