

The components to be assessed covered:

a. Performance Assessment (90% Weight)

It is an assessment based on the Key Performance Indicator of the employee's position. The performance appraisal consists of 2 (two) components, namely:

- Cascading KPI (Key Performance Indicator) components, namely KPIs obtained from cascading results (according to the responsibilities and roles of the individual) against KPIs from the layer above or KPIs of work units. This component reflected the contribution of an individual to the success of his work unit. The types of cascading were as follows:

Fully Cascade	:	KPI Units were fully passed down to employees with the same target.
Partially Cascade	:	KPI Units were passed down to employees with divided targets/ segments (according to individual responsibilities).
Contributory Cascade	:	Unit KPIs were passed down to employees in terms of other KPIs that can support the achievement of the unit's KPIs (according to the employee's role).

- The Performance Indicator (PI) component was a measure of the success of the implementation of the employee's job description. This component reflects individual performance based on their job description.

b. Cultural Implementation Assessment (10% weight)

This was an assessment from the direct superior to the employee based on the elaboration of the implementation of the corporate culture.

Finalization of employee performance appraisal was carried out by the Personnel Committee in each work unit for further submission to the Human Capital Management Division as a basis for determining remuneration, career development and recording in the Human Capital Information System (HCIS).

Implementation Of Performance Assessment

The performance assessment process for the 2023 performance year is currently still ongoing and the results of the performance assessment for 2022 are as follows:

No	Score Category 2022	Number of Employees
1	Excellent	2,587
2	Very Good	4,172
3	Good	3,895
4	Fair	129
5	Poor	27
Number of Permanent Employees		10,810
Probationary Officer		1,048
TOTAL		11,858

Remuneration

In providing remuneration, in 2023 new provisions had been issued which improved the previous provisions, namely the issuance of Special Policy (KK) No.3-B dated October 31, 2023 concerning Remuneration. Management of Human Resources or Human Capital became one of the most important priorities in running the Company. Employee remuneration was a salary and compensation system implemented by the Company to reward employees based on a number of factors.

The scope of the remuneration system included governance in providing remuneration, compensation, benefits, benefit compensation based on statutory regulations and awards. The application of governance in providing remuneration aimed to encourage prudential banking, namely that risk taking in carrying out business activities was carried out in a measurable manner and referred to statutory provisions regarding risk management so that excessive risk taking by decision makers could be avoided and business continuity and the health of the Company could be maintained.

The remuneration policy prepared had to be at least consider:

1. Creating effective risk management
2. Company's financial stability
3. Adequacy and strengthening of the Company's capital
4. Short-term and long-term liquidity needs
5. Future income potential.

Implementation of Remuneration

The company provides remuneration to employees by implementing performance based rewards. Thus, the higher the employee's performance, the higher the remuneration the employee gets. The company also implements gender inclusion in remuneration, so that there is no difference in remuneration between male and female employees.