

BOARD OF COMMISSIONERS

Name	Position	Certificate Issuing Institution	Level	Fields/Areas	Date certificate issued	Expired date
Arif Budimanta	Commissioner	Banking Profession Certification Institution (LSPP)	1	Risk Management	13 March 2020	13 March 2025
		BSMR	Refreshment	Risk Management	22 February 2023	22 February 2024
Nawal Nely	Commissioner	Banking Profession Certification Institution (LSPP)	1	Risk Management	21 April 2020	21 April 2024
		BARA Risk Forum	Refreshment	Risk Management	24 August 2023	24 August 2025
		IBI - MBA UGM	Refreshment	Risk Management	5 November 2023	5 November 2024
Muhammad Yusuf Ateh	Commissioner	Banking Profession Certification Institution (LSPP)	1	Risk Management	14 Juni 2021	14 June 2024
		BARA Risk Forum	Refreshment	Risk Management	24 August 2023	24 August 2024

*) Appointed as Independent Commissioner at the Annual GMS dated 14 March 2023.

Risk Management Certificate Equalization and Alignment

SEOJK No. 28/SEOJK.03/2022 also regulates the equalization and alignment of risk management certificates for management and executives of commercial banks by:

1. SKKNI in the field of Banking Risk Management, in accordance with the Decree of the Minister of Manpower of the Republic of Indonesia No. 218 of 2020 concerning the Establishment of Indonesian National Work Competency Standards (SKKNI) in the category of Financial Activities and Insurance of the Main Group of Financial Services Activities, Non-Insurance and Pension Funds in the Field of Banking Risk Management; and
2. KKNi in the field of Banking Risk Management as Decree of Members of the Board of Commissioners of the Financial Services Authority No. KEP-18/D.02/2021 concerning the Indonesian National Qualification Framework (KKNi) in the Field of Banking Risk Management.

BOARD OF COMMISSIONERS PERFORMANCE ASSESSMENT

The performance of the Board of Commissioners is undertaken through self-assessment and reported to the GMS, where the performance of the Board of Commissioners is presented through a report on the implementation of the duties to the Shareholders. The GMS further grants the release and discharge of the total responsibility to the Board of Commissioners and Board of Directors of the Company for the oversight and management during the Fiscal Year.

Procedures of Performance Self-Assessment of the Board of Commissioners



1. Risk Profile
2. Good Corporate Governance
3. Profitability
4. Bank Capital

Remuneration (Tantiem)

BOARD OF COMMISSIONERS

Board of Commissioners' Performance Assessment Criteria and Results

The Board of Commissioners' performance assessment is measured by the achievement of Key Performance Indicators (KPIs) that have been prepared at the beginning of the year, which include aspects of Planning, Supervision and Advice, Reporting, and Business Dynamics. The following are the achievements of the Board of Commissioners' KPI in 2023:

No	Aspects and Parameters	Period	Output Unit	Weight	Output Plan	Output Realization	Value	Achievement
I. Planning Aspects								
	Preparing Work Plan and Budget and KPI 2022 of the Board of Commissioners	Annual	Document	10	1	1	10	100%
Sub Total I				10			10	100%
II. Supervisory and Advisory Aspects								
1	Provide feedback/recommendations to Shareholders on:							
	a. Company 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	Year	Letter	5	1	1	5	100%
2	Provide approval and advice to the Board of Directors in accordance with the field of duty of the Board of Commissioners	Year	Letter/ Minutes	10	10	30	11	110%
3	Board of Commissioners Meeting							
	a. Number of Meetings	Monthly	Time	12	12	41	13,2	110%
	b. Meeting Attendance	Monthly	%	5	100	96	4,8	96%
	c. Meeting Minutes Resolution	Monthly	Minutes	5	12	41	5,5	110%
4	Board of Commissioners Working Visit	Year	Visit	8	2	6	8,8	110%
Sub Total II				60			63,3	106%
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 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			104,3	104%

Assessors

The Board of Commissioners carried out self-assessment to its performance in 2023.

PERFORMANCE ASSESSMENT OF THE COMMITTEES UNDER THE BOARD OF COMMISSIONERS AND ASSESSMENT BASIS

Pursuant to POJK No. 55/POJK.04/2015 on the Establishment and Audit Committees Charter, POJK No. 34/POJK.04/2014 of 2014 on Nomination and Remuneration Committee of Issuers or Public Companies, POJK No. 18/POJK.03/2014 on the Implementation of Integrated Governance for Financial Conglomerates, POJK No. 17/2023 on the Governance Implementation for Commercial Banks, as well as SOE Minister Regulation No. PER-2/MBU/03/2023 on Guidelines of Governance and Significant Corporate Activities of State-Owned Enterprises, in carrying out its duties, the Board of Commissioners receives assistance from committees directly responsible to the Board of Commissioners. These committees execute their duties and responsibilities in accordance with the Committee Charter.