

## Training and/or Competency Development for Members of the Board of Commissioners

Policy on the training and/or competency development for members of the Board of Commissioners has been implemented in Good Corporate Governance. Programs of capacity building for members of the Board Commissioners include:

1. The capacity-building programs are carried out to increase the effectiveness of the work of the Board of Commissioners.
2. Each member of the Board of Commissioners participating in the programs such as seminars and/or training is required to have presentations to share their knowledge or to give any information.
3. The material received from the programs must be properly documented in a separate section. The documentation becomes the responsibility of the Secretary of the Board of Commissioners. This material must be available if further needed.

Throughout 2023, members of the Company's Board of Commissioners have participated in various competency improvement programs in the form of training, workshops, conferences and seminars as in the following table.

Name	Position	Type of Training and Competency/Training Development Materials	Time and place Implementation	Organizer
Chandra M. Hamzah	President Commissioner/ Independent	Leadership Forum "Envisioning Culture For Leader"	May 12 – 13, 2023 at Padma Hotel Semarang	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN
		Executive Risk Management Refresher Program, LPPI - Europe 2023	October 29, 2023 in Amsterdam, Brussels, & Paris	LPPI
Iqbal Latanro	Vice President Commissioner/ Independent	Leadership Forum "Envisioning Culture For Leader"	May 12 -13, 2023 at Padma Hotel Semarang	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Pre IPO and Post IPO – Ranking and issuance of loan & sukuk securities (EBUS) "	August 10, 2023 via Zoom Meeting	OJK
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN
		Executive Risk Management Refresher Program, LPPI - Europe 2023	October 29, 2023 in Amsterdam, Brussels, & Paris	LPPI
Ahdi Jumhari Luddin*	Independent Commissioner	GRC Masterclass Program 2023: Audit Teknologi Informasi	June 27, 2023 via Zoom Meeting	BSE BUMN
Armand B. Arief	Independent Commissioner	Leadership Forum "Envisioning Culture For Leader"	May 12 – 13, 2023 at Padma Hotel Semarang	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Risk Management Effectiveness Evaluation"	September 07, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN



Name	Position	Type of Training and Competency/Training Development Materials	Time and place Implementation	Organizer
Sentot A. Sentausa	Independent Commissioner	Leadership Forum "Envisioning Culture For Leader"	May 12 – 13, 2023 at Padma Hotel Semarang	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN
Andin Hadiyanto	Commissioner	Leadership Forum "Envisioning Culture For Leader"	May 12 – 13, 2023 at Padma Hotel Semarang	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN
Herry Trisaputra Zuna	Commissioner	GRC Masterclass Program 2023 "Risk Management Effectiveness Evaluation"	September 07, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		Webinar OJK "Managing Environmental, Social and Governance Risk and Opportunities"	October 19, 2023 via Zoom Meeting	OJK
Himawan Arief Sugoto	Commissioner	GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN
		Leadership Forum "Envisioning Culture For Leader"	May 12 – 13, 2023 at Padma Hotel Semarang	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Risk Management Effectiveness Evaluation"	September 07, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		Board of Commissioner Forum 2023	September 15 - 16, 2023 at Ayana Hotel Waecicu Beach, Labuan Bajo, NTT	LPPI
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN
Executive Risk Management Refresher Program, LPPI - Europe 2023	October 29, 2023 in Amsterdam, Brussels, & Paris	LPPI		

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Mohamad Yusuf Permana**	Commissioner	Pelatihan Bank Management Executive Overview for BOC	August 10, 2023 at LPPI Jakarta	LPPI
		GRC Masterclass Program 2023 "Socialization of SOE & SOE Subsidiaries Ranking"	September 14, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	September 27, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	October 05, 2023 via Zoom Meeting	BSE BUMN
		GRC Masterclass Program 2023 "Methodology and Environmental and Social Management Systems"	October 25, 2023 via Zoom Meeting	BSE BUMN

\* Termination of office due to death on August 12 2023.

\*\*Appointed based on the EGMS on January 11, 2023 and effective from June 7, 2023.

### Orientation Program for New Members of the Board of Commissioners

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 orientation program for the Board of Commissioner is regulated in the Guidelines and Code of Conduct of the Board of Commissioners, namely:

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 Audit.

In 2023, a new member of the Board of Commissioners was appointed at the Company's Extraordinary GMS on January 11, 2023, namely Mr. Mohamad Yusuf Permana as Commissioner. The orientation program for new members of the Board of Commissioners would be held on January 30 - 31, 2023 with the following topics:

1. The objectives and scope of the Company's activities are in accordance with the Articles of Association;
2. Financial performance, strategy, short-term and long-term business plans, as well as the Company's competitive position;
3. Risk management and bank health level;
4. Internal control system, internal audit and external audit;
5. Facilities for members of the Board of Commissioners;
6. Compliance, corporate governance, working relationship patterns of the Board of Commissioners and Directors, and work guidelines and regulations of the Board of Commissioners;

7. Company Culture; and
8. Governance of policies and procedures.

### Recommendation, Realization of Duties of The Board of Commissioners, and Supervision on The Implementation of Company Strategy

The Board of Commissioners has carried out supervisory duties, directing, providing advice, monitoring and evaluating the implementation of the Company's strategic policies, including:

- 1 Regularly reviewing the Company's performance bankwide and UUS;
- 2 Monitoring the implementation of the company's planned strategic initiatives on a regular basis;
- 3 Regularly monitoring of risk management implementation including risk profile, Bank health level, KPMM, risk appetite, risk tolerance and recovery plan;
- 4 Monitoring the completion of credit documents;
- 5 Monitoring the implementation of the Anti-Money Laundering and Prevention of Terrorism Financing (AML-CTF) program;
6. Approval of the annual audit plan and monitoring of audit implementation including follow-up to internal and external audits;
- 7 Recommendations and Determination of Collegial, Individual and PMN Key Performance Indicators (KPI) including changes;
- 8 Supervision of the Board of Commissioners over the Performance and Implementation of the Bank's Business Plan;
- 9 Adjustment of the Bank's Business Plan and Company Work Plan & Budget;
- 10 Development of the Company's organization and Human Resources (HR) management strategy;
- 11 Implementation of the Annual GMS decisions as follows:
  - a. Ratification of Annual Reports, Financial Reports and PUMK Financial Reports;
  - b. Determination of the use of net profit;
  - c. Determination of remuneration (salary/honorarium, facilities and allowances) and bonuses for the Company's Directors and Board of Commissioners;
  - d. Appointment of AP and/or KAP to audit Financial Reports and PUMK Program Financial Reports;
  - e. Approval of the Company's Resolution Plan