



Name	Position	Types of Training and Development Materials Competency / Training	Time and place Implementation	Organizer
		Seminar "The Impact of Attribution of Employee Benefits Based on PSAK 24 Paragraph 70 on the Recording of Post-Employment Benefits After the Implementation of the Job Creation Law"	Jakarta, September 24, 2023	Indonesian Accountants Association
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	Jakarta, September 27, 2023	BUMN School of Excellence
		GRC Masterclass Program 2023 "GC Methodology and Environmental and Social Management System"	Jakarta, October 25, 2023	BUMN School of Excellence
		Socialization of Prevention of Crime in the Financial Services Sector to Financial Services Business Actors in the Banking Sector in DKI Jakarta	Jakarta, December 4, 2023	Financial Services Authority
		IICD - Special Directorship Program 2023	Bali, December 13 – 14, 2023	Indonesian Institute for Corporate Directorship
Hakim Putratama ***	Director of Institutional Banking	Bank Management Executive Training Overview for BOD	Jakarta, April 8 – 9, 2023	Indonesian Banking Development Institute
		Risk Management Class for Executive	Jakarta, April 12, 2023	Indonesian Banking Development Institute
		Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 – 13, 2023	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	Jakarta, October 5, 2023	BUMN School of Excellence
		Executive Education HBS "Strategy: Building and Sustaining Competitive Advantage"	Boston, Massachusetts, USA, December 12 – 15, 2023	Harvard Business School

* Resigned from office on March 16 2023 based on the results of the 2023 Annual General Meeting of Shareholders (AGMS).

** Transfer of his original assignment as Vice President Director to become President Director since March 16, 2023 and received an effective statement from the OJK starting June 7, 2023.

***Started in office on March 16, 2023 and received an effective statement from the OJK starting June 7, 2023.

Orientation Program for New Members of the Board of Directors

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 Board of Directors' orientation program includes:

1. Implementation of Good Corporate Governance and Code of Conduct principles in the Company.
2. Description regarding the duties and responsibilities of the Board of Commissioners and Board of Directors and other restrictions.
3. 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

During 2023, an orientation program will be implemented for new members of the Board of Directors as follows:

No.	Director's Name	Position	Agenda	Implementation date
1.	Oni Febriarto Rahardjo	Vice President Director	Objectives and Scope of Bank Activities in accordance with the Articles of Association	March 28, 2023
			Financial Performance, Strategy, Short Term and Long Term Business Plans, Competitive Position	March 28, 2023
			Internal Control System, Internal and External Audit	March 29, 2023
			Directors' Facilities	March 29, 2023
			Compliance, GCG, Work Relationships for the Board of Commissioners and Directors, Work Rules for the Board of Directors	March 30, 2023
			Risk Management and Bank Health Level	March 31, 2023
			Company Culture	March 30, 2023
			Governance Policies and Procedures	March 28, 2023
2.	Hakim Putratama	Director of Institutional Banking	Objectives and Scope of Bank Activities in accordance with the Articles of Association	March 28, 2023
			Financial Performance, Strategy, Short Term and Long Term Business Plans, Competitive Position	March 28, 2023
			Internal Control System, Internal and External Audit	March 28, 2023
			Directors' Facilities	March 28, 2023
			Compliance, GCG, Work Relationships for the Board of Commissioners and Directors, Work Rules for the Board of Directors	March 28, 2023
			Risk Management and Bank Health Level	March 28, 2023
			Company Culture	March 28, 2023
			Governance Policies and Procedures	March 28, 2023

Implementation of Directors' Duties

Throughout 2023, all members of the Board of Directors have carried out management duties and their accountability reports have been submitted to the Board of Commissioners in the form of:

1. Performance Review Report
2. Bank Health Level Report
3. Compliance Function Fulfillment Report
4. Corporate Governance Implementation Report
5. Audit Findings Follow-up Report

The Board of Directors has also implemented the principles of Corporate Governance in every business activity of the Company at all organizational levels during 2023, as follows:

1. Implement corporate governance criteria in accordance with POJK and BUMN Ministerial Regulations.
2. Implement corporate governance according to the ASEAN CG Scorecard criteria.
3. Socialization and implementation of the Code of Conduct.
4. Gratification report to the Corruption Eradication Commission.
5. Self Assessment of the Implementation of Corporate Governance in accordance with POJK.
6. Prepare and submit Annual Reports and Sustainability Reports.