

Name	Position	Type of Training and Competency/Training Development Materials	Time and place Implementation	Organizer
Mohamad Yusuf Permana**	Commissioner	Pelatihan Bank Managament Executive Overview for BOC	August 10, 2023 at LPPI Jakarta	LPPI
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisionary Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN

<sup>\*</sup> Termination of office due to death on August 12 2023.

# Orientation Program for New Members of the Board of Commissioners

The Company has always held an Orientation Program or Introduction for newly-appointed members of the Board of Directors to be acquainted with one another and establish cooperation as a solid, comprehensive, effective team. The Orientation Program also aims to provide insight into the condition of the Company in general. The orientation program for the Board of Commissioner is regulated in the Guidelines and Code of Conduct of the Board of Commissioners, namely:

- Implementation of Good Corporate Governance and Code of Conduct principles in the Company.
- Description regarding the duties and responsibilities of the Board of Commissioners and Board of Directors and other restrictions.
- Overview of the Company in terms of the objectives, nature, and scope of the Company's activities, financial performance, and strategies, as well as the Company's short and long-term plans, risks, Internal Control, and other strategic issues.
- 4. Information regarding delegated authority, Internal and External Audits, Internal Control systems and policies, and the Audit Committees Audit.

In 2023, a new member of the Board of Commissioners was appointed at the Company's Extraordinary GMS on January 11, 2023, namely Mr. Mohamad Yusuf Permana as Commissioner. The orientation program for new members of the Board of Commissioners would be held on January 30 - 31, 2023 with the following topics:

- 1. The objectives and scope of the Company's activities are in accordance with the Articles of Association;
- Financial performance, strategy, short-term and long-term business plans, as well as the Company's competitive position;
- 3. Risk management and bank health level;
- 4. Internal control system, internal audit and external audit;
- 5. Facilities for members of the Board of Commissioners;
- Compliance, corporate governance, working relationship patterns of the Board of Commissioners and Directors, and work guidelines and regulations of the Board of Commissioners;

- 7. Company Culture; and
- 8. Governance of policies and procedures.

## Recommendation, Realization of Duties of The Board of Commissioners, and Supervision on The Implementation of Company Strategy

The Board of Commissioners has carried out supervisory duties, directing, providing advice, monitoring and evaluating the implementation of the Company's strategic policies, including:

- Regularly reviewing the Company's performance bankwide and UUS;
- 2 Monitoring the implementation of the company's planned strategic initiatives on a regular basis;
- 3 Regularly monitoring of risk management implementation including risk profile, Bank health level, KPMM, risk appetite, risk tolerance and recovery plan;
- 4 Monitoring the completion of credit documents;
- 5 Monitoring the implementation of the Anti-Money Laundering and Prevention of Terrorism Financing (AML-CTF) program;
- Approval of the annual audit plan and monitoring of audit implementation including follow-up to internal and external audits;
- 7 Recommendations and Determination of Collegial, Individual and PMN Key Performance Indicators (KPI) including changes;
- 8 Supervision of the Board of Commissioners over the Performance and Implementation of the Bank's Business Plan;
- 9 Adjustment of the Bank's Business Plan and Company Work Plan & Budaet;
- 10 Development of the Company's organization and Human Resources (HR) management strategy;
- 11 Implementation of the Annual GMS decisions as follows:
  - a. Ratification of Annual Reports, Financial Reports and PUMK Financial Reports;
  - b. Determination of the use of net profit;
  - Determination of remuneration (salary/honorarium, facilities and allowances) and bonuses for the Company's Directors and Board of Commissioners;
  - d. Appointment of AP and/or KAP to audit Financial Reports and PUMK Program Financial Reports;
  - e. Approval of the Company's Resolution Plan

<sup>\*\*</sup>Appointed based on the EGMS on January 11, 2023 and effective from June 7, 2023.

















- Report on the Realization of the Use of Proceeds from the Sustainable Public Offering of Shelf-Registered Bonds IV Bank BTN Phase II 2022 and Additional Capital by Providing Preemptive Rights for Limited Public Offering II (PMHMETD II);
- g. Approval of Amendments to the Company's Articles of Association;
- h. Changes in the Composition and Determination of Remuneration of the Company's UUS Sharia Supervisory Board;
- the Composition of the Company's Changes in Management.
- 12. Implementation of Extraordinary GMS decisions in the form of Approval of Changes to the Composition of the Company's Management;
- 13. Recommendations for Changes in the Composition of the Sharia Supervisory Board of PT Bank Tabungan Negara (Persero) Tbk
- 14. Recommendation for the appointment of a Public Accounting Firm (KAP) to audit the Company's annual historical financial reports and PUMK Financial Reports;
- 15. Appointment of the Company's Corporate Rating Service.
- 16. Other strategic policies include, among others:
  - a. Annual Audit Plan including budget;
  - b. Internal Audit Charter.
  - Adequacy of internal control policies;
  - d. Providing Credit/Financing to Related Parties;
  - e. Directions for Credit Committee meeting decisions;
  - f. Directions for the implementation of the Anti-Bribery Management System;
  - g. Operational Activities including Information Technology Infrastructure and Operations;
  - Credit and Financing Activities and Management;
  - Publication of Financial Reports; i.
  - New Bank Products (PBB) and Activities for Bank Interests (KuKB);
  - k. Compliance Report;
  - Sustainable Finance Action Plan;
  - m. Evaluation of Audit Services by Public Accounting Firms on Annual Financial Information;
  - Approval of the Removal and Appointment of the Corporate Secretary and Recommendation for the appointment of SEVP.
  - o. Recommendations for Nominated Talent BoD-1 and Existing BoD to CTC Financial Services.
  - p. Proposed remuneration for the Board of Commissioners, Directors and Sharia Supervisory Board as well as bonuses for the Board of Commissioners and Directors.

## Performance Assessment of the Board of Directors and The Board of Commissioners

In order to improve work performance and responsibility, the Board of Commissioners and the Board of Directors are committed to implementing policy and conducting performance assessment for the Board of Commissioners and Directors. The Board of Commissioners has its Self-Assessment Policy to assess the Board of Commissioners' performance, while the performance assessment of the Board of Directors is carried out through the achievement of KPIs which refer to the results of measurements carried out by external auditors who audit the company's annual financial reports.

#### Performance Assessment of the Board of Directors

The performance assessment of the Company's Directors, including the President Director, both collegial and individual, is carried out once in a year and has been implemented in 2023.

### PROCEDURE OF PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

The procedure for determining and assessing the performance of the Board of Directors refers to the Regulation of the Minister of BUMN number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and the Decree of the Minister of BUMN Number SK-306/ MBU/11/2023 concerning Instructions Technical Preparation of Key Performance Indicators for BUMN. BUMN Directors are required to sign an Annual Management Contract which contains the KPI targets for Directors collectively and the KPI Directors individually.

The KPI of the Directors collectively and the KPI of the Directors individually are effective measuring tools in monitoring the performance and implementation of the duties of the Company Management carried out by the Directors. The procedures for determining and assessing KPIs are regulated in articles 104 and 105 of the Minister of State-Owned Enterprises Regulation PER-2/MBU/03/2023 as follows:

- 1. The Board of Directors submits the Board of Directors' KPI proposals collegally to the GMS/Minister to be determined simultaneously with the determination of the Company's Budget Work Plan.
- Before ratifying the Company's Budget Work Plan, the Board of Commissioners must first consult with state shareholders to determine the KPI for the Board of Directors.
- 3. Directors are required to translate the KPIs of the Directors collectively into the KPIs of the Directors individually and submit them to the Board of Commissioners for approval.
- The Board of Directors' KPI achievements are collectively reported in quarterly reports and annual reports.
- The calculation of the Directors' KPI achievements is reviewed collegially and individually by a public accounting firm that audits the company's financial statements.

## CRITERIA OF PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

#### **Performance Assessment of Collegial Directors**

The KPI used to measure and assess the performance of the Board of Directors collegiately in managing the company consists of 5 (five) perspectives, namely as follows:

- 1. Economic and social values for Indonesia;
- Business model innovation;
- Technology leadership;
- Investment improvement; and
- Talent Improvement.