

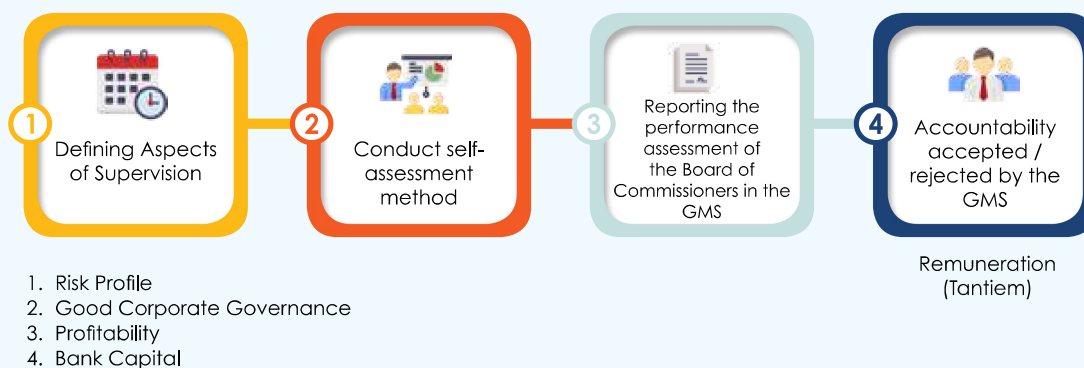
BOARD OF COMMISSIONERS PERFORMANCE ASSESSMENT

Assessment Procedure

The performance of the Board of Commissioners is collectively evaluated through a self-assessment process and reported to the GMS, where the Board's performance is presented through a report on the execution of duties to the Shareholders. At the GMS, shareholders review this report and grant full release and discharge (acquit et decharge) to the Board of Commissioners and the Board of Directors for their oversight and management responsibilities during the Fiscal Year.

This procedure ensures transparency and accountability, to evaluate the Board's effectiveness in achieving the Bank's objectives and upholding good corporate governance.

Procedures of Performance Self-Assessment of the Board of Commissioners



Board of Commissioners Performance Assessment Criteria and Results

The performance assessment of the Board of Commissioners is evaluated based on Key Performance Indicators (KPIs) set at the beginning of the year. These KPIs serve as benchmarks to ensure that the Board fulfills its oversight role effectively and adds strategic value to the Company. The assessment encompasses four critical areas: **Planning, Supervision and Advisory, Reporting, and Business Dynamics.**

- 1. Planning:** This aspect focuses on the Board's proactive role in establishing and aligning the Bank's strategic direction. It includes setting clear objectives, ensuring risk management plans are in place, and reviewing the Bank's annual work plan to support sustainable growth.
- 2. Supervision and Advisory:** The Board's effectiveness in monitoring management activities and providing timely, strategic advice is measured. The Board ensures that corporate governance principles are upheld and offers insights on operational improvements.



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- 3. Reporting:** This covers the Board's accountability to stakeholders through regular, transparent reports. It involves the quality and timeliness of information provided to the shareholders about the Bank's progress and any significant developments.
- 4. Business Dynamics:** This aspect measures the Board's adaptability to changing market and regulatory conditions. The Board is expected to address emerging challenges and opportunities that may impact the Bank's performance, providing strategic adjustments when necessary.

The following summarizes the achievements of the Board of Commissioners' KPIs for 2024, reflecting their commitment to these core areas and their contribution to advancing the Bank's goals.

No.	Aspect and Parameter	Period	Unit Output	Weight	Plan Output	Realized Output	Score	Result
I. Planning Aspects								
	Preparing the Work Plan and Budget as well as KPI of the Board of Commissioners 2024	Annual	Document	10	1	1	10	100%
Sub Total I				10			10	100%
II. Oversight and Advisory Aspects								
1	Providing responses/recommendations to Shareholders to:							
	a. Work Plan and Budget	Annual	Letter	5	1	1	5	100%
	b. Annual Report	Annual	Letter	5	1	1	5	100%
	c. Quarterly Performance Analysis	Quarter	Letter	5	3	3	5	100%
	d. Bank Business Plan	Annual	Letter	5	1	1	5	100%
2	Providing approval and advice to the Board of Directors in line with the field of duties of the Board of Commissioners	Annual	Letter/ Minutes	10	10	55	11	110%
3	Board of Commissioners Meeting							
	a. Total Meetings	Monthly	Time	12	12	40	13	110%
	b. Meeting Attendance	Monthly	%	5	100	96	5	96%
	c. Completion of Meeting Minutes	Monthly	Minutes	5	12	40	6	110%
4	BOC Working Visit	Annual	Visit	8	2	6	9	110%
Sub Total II				60			64	10%

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No.	Aspect and Parameter	Period	Unit Output	Weight	Plan Output	Realized Output	Score	Result
III. Reporting Aspects								
1	Annual Board of Commissioners Supervisory Report	Annual	Report	10	1	1	10	100%
Sub Total III				10			10	100%
IV. Dynamic Aspects								
1	External Auditor's Proposal to Shareholders	Annual	Letter	5	1	1	5	100%
2	Competency Improvement through seminars, workshops, etc.	Annual	Time	10	2	5	11	110%
3	GCG assessment results of the Board of Commissioners (self assessment/Independent Consultant)	Annual	Category	5	Good	Excellent	5	110%
Sub Total IV				20			21	105%
Grand Total				100			105	104%

Assessors

In 2024, the Board of Commissioners conducted a self-assessment to evaluate its performance. This self-assessment process allowed the Board to critically review its effectiveness in fulfilling its roles and responsibilities, ensuring alignment with the Bank's strategic objectives and adherence to good governance principles.