

Assessment of the Performance of Committees Under the Board of Commissioners and the Basis of its Assessment

The Board of Commissioners is assisted by 3 (three) committees, namely the Audit Committee, Remuneration and Nomination Committee, and Risk Monitoring Committee. The Board of Commissioners periodically assesses the effectiveness of the performance of the Committees under the Board of Commissioners. The assessment in question is based on Minister of State-Owned Enterprises Regulation number PER-3/MBU/03/2023 dated March 24, 2023 concerning Organs and Human Resources of State-Owned Enterprises and OJK (Financial Service Authority) Regulation number 17 of 2023 concerning Implementation of Governance for Commercial Banks. The Board of Commissioners assessed that during 2023, the Committees have carried out their duties and responsibilities quite effectively. The results of the performance assessment of committees under the Board of Commissioners are as follows.

Procedure of Performance Assessment of the Board of Commissioners

The Board of Commissioners is assisted by 3 (three) committees, namely the Audit Committee, Remuneration and Nomination Committee, and Risk Monitoring Committee. The Board of Commissioners periodically assesses the effectiveness of the performance of the Committees under the Board of Commissioners. The assessment in question is based on the Minister of State-Owned Enterprises Regulation number PER-3/MBU/03/2023 dated March 24, 2023 concerning Organs and Human Resources of State-Owned Enterprises and FSA Regulation number 17 of 2023 concerning the Implementation of Governance for Commercial Banks.

Criteria of Performance Assessment of the Board of Commissioners

Audit Committee performance assessment is based on specific, measurable, achievable and relevant benchmarks or assessment criteria contained in the main performance assessment indicators with the following aspects:

1. Regular Aspects.

The Audit Committee assessment is evaluated based on the Key Performance Indicators working paper as follows:

No	Key Performance Indicators	Weight (%)	Realization Dec-23	Target Dec-23	Achievement	Mark (%)
		a	b	c	d=b/c	e=dxa
1	Reguler	75				76,25
1	Providing recommendations for Approval of the Annual Audit Plan to the Board of Commissioners	10	1	1	100%	10,00
2	Monthly monitoring and evaluation of the implementation of Internal Audit duties and follow-up	10	12	12	100%	10,00
3	Attending the Internal General Audit Exit Meeting	5	5	4	125%	6,25

2. Non-Regular Aspects (Competency Development)
3. Other Aspects (Number of Committee meetings held).

The performance assessment of the Remuneration and Nomination Committee is based on specific, measurable, achievable and relevant benchmarks or assessment criteria contained in the main performance assessment indicators contained in the main performance assessment indicators with the following aspects:

1. Regular Aspects
2. Non-Regular Aspects
3. Monitoring Aspects of Implementation of Committee Recommendations
4. Aspects of Special Duties and others (Number of Committee meetings held).

The performance assessment of the Risk Monitoring Committee is based on specific, measurable, achievable and relevant benchmarks or assessment criteria contained in the main performance assessment indicators with the following aspects:

1. Aspects of Fulfilling Duties and Responsibilities.
2. Planning and Reporting Aspects.
3. Operational Aspects and Competency Development (competency development and number of Committee meetings held)
4. Dynamic Aspects (Other Duties in accordance with the Risk Management Area).

Party Carrying Out the Assessment

Performance evaluation of Committees under the Board of Commissioners is carried out periodically using the self-assessment method and then submitted to the Board of Commissioners for review and approval.

Results of the Performance Assessment of the Committee Under the Board of Commissioners

PERFORMANCE ACHIEVEMENTS OF THE AUDIT COMMITTEE

The Board of Commissioners considers that throughout 2023, the Committees have carried out their duties and responsibilities quite effectively. The results of the performance assessment of committees under the Board of Commissioners are as follows.



No	Key Performance Indicators	Weight (%)	Realization Dec-23	Target Dec-23	Achievement	Mark (%)
		a	b	c	d=b/c	e=dxa
4	Monitoring and evaluation of the implementation of External Audits (OJK, BI, BPK, KAP, etc.) and follow-up on audit results, including internal control	5	4	4	100%	5,00
5	Checking and evaluating the Quarterly Published Financial Reports	5	4	4	100%	5,00
6	Providing recommendations regarding the appointment of KAP to the Board of Commissioners	5	1	1	100%	5,00
7	Monitoring and Evaluation of the Implementation of Audit Services by KAP on Financial Information for the Fiscal Year	5	1	1	100%	5,00
8	Reviewing, evaluating, and providing input to the Board of Commissioners regarding monthly Performance Review material	5	12	12	100%	5,00
9	Preparing quarterly and annual reports regarding Audit Committee activities to the Board of Commissioners	5	4	4	100%	5,00
10	Preparing the Board of Commissioners' response to the Company's performance (quarterly) which is submitted to the Minister of BUMN	5	4	4	100%	5,00
11	Preparing a Board of Commissioners Supervision Report on RBB Realization (Semesterly) to be submitted to the OJK	5	2	2	100%	5,00
12	Preparing semesterly GCG Self-Assessment Working Papers related to the Audit Committee	5	2	2	100%	5,00
13	Preparing Annual Reports related to the Audit Committee	5	1	1	100%	5,00
II	Non Regular	10				15,00
14	Submitting recommendations to the Board of Commissioners to appoint an independent quality controller from an external party to conduct a review of SKAI's performance	5	1	1	100%	5,00
15	Competency Development related to Duties and Responsibilities	5	3	1	200%	10,00
IV	Others	15				25,00
16	Audit Committee Meeting	10	35	6	200%	20,00
17	Coordination Meeting of Board of Commissioners Committee Members	5	4	4	100%	5,00
Total		100				116,25

Performance Achievements of the Remuneration and Nomination Committee

Evaluation of the performance of the Remuneration and Nomination Committee is carried out periodically using the self-assessment method and then reviewed and approved by the Board of Commissioners. Assessment is based on specific, measurable, achievable, and relevant benchmarks or assessment criteria contained in the main performance assessment indicators contained in the main performance assessment indicators with the following aspects:

1. Regular Aspects
2. Non-Regular Aspects
3. Monitoring Aspects of Implementation of Committee Recommendations
4. Special Task Aspects and others.

The Remuneration and Nomination Committee assessment is evaluated based on the Key Performance Indicators working paper as follows:

No.	Productivity	Weight (%)	Realization	Target	Achievement	Mark
I	Reguler	55				67.50
1	Review of the 2023 Education Activity Plan	5	0	1	50%	0.00
2	Validation of Bank BTN's BOD-1 Selected Talent Proposal	5	1	2	100%	2.50
3	Recommendations and Assessment of Prospective BOC and BOD Members for the Fit & Proper Test related to the implementation of the Annual or Extraordinary GMS	5	2	2	100%	5.00
4	Review of Company Work Plan & Budget (RKAP) and Bank Business Plan (RBB)	5	1	1	100%	5.00
5	Review of the Sustainable Financial Action Plan (RAKB)	5	1	1	100%	5.00
6	Review of BOD Collegial and Individual KPIs	5	2	1	200%	10.00
7	Determination of the Income of the Directors, Board of Commissioners and Supervisory Board	5	2	1	200%	10.00
8	Determination of the amount of bonuses and bonuses and other related incentives for BOD and BOC	5	2	1	200%	10.00
9	Designing the Board of Commissioners' Work Program	5	1	1	100%	5.00
10	Submitting a Self-Assessment Report on the Implementation of Bank Governance (GCG Self-Assessment)	5	2	1	200%	10.00
11	Remuneration and Nomination Committee Report	5	4	4	100%	5.00
II	Non Reguler	20				20.00
12	Evaluation of Human Capital Policies / SOPs, Strategy and Learning	5	2	1	200%	10.00
13	Evaluation of Central Outsourcing Policy / SOP Implementation	5	0	1	0%	0.00
14	Determination of Corporate Secretary Head and Internal Audit Head	5	1	1	100%	5.00
15	Determination of SEVP for several positions according to the latest organizational structure	5	2	2	100%	5.00
III	Supervision of the Implementation of Committee Recommendations	10				11.67
16	Communicate with the Human Resources Work Unit	10	7	6	117%	11.67
IV	Special Duties and Others	15				101.67
17	Remuneration and Nomination Committee Meeting	10	23	3	767%	76.67
18	Other duties of the Chairman of the Committee/Board of Commissioners	5	5	1	500%	25.00
Total		100				200.83

Performance Achievements of the Risk Monitoring Committee

Evaluation of the performance of the Risk Monitoring Committee is carried out periodically using the self-assessment method and then reviewed and approved by the Board of Commissioners. Assessment is based on specific, measurable, achievable, and relevant benchmarks or assessment criteria contained in the main performance assessment indicators with the following aspects:

1. Aspects of Fulfilling Duties and Responsibilities;
2. Planning and Reporting Aspects;
3. Operational Aspects and
4. Competency Development; and
5. Dynamic Aspect.



The Risk Monitoring Committee's assessment is evaluated based on the Key Performance Indicators working paper as follows:

No	Key Performance Indicators	Weight (%)	Unit	Realization	Target	Achievement	Mark (%)
		a	b	c	d	e=c/d	f=d×a
I	Aspect of Fulfillment of Duties and Responsibilities	60					67,5
1	Reviewing the Risk Profile Report	10	unit	5	4	125	12,5
2	<i>Delivering Reviews and Input regarding Risk Appetite and Risk Tolerance</i>	10	unit	2	2	100	10
3	Reviewing Bank's Soundness Level Reports	5	unit	3	1	200	10
4	Reviewing the Company's Work Plan & Budget (RKAP) and Bank Business Plan (RBB)	5	unit	2	1	200	10
5	Conducting a Review of the Sustainable Finance Action Plan (RAKB)	5	unit	1	1	100	5
6	<i>Conducting Recovery Plan Update Review</i>	5	unit	1	1	100	5
7	<i>Conducting Review of the Preparation of the Resolution Plan</i>	5	unit	0	1	0	0
8	Reviewing the Risk Management Policy Guidelines (RMPG)	5	unit	1	1	100	5
9	Reviewing the Compliance Report	5	unit	4	4	100	5
10	Submitting self-assessment report on the implementation of Bank Governance	5	unit	2	2	100	5
II	Aspects of Planning and Reporting	15					15
11	Submitting Quarterly Activity Realization Report	5	unit	4	4	100	5
12	Delivering the Annual Activity Realization Report	5	unit	1	1	100	5
13	Delivering the Annual Work Program for the Next Fiscal Year	5	unit	1	1	100	5
III	Aspects of Operational and Competency Development	15					30,00
14	Conducting Committee Meetings	10	unit	52	6	200	20
15	Attending Competency Development Related to Duties and Responsibilities	5	unit	8	1	200	10
IV	Dynamic Aspect	10					11,11
16	Carrying out other duties in accordance with the Risk Management Divisio	10	%	100	90	111,11	11,11
Total		100					123,61