

## Governance Soft Structure

In terms of improving the quality and coverage of the implementation of sustainable governance, the Company drafts and applies a governance soft structure regulating the relationship between organs in the Company; hence, duties, responsibilities, and authorities of each organ are clear in accordance with the provisions of applicable regulations, GCG principles, healthy business ethics, or best practices. The governance soft structure of the Company is a policy structure used as framework and governance in policy drafting as well as the implementation of the Company's activities, including:

1. The Articles of Association of the Bank has been amended several times, as last amended based on the Deed of Decision of the Extraordinary General Meeting of Stockholders (EGMS) No. 28 dated March 28, 2023, made by Ashoya Ratam, S.H., M.Kn., Notary in South Jakarta and approved by the Ministry of Laws and Human Rights of the Republic of Indonesia, No. AHU-0023685.Ah.01.02.TAHUN 2023 dated April 20, 2023.
2. Working Relationship between Board of Commissioners and Board of Directors, ratified in the Joint Decree of Board of Commissioners No.01/DEKOM-BTN/2021 and Board of Directors No.01/DIR-BTN/2021.
3. Guidelines of GCG ratified in the Special Policy No. KK.6-F dated August 25, 2023, concerning the Guidelines of Good Corporate Governance.
4. The Board of Commissioners' Work Guidelines and Rules are ratified in Board of Commissioners Decree No. 05/KOM-BTN/2023 as an update to the Board Manual which becomes a work guideline.
5. Guidelines and Manual of Board of Directors through Special Policy No. KK.6-G dated September 12, 2023, about Guidelines and Manual of Board of Directors.
6. Guidelines and Work Procedures of the Audit Committee Number 06/KOM/BTN/2023 dated December 13, 2023 concerning Guidelines and Work Procedures of the Audit Committee of PT Bank Tabungan Negara (Persero) Tbk.
7. Guidelines and Work Rules of the Remuneration and Nomination Committee Number 07/KOM/BTN/2023 dated December 13, 2023 concerning Guidelines and Work Procedures of the Remuneration and Nomination Committee of PT Bank Tabungan Negara (Persero) Tbk.
8. Guidelines and Work Procedures of the Risk Monitoring Committee Number 08/KOM/BTN/2023 dated December 13, 2023 concerning Guidelines and Work Procedures of the Risk Monitoring Committee.
9. Special Policy No. KK.9-D dated March 30, 2023, concerning Governance Procedures of the Board of Directors Committee.
10. Special Policy No. KK.6-A dated April 24, 2022, concerning Procedures of Gratification Control and Technical Instructions No. PT.6-A.1 dated April 25, 2022, concerning Procedures for Implementing the Gratification Control.

11. Guidelines of Business Ethics and Code of Conduct ratified in the Regulation of Board of Directors No. 16/PD/CMPD/2015.
12. Special Policy No. KK.6-H dated October 10, 2023, concerning Procedures of Conflict-of-Interest Handling.
13. Whistleblowing System Management Guidelines through Technical Instructions Number PT.7-B.2 dated October 31, 2023 concerning Whistleblowing System Management.
14. Special Policy No. KK.6-F dated August 28, 2023, concerning Procedures of Good Corporate Governance.
15. The update of KK No. KK.6-E dated December 13, 2023, concerning Procedures for Implementing Anti-Bribery Management System (ISO 37001:2016).
16. Technical Instructions No. PT.6-F.1 dated September 15, 2023, about Governance Assessment of Good Corporate Governance.
17. The update of technical instructions No. PT.6-E.1 dated December 21, 2023, concerning Procedures for implementing Anti-Bribery Management System (ISO 37001:2016).

## Corporate Governance Mechanism

### Shareholders

As one of the State-Owned Enterprises under a public company status, the largest shareholder of the Company is the Republic of Indonesia (60,00%), which places the Republic of Indonesia as the Controlling Shareholder. In addition, the Republic of Indonesia also owns 1 (one) share of Series A Dwiwarna providing the holder with privilege rights that are not entitled to other shareholders other than the Controlling Shareholder Controlling shareholders. Apart from that, 40% of the Company's shares are owned by the public. The list of shareholders as of December 31, 2023 is 12,887,145,542 shares consisting of 1 (one) Dwiwarna Series A share and 12,887,145,541 Series B shares

### Shareholders' Rights

The Company owns 2 (two) types of shares, namely Series A Dwiwarna Shares and Series B Shares, with a nominal value of Rp500 per share. Series A Dwiwarna Shareholder is the controlling shareholder and has privileges with the following rights and authorities:

Special Rights and Authorities of Series A Dwiwarna Shareholders

1. The right to approve in the GMS for the following issues:
  - a. Approval for amendments to the Articles of Association.
  - b. Approval for Capital changes.
  - c. Approval for the appointment and dismissal of members of the Board of Directors and the Board of Commissioners.