

- f. Report on the Realization of the Use of Proceeds from the Sustainable Public Offering of Shelf-Registered Bonds IV Bank BTN Phase II 2022 and Additional Capital by Providing Pre-emptive Rights for Limited Public Offering II (PMHMETD II);
  - g. Approval of Amendments to the Company's Articles of Association;
  - h. Changes in the Composition and Determination of Remuneration of the Company's UUS Sharia Supervisory Board;
  - i. Changes in the Composition of the Company's Management.
12. Implementation of Extraordinary GMS decisions in the form of Approval of Changes to the Composition of the Company's Management;
  13. Recommendations for Changes in the Composition of the Sharia Supervisory Board of PT Bank Tabungan Negara (Persero) Tbk
  14. Recommendation for the appointment of a Public Accounting Firm (KAP) to audit the Company's annual historical financial reports and PUMK Financial Reports;
  15. Appointment of the Company's Corporate Rating Service.
16. Other strategic policies include, among others:
    - a. Annual Audit Plan including budget;
    - b. Internal Audit Charter.
    - c. Adequacy of internal control policies;
    - d. Providing Credit/Financing to Related Parties;
    - e. Directions for Credit Committee meeting decisions;
    - f. Directions for the implementation of the Anti-Bribery Management System;
    - g. Operational Activities including Information Technology Infrastructure and Operations;
    - h. Credit and Financing Activities and Management;
    - i. Publication of Financial Reports;
    - j. New Bank Products (PBB) and Activities for Bank Interests (KuKB);
    - k. Compliance Report;
    - l. Sustainable Finance Action Plan;
    - m. Evaluation of Audit Services by Public Accounting Firms on Annual Financial Information;
    - n. Approval of the Removal and Appointment of the Corporate Secretary and Recommendation for the appointment of SEVP.
    - o. Recommendations for Nominated Talent BoD-1 and Existing BoD to CTC Financial Services.
    - p. Proposed remuneration for the Board of Commissioners, Directors and Sharia Supervisory Board as well as bonuses for the Board of Commissioners and Directors.
    - q. Directions for implementing corporate governance.

## Performance Assessment of the Board of Directors and the Board of Commissioners

In order to improve work performance and responsibility, the Board of Commissioners and the Board of Directors are committed to implementing policy and conducting performance assessment for the Board of Commissioners and Directors. The Board of Commissioners has its Self-Assessment Policy to assess the Board of

Commissioners' performance, while the performance assessment of the Board of Directors is carried out through the achievement of KPIs which refer to the results of measurements carried out by external auditors who audit the company's annual financial reports.

### Performance Assessment of the Board of Directors

The performance assessment of the Company's Directors, including the President Director, both collegial and individual, is carried out once in a year and has been implemented in 2023.

#### PROCEDURE OF PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

The procedure for determining and assessing the performance of the Board of Directors refers to the Regulation of the Minister of BUMN number PER-2/MBU/03/2023 concerning Guidelines for Governance and Significant Corporate Activities of State-Owned Enterprises and the Decree of the Minister of BUMN Number SK-306/MBU/11/2023 concerning Instructions Technical Preparation of Key Performance Indicators for BUMN. BUMN Directors are required to sign an Annual Management Contract which contains the KPI targets for Directors collectively and the KPI Directors individually.

The KPI of the Directors collectively and the KPI of the Directors individually are effective measuring tools in monitoring the performance and implementation of the duties of the Company Management carried out by the Directors. The procedures for determining and assessing KPIs are regulated in articles 104 and 105 of the Minister of State-Owned Enterprises Regulation PER-2/MBU/03/2023 as follows:

1. The Board of Directors submits the Board of Directors' KPI proposals collegially to the GMS/Minister to be determined simultaneously with the determination of the Company's Budget Work Plan.
2. Before ratifying the Company's Budget Work Plan, the Board of Commissioners must first consult with state shareholders to determine the KPI for the Board of Directors.
3. Directors are required to translate the KPIs of the Directors collectively into the KPIs of the Directors individually and submit them to the Board of Commissioners for approval.
4. The Board of Directors' KPI achievements are collectively reported in quarterly reports and annual reports.
5. The calculation of the Directors' KPI achievements is reviewed collegially and individually by a public accounting firm that audits the company's financial statements.

#### CRITERIA OF PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

##### Performance Assessment of Collegial Directors

The KPI used to measure and assess the performance of the Board of Directors collegially in managing the company consists of 5 (five) perspectives, namely as follows:

1. Economic and social values for Indonesia;
2. Business model innovation;
3. Technology leadership;
4. Investment improvement; and
5. Talent Improvement.

### Performance Assessment of Individual Directors

The Board of Directors' KPI is collegially the Main Director's KPI. Meanwhile, the KPI of the Directors individually is a cascading of the KPI of the Main Director based on the duties, functions and responsibilities of each Directorate.

No	Indicator	President Director	Vice President Director	Consumer	Distribution & Funding	Institutional Banking	Assets Management	IT & Digital	Finance	Risk Management	HCCL	SEVP WB	SEVP Ops
<b>A. Economic and Social Value for Indonesia</b>													
<b>A. 1. Financial Aspect</b>													
1	PPOP	√	√	√	√	√	√	√	√	√	√	√	√
2	PPOP Growth	√	√	√	√	√	√	√	√	√	√		
3	Total Shareholder Return	√	√						√				
4	Market Cap	√	√						√			√	√
5	ROE Tier 1 Capital	√	√	√	√	√	√	√	√	√	√	√	√
6	CAR	√	√	√	√	√	√	√	√	√	√		
<b>A. 2. Operational Aspects</b>													
7	LaR	√	√	√			√			√		√	
8	CKPN to LaR	√	√	√			√		√	√		√	
9	Cost of Credit (CoC)	√	√	√			√			√		√	√
10	BOPO	√	√	√	√	√	√	√	√	√	√		
<b>A. 3. Social Aspects</b>													
11	Realization of Subsidized KPR Distribution	√	√	√									
<b>B. Business Model Innovation</b>													
12	Average Balance of Low Cost Fund	√	√										
13	CASA Ratio	√	√					√					
14	Number of Housing Units Funded by KPR Program Rumah Millennial	√	√	√									
15	Improving the Digital Mortgage Ecosystem Proposition	√	√					√		√			
<b>C. Technology Leadership</b>													
16	Implementation of ATM Integration (Project Jalin) and EDC Payment	√	√					√					
17	Cyber Security Breach (Zero Incident)	√	√					√					
18	IT Maturity Level	√	√					√					
<b>D. Investment Development</b>													
19	Environment, Social, Governance (ESG) Rating	√	√	√	√	√	√	√	√	√	√	√	√

No	Indicator	President Director	Vice President Director	Consumer	Distribution & Funding	Institutional Banking	Assets Management	IT & Digital	Finance	Risk Management	HCCL	SEVP WB	SEVP Ops
20	Risk Management Maturity Index	√	√							√			
21	Number of Retail Customers Using Digital Mortgage Ecosystem Facilities	√	√					√					
22	Achievement Level of PMN KPI	√	√										
<b>E. Talent Development</b>													
23	Implementation/Preparation of Policies Regarding Talent Development & Career Path System in the Holding/Cluster Scope	√	√								√		
24	Risk Management Organ Qualification Fulfillment Ratio	√	√								√		
25	Completion of the Preparation of the Benefit Pension Fund Road Map	√	√						√		√		
26	Female Nominated Talent Ratio	√	√								√		
27	Young Top Talent (≤ 42 Years) in Nominated Talent Ratio	√	√								√		

### THE PARTY OUT THE ASSESSMENT

The performance of the Directors is assessed based on the calculation of the Directors' KPI achievements collegially and individually referring to the results of measurements carried out by external auditors who audit the company's annual financial reports. The Board of Commissioners, assisted by the Remuneration and Nomination Committee, assesses the performance of the Board of Directors both collectively and individually. Furthermore, the Board of Commissioners submits the results of the performance assessment of the Board of Directors to be reported to shareholders. Referring to article 105 paragraph (1) PER-2/MBU/03/2023, the achievements of the Board of Directors' KPI are collectively reported in quarterly reports and annual reports.

### RESULTS OF THE SCPD BOARD OF DIRECTORS' PERFORMANCE ASSESSMENT

The Director's performance assessment has been carried out during 2023 with the following assessment results:

#### Collegial KPI 2023 Audited PT Bank Tabungan Negara (Persero) Tbk

No	Indicator	Unit	Weight	Target	Realization	Achievement	Score
<b>A. Economic and Social Value for Indonesia</b>							
<b>A. 1. Financial Aspect</b>							
1	PPOP	IDR trillion	6,00%	8,00	8,24	102,91%	6,17%
2	PPOP Growth	%	3,00%	0,36	3,28	110,00%	3,30%
3	Total Shareholder Return	%	3,00%	10,59	4,02	37,96%	1,14%
4	Market Cap	IDR trillion	3,00%	20,34	17,54	86,23%	2,59%
5	ROE Tier 1 Capital	%	3,00%	12,16	13,86	110,00%	3,30%