

## Meeting Frequency and Attendance of the Board of Directors

### Number of Meetings

Nama	Position	Board of Directors Meetings			Joint Meetings of the Board of Directors and the Board of Commissioners			GMS		
		Number and Percentage of Attendance			Number and Percentage of Attendance			Number and Percentage of Attendance		
		Number of Meetings	Number of Attendances	Percentage	Number of Meetings	Number of Attendances	Percentage	Number of Meetings	Number of Attendances	Percentage
Haru Koesmahargyo*	President Director	34	28	80%	2	2	100%	2	2	100%
Nixon L.P. Napitupulu**	President Director	225	223	87%	12	11	92%	2	2	100%
Oni Febriarto Rahardjo***	Vice President Director	218	207	95%	11	10	91%	-	-	-
Andi Nirwoto	Director of IT and Digital	255	231	91%	12	12	100%	2	2	100%
Elisabeth Novie Riswanti	Director of Assets Management	255	240	94%	12	12	100%	2	2	100%
Jasmin	Director of Distribution and Funding	255	231	91%	11	10	91%	2	2	100%
Setiyo Wibowo	Director of Risk Management	255	216	85%	12	12	100%	2	2	100%
Hirwandi Gafar	Director of Consumers	255	222	87%	12	9	75%	2	2	100%
Nofry Rony Poetra	Director of Finance	255	227	89%	12	11	92%	2	2	100%
Eko Waluyo	Director of Human Capital, Compliance and Legal	255	241	95%	12	12	100%	2	2	100%
Hakim Putratama***	Director of Institutional Banking	218	200	92%	10	10	100%	-	-	-

\*Resigned his position 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

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### Training and/or Improving the Competence of Board of Directors Members

Policies related to training and/or competency development for the Board of Directors are regulated in the Good Corporate Governance Guidelines. The comprehensive program for the Board of Directors includes:

1. The capacity-building programs are carried out to increase the effectiveness of the work of the Board of Directors.
2. Each member of the Board of Directors 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 Corporate Secretary. This material must be available if further needed.

The training and/or competency improvement that the Board of Directors has participated in during 2023 is as follows.

Name	Position	Types of Training and Development Materials Competency / Training	Time and place Implementation	Organizer
Haru Koesmahargyo*	President Director	Workshop & Refreshment Asecor Professional Qualification & Submission of LPPI Assessor Decree for the 2023 period	Jakarta, January 10, 2023	Indonesian Banking Development Institute
		Prevention of Corruption within BUMN	Jakarta, January 11, 2023	Ministry of BUMN and KPK
		Strengthening the Financial Services Sector in Maintaining Economic Growth	Jakarta, February 6, 2023	Financial Services Authority
Nixon L.P. Napitupulu**	President Director	Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 -13, 2023	PwC and Korn Ferry
		Refreshment Treasury Dealer Advance	Semarang, June 7, 2023	Indonesian Banking Development Institute
		Asean Global Leadership Program (AGLP) - SRW&Co "Leading Innovation in Global Economic Recovery"	Chicago, USA, September 18 – 22, 2023	SRW&Co
Oni Febriarto Rahardjo***	Vice President Director	Level 5 Risk Management Certification Refreshment	Jakarta, March 31, 2023	Mahesa Prima Solusindo
		Risk Management Class for Executive	Jakarta, April 12, 2023	Strategic Development Group
		Bank Management Executive Training Overview for BOD	Jakarta, April 27, 2023	Indonesian Banking Development Institute
		Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 -13, 2023	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Socialization of BUMN & BUMN Subsidiary Ratings"	Jakarta, September 14, 2023	BUMN School of Excellence
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	Jakarta, September 27, 2023	BUMN School of Excellence
		IICD - Special Directorship Program 2023	Bali, December 13 – 14, 2023	Indonesian Institute for Corporate Directorship
Andi Nirwoto	Director of IT and Digital	Business English Preparation	Jakarta, April 9 – 10, 2023	SUN Education
		Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 -13, 2023	PwC dan Korn Ferry
		Level 5 Risk Management Certification Refreshment	Jakarta, May 22, 2023	Mahesa Prima Solusindo
		GRC Masterclass Program 2023 "Socialization of BUMN & BUMN Subsidiary Ratings"	Jakarta, September 14, 2023	BUMN School of Excellence
		GRC Masterclass Program 2023 "Integrated Information For Supervisory Board"	Jakarta, October 5, 2023	BUMN School of Excellence
		IMD Executive Education "Digital Transformation for Boards"	Switzerland, November 14 – 25, 2023	International Management Development
Elisabeth Novie Riswanti	Director of Assets Management	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
		IICD - Special Directorship Program 2023	Bali, December 13 – 14, 2023	Indonesian Institute for Corporate Directorship

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Jasmin	Director of Distribution and Funding	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
Setiyo Wibowo	Director of Risk Management	Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 -13, 2023	PwC and Korn Ferry
		BCG's Strategy Advantage Roundtable: Building Resilience in Times of Uncertainty	Jakarta, July 18, 2023	Boston Consulting Indonesia
		SAS Innovate 2023	Singapore, August 3, 2023	SAS Institute
		GRC Masterclass Program 2023 "Pre IPO and Post IPO - Rating and issuance of debt securities & sukuk (EBUS)"	Jakarta, August 10, 2023	BUMN Leadership & Management Institute
		Leading Future-Ready Teams	Ann Arbor, Michigan, USA, October 2 – 5, 2023	Michigan Ross - Michigan University
Hirwandi Gafar	Director of Consumers	Pelatihan Chief Business Officer Development (CBOD)	Jakarta, February 10 – 11, 2023	BUMN Leadership & Management Institute
		Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 -13, 2023	PwC and Korn Ferry
Nofry Rony Poetra	Director of Finance	Level 5 Risk Management Certification Refreshment	Jakarta, March 31, 2023	Mahesa Prima Solusindo
		Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 – 13, 2023	PwC and Korn Ferry
		Global ESG Corporate Access	Singapore, June 27, 2023	BNP Paribas
		GRC Masterclass Program 2023 "Pre IPO and Post IPO - Rating and issuance of debt securities & sukuk (EBUS)"	Jakarta, August 10, 2023	BUMN Leadership & Management Institute
		GRC Masterclass Program 2023 "Socialization of BUMN & BUMN Subsidiary Ratings"	Jakarta, September 14, 2023	BUMN School of Excellence
		GRC Masterclass Program 2023 "ESG for Boards – Governance of ESG"	Jakarta, September 27, 2023	BUMN School of Excellence
		Wharton Executive Education "CEO Academy"	USA, November 15 – 16, 2023	Wharton Business School
Eko Waluyo	Director of Human Capital, Compliance and Legal	Level 5 Risk Management Certification Refreshment	Jakarta, March 31, 2023	Mahesa Prima Solusindo
		Deepening of the ASEAN CG Scorecard IICD	Jakarta, April 18, 2023	Indonesian Institute for Corporate Directorship
		Asean Global Leadership Program (AGLP) - SRW&Co "Shaping The Future with Inspiring Leadership"	Barcelona, May 15 – 19, 2023	SRW&Co
		Leadership Forum "Envisioning Culture For Leader"	Semarang, May 12 – 13, 2023	PwC and Korn Ferry
		GRC Masterclass Program 2023 "Pre IPO and Post IPO - Rating and issuance of debt securities & sukuk (EBUS)"	Jakarta, August 10, 2023	BUMN Leadership & Management Institute
		GRC Masterclass Program 2023 "Socialization of BUMN & BUMN Subsidiary Ratings"	Jakarta, September 14, 2023	BUMN School of Excellence
		Chief Human Resources Officer 2023	Jakarta, September 20, 2023	BUMN School of Excellence
		Certified Anti Fraud Professional	Jakarta, September 22, 2023	Asia Anti Fraud



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

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## 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