

No	Work plan	Implementation	Information
5.	Reviewing Sustainable Finance Action Plan (SFAP)	Accomplished	-
6.	Reviewing Collegial KPI and Individual BOD	Accomplished	-
7.	Determining Income for the Board of Directors, Commissioners, and Supervisory	Accomplished	-
8.	Determining the Amount of Tantiem, Bonus, and other incentives related to BOD and BOC	Accomplished	-
9.	Planning Work Program of the Board of Commissioners	Accomplished	-
10.	Reporting Self Assessment of GCG	Accomplished	-
11.	Reporting of the Remuneration and Nomination Committee	Accomplished	-
<b>II Non-Reguler</b>			
12.	Evaluating Policy /SOP Human Capital, Strategy, dan Learning	Accomplished	-
13.	Evaluating Policy /Implementation of Central Outsourcing SOP	Accomplished	-
14.	Performing the Appointment of Corporate Secretary Divison Head and Internal Audit Divison Head	Accomplished	-
15.	Performing the Appointment of SEVP for some positions according to the new Organization structure	Accomplished	-
<b>III Monitoring the Implementation of the Committee Recommendation</b>			
16.	Communicating with the Unit of Human Resource	Accomplished	-
<b>IV Special Tasks and Others</b>			
17.	Conducting the Remuneration and Nomination Committee Meeting	Accomplished	-
18.	Performing Other Duties Assigned by the Chairman of the Committee/ Board of the Commissioners	Accomplished	-

## Policy on the Succession Plan of The Board of Directors

In assisting the implementation of the duties of the Board of Commissioners regarding the succession of the President Director and other members of the Board of Directors in accordance with the Minister of State-Owned Enterprises Regulation No. 3 of 2023 concerning Organs and Human Resources of State-Owned Enterprises, the Remuneration and Nomination Committee implements the mechanism for the process of submitting nominated talent as candidates for BUMN Directors, namely:

### 1. Selected Talent

Determination of Selected Talent BoD-1 is carried out through Directors' Meetings at each BUMN.

### 2. Nominated Talent

Review and Determination of BoD-1 Nominated Talent by the respective BUMN Board of Commissioners through the Remuneration and Nomination Committee.

### 3. Nominated Talent Cluster

Nominated Talent will be validated and calibrated by the Cluster Talent Committee (CTC) to become Eligible Talent.

### 4. Eligible Talent

Nominated Talent Clusters will be background checked by KBUMN through the KBUMN Deputy for Human Resources & Information Technology (SDMTI) to become Eligible Talent.

### 5. Qualified Talent

Eligible Talent will undergo an Assessment at the Assessment Center appointed by the Ministry of BUMN and then become Qualified Talent.

In preparing candidates or successors for the Company's Directors, various Company talent developments are carried out, especially BOD-1, BOD-2 and Women Talent and Millennial Talent to increase Readiness Level and prepare them to become Nominated Talent, including through programs:



The sources of Selected Talent and Nominated Talent from SOE are BOD-1 from SOE or SOE Subsidiaries which contribute significantly and have strategic value or BOD-1 from SOE or SOE Subsidiaries which is applied the same as SOE in accordance with the Law.

1. Expert Talk Session
2. Project Assignment
3. Cross mentoring
4. Roundtable Mentorship
5. SESPIBANK
6. Asesmen Orientation Day

Meanwhile, in the process of searching for BOD-1 Talent from external sources in 2023, where they will also be prepared to become candidates for the Company's Directors (BOD) through a mechanism for developing and proposing nominated talents, the Company uses the services of a professional search company/head hunter, namely PT Daya Dimensi Indonesia (DDI).

### Risk Monitoring Committee

The Risk Monitoring Committee is 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 as well as evaluating the implementation of the duties of the Risk Management Committee and the Risk Management Work Unit.

The purpose of establishing the Committee is to assist and support the implementation of the duties and responsibilities of the Board of Commissioners in ensuring the implementation of supervision and providing advice to the Board of Directors as well as compliance with statutory regulations and the Company's internal regulations related to:

1. Implementating a strong function of risk management supervision;
2. Developing a risk management culture in order to reduce the possibility of unethical banking practices occurring; and
3. Identified matters related to risk management that require the attention of the Board of Commissioners.

### Legal Basis for Establishing the Risk Monitoring Committee

The Company establishes Risk Monitoring Committee under the following legal bases:

1. OJK Regulation No 17 of 2023 dated September 14, 2023 concerning the Implementation of Governance for Commercial Banks.

2. OJK Circular Letter No. 13/SEOJK.03/2017 dated March 17, 2017 on the Implementation of Governance for General Bank.
3. Regulation of the Minister of State-Owned Enterprises No. PER-2/MBU/03/2023 dated March 24, 2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises;
4. Regulation of the Minister of State-Owned Enterprises No. PER-3/MBU/03/2023 dated March 24, 2023 concerning Organs and Human Resources of State-Owned Enterprises;
5. Decree of the Deputy for Finance and Risk Management of the Ministry of State-Owned Enterprises No. SK-3/DKU.MBU/05/2023 concerning Technical Instructions for the Composition and Qualifications of Risk Management Organs within State-Owned Enterprises.
6. Company's Articles of Association.

### Duties and Responsibilities of the Risk Monitoring Committee

Referring to the Risk Monitoring Committee Charter, duties and responsibilities of Risk Monitoring Committee are as follows:

1. Collecting and evaluating information, clarifications, and documents and/or reports related to risk management implementation.
2. Evaluating the conformity between the Bank policy and implementation of risk management.
3. Monitoring and evaluating the duty accomplishment of the Risk Management Committee and working unit of risk management.
4. Monitoring the adequacy of identification process, measurement, monitoring, control, and information system of risk management.
5. Encouraging the empowerment of the Bank's risk management function.
6. Reporting to the Board of Commissioners about the possibility of Bank risk and proposing a variety of solutions
7. Conducting risk monitoring in the working unit which is closely related to risk-based decision-making and cooperating with risk management work unit.
8. Reviewing, evaluating, and/or providing recommendation on matters which require approval, consultation, or decision making by the Board of Commissioners in accordance with the Articles of Association, Working Relationship of the Board of Commissioners and Directors, and regulator's decree.
9. Performing other duties assigned by the Board of Commissioners within the relevant scope of duties of risk management.