

## Requirements of the Board of Directors

The requirements of the Board of Directors that have been regulated in the Work Guidelines and Manual are as follows:

1. Legal subjects who can be appointed as members of the Board of Directors are natural persons, who fulfill the requirements at the time of appointment and during their term of office:
  - a. Fulfill material requirements, ie:
    - Expertise;
    - Integrity;
    - Leadership;
    - Experience;
    - Honest;
    - Good attitude; And
    - High dedication to advancing and developing the Company.
  - b. Apart from meet the criteria as intended in point 1 above, to be appointed as a member of the Company's Board of Directors, a person must fulfill the following formal requirements:
    - Individuals;
    - Able to carry out legal actions;
    - Never been declared bankrupt within 5 (five) years prior to appointment;
    - Never been a member of the Board of Directors or member of the Board of Commissioners/Supervisory Board who was found guilty of causing a BUMN, Subsidiary and/or other business entity to be declared bankrupt within 5 (five) years prior to appointment;
    - Never been convicted of committing a criminal act that is detrimental to the finances of the State, BUMN, Subsidiaries, other business entities and/or related to the financial sector within 5 (five) years prior to appointment;
    - Never been a member of the Board of Directors and/or member of the Board of Commissioners during his tenure:
      - 1) Never held an Annual GMS;
      - 2) Never been a member of the Board of Directors and/or member of the Board of Commissioners
      - 3) Has never been accepted by the GMS or has ever failed to provide accountability as a member of the Board of Directors and/or the Board of Commissioners to the GMS; And
      - 4) Never has a company that obtained a permit, approval or registration from the FSA failed to fulfill its obligation to submit an annual report and/or financial report to the FSA.
    - c. Having good morals and integrity;
    - d. Being capable of doing legal acts;
2. Each member of the Board of Directors must meet the requirements for the fit and proper test in accordance with the Financial Services Authority Regulation (POJK) regarding the Fit and Proper Test for the Key Parties in Financial Services Institutions and have obtained a letter of approval from the Financial Services Authority.
3. All members of the Board of Directors must be domiciled in Indonesia. The President Director must come from a party who is independent of the controlling shareholders.
4. The majority of members of the Board of Directors must have at least 5 (five) years of experience in the operational field and at least as an Executive Officer of the Bank.
5. Each member of the Board of Directors must fulfill other requirements, as follows:
  - a. Not an administrator of a political party, legislative candidate, and/or legislative member in the People's Representative Council, Regional Representative Council, Provincial Regional People's Representative Council, and Regency/Municipal Regional People's Representative Council;
  - b. Not a candidate for head/deputy regional head and/or head/deputy regional head, including acting head/deputy regional head;
  - c. Not serving as a member of the Board of Directors of the relevant BUMN or Subsidiary for 2 (two) periods;
  - d. Not currently serving as an official in a Ministry/Institution, member of the Board of Commissioners/Supervisory Board in another BUMN, member of the Board of Directors in another BUMN, member of the Board of Directors in a Subsidiary and/or other business entity;
  - e. Not currently holding a position that is prohibited from holding a position as a member of the Board of Directors according to statutory regulations;
  - f. Have dedication and provide full time to carry out their duties as stated in a statement letter from the person concerned;
  - g. Physically and spiritually healthy (not currently suffering from an illness that could hinder the performance of their duties as a member of the Board of Directors), as proven by a health certificate from the hospital; And
  - h. Have a Taxpayer Identification Number (NPWP) and have carried out the obligation to pay taxes for the last two years.

## Work Guidelines and Manual of the Board of Directors

In carrying out their duties and responsibilities, the Board of Directors refers to the Board of Directors' Work Guidelines and Regulations which have been ratified through Special Policy Number KK.6-G concerning Directors' Work Guidelines and Regulations. Work Guidelines and Manual of the Board of Directors is a governance infrastructure that serves as a guideline for the Board of Directors in carrying out their duties, authorities, responsibilities, rights, and obligations as management of the Company. The Board of Directors' Work Guidelines and Manual is prepared based on the principles of good governance, referring to the regulations on Limited Liability Companies, the Articles of Association, and the prevailing laws and regulations that are binding on the Company.