Unofficial Translation

GUIDELINES AND RULES OF PROCEDURE
OF THE BOARD OF COMMISSIONERS
PT BANK TABUNGAN NEGARA (PERSERO) Tbk

CHAPTER I
GENERAL PROVISIONS

Article 1
TERMS AND DEFINITIONS

In these guidelines and rules of procedure, the following terms shall mean:

(1) **State-Owned Enterprise**, hereinafter referred to as "SOE", means a business entity whose capital is wholly or predominantly owned by the State through direct participation derived from separated state assets.

(2) **Conflict of Interest** means a discrepancy between the economic interests of the Company and the personal economic interests of a major shareholder, a member of the Board of Commissioners, a member of the Board of Directors, an Executive Officer, an Employee, and/or a party affiliated with the Company, which could cause detriment to the Company.

(3) **Board of Commissioners** means a Company organ tasked with conducting general and/or specific supervision in

accordance with the Company's Articles of Association and providing advice to the Board of Directors regarding the management of the Company.

(4) **Sharia Supervisory Board**, hereinafter abbreviated as "DPS", means the party tasked with and responsible for supervising the Sharia Business Unit to ensure compliance with Sharia Principles.

(5) **Board of Directors** means the Company organ authorized and fully responsible for managing the Company for the Company's interests, in accordance with the Company's purposes and objectives, as well as representing the Company both inside and outside the court of law in accordance with the provisions of the Articles of Association.

(6) **Ethics** means a set of unwritten norms or values believed by a community group to constitute the standard of conduct for that group, based on statutory regulations and business ethics.

(7) **Independent Commissioner** means a member of the Board of Commissioners who has no financial, management, shareholding, and/or family relationship with other members of the Board of Commissioners, the Board of Directors, and/or the controlling shareholder, nor any relationship with the Company that could influence their ability to act independently.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(8) **Non-Independent Commissioner,** hereinafter referred to as "Commissioner", means a member of the Board of Commissioners who is not an Independent Commissioner.

(9) **Audit Committee** means a Supporting Organ established by and accountable to the Board of Commissioners, tasked with assisting the Board of Commissioners in ensuring the effectiveness of the internal control system and the effectiveness of the performance of duties by external and internal auditors.

(10) **Risk Monitoring Committee** means a Supporting Organ established by and accountable to the Board of Commissioners, tasked with assisting the Board of Commissioners in evaluating the alignment between the Risk Management Policy and the implementation thereof, as well as monitoring and evaluating the performance of duties by the Risk Management Committee and the Risk Management Work Unit.

(11) **Remuneration and Nomination Committee** means a Supporting Organ established by and accountable to the Board of Commissioners, tasked with assisting the Board of Commissioners in overseeing activities related to remuneration and nomination for the Board of Commissioners, the Board of Directors, and the Company's Executive Officers.

(12) **Supporting Organ of the Board of Commissioners** means the apparatus or organs established by the Board of

Commissioners to facilitate the smooth execution of supervisory duties performed by the Board of Commissioners, comprising the Board of Commissioners Secretariat, the Audit Committee, the Risk Monitoring Committee, the Remuneration and Nomination Committee, or other committees as deemed necessary.

(13) **Executive Officer** means an officer who is directly accountable to the Board of Directors or who exerts significant influence over the Company's policies and operations, including, among others, Division Heads (including officers ranking above Division Heads, excluding the Board of Directors), Regional Office Heads, Branch Office Heads, Functional Office Heads holding a rank at least equivalent to that of a Branch Office Head, Heads of Risk Management Units, Heads of Compliance Units, Heads of Internal Audit Units, and/or other equivalent officers.

(14) **Stakeholder** means all parties having a direct or indirect interest in the Company's business activities.

(15) **Company Shareholder** means the Series A Dwiwarna Shareholder and all shareholders whose names are recorded in the register of shareholders.

(16) **Company** means PT Bank Tabungan Negara (Persero) Tbk.

(17) Persero Company, hereinafter referred to as "Persero", means an SOE in the form of a limited liability company with capital divided into shares, where the entirety or

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

at least 51% (fifty-one percent) of the shares are owned by the State of the Republic of Indonesia, and whose primary objective is to pursue profit.

(18) **Independent Party** means a party external to the Company who has no financial, management, share ownership, and/or family relationship with members of the Board of Commissioners, members of the Board of Directors, and/or controlling shareholders, nor any relationship with the Company that could compromise the ability to act independently.

(19) **Affiliated Party** means members of the Board of Commissioners, the Board of Directors or their proxies, Officers, and Employees of the Company; parties providing services to the Company, including Public Accountants, appraisers, legal consultants, and other consultants; or parties who, in the assessment of Bank Indonesia or the Financial Services Authority, participate in influencing the management of the Company, whether directly or indirectly, including the Company's controller, Shareholders and their families, and the families of members of the Board of Commissioners, the Board of Directors, and Executive Officers.

(20) **Board of Commissioners Meeting** means a meeting held by the Board of Commissioners and chaired by the President Commissioner or another member of the Board of

SOESILO PENERJEMAH TERSUMPAH B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

Commissioners, as stipulated in the Company's Articles of Association.

(21) **General Meeting of Shareholders**, hereinafter referred to as the "GMS", means a Company Organ possessing authority not granted to the Board of Directors or the Board of Commissioners, within the limits prescribed by prevailing laws and regulations and/or the Company's Articles of Association.

(22) **Board of Commissioners Secretariat** means a functional unit established by the Board of Commissioners, led by a Secretary to the Board of Commissioners and assisted by Board of Commissioners Secretariat staff in the performance of its duties.

(23) **Good Corporate Governance within the Company** means the structure, processes, and mechanisms for managing the Company to conduct its business activities in a manner that considers the interests of all relevant stakeholders, creates and optimizes the Company's value on a sustainable basis, and is grounded in applicable laws and regulations, standards, ethical values, principles, and generally accepted practices.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

CHAPTER II

MEMBERSHIP

Article 2

STRUCTURE AND COMPOSITION

(1) The Board of Commissioners shall consist of a minimum of 3 (three) members and a maximum number equal to the number of members of the Board of Directors.

(2) One of the members of the Board of Commissioners as referred to in paragraph (1) must be appointed as the President Commissioner.

(3) If deemed necessary, another member of the Board of Commissioners may be appointed as the Vice President Commissioner.

(4) The Board of Commissioners consists of Independent Commissioners and Commissioners.

(5) Independent Commissioners as referred to in paragraph (4) shall constitute at least 50% (fifty percent) of the total members of the Board of Commissioners.

(6) The determination of the composition of the Board of Commissioners shall take into account the diversity of expertise, knowledge, and experience required by the Company.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

Article 3

MEMBERSHIP CRITERIA

(1) Members of the Board of Commissioners shall be individuals who meet the requirements at the time of appointment and throughout their tenure, in accordance with the provisions of the Articles of Association and applicable laws and regulations.

(2) Members of the Board of Commissioners shall meet the fit and proper test requirements in accordance with the Regulations of the Financial Services Authority regarding fit and proper tests for financial services institutions.

(3) Members of the Board of Commissioners who have met the Financial Services Authority approval requirements as referred to in paragraph (2) must, throughout their tenure, possess:

a. integrity;

b. competence; and

c. a good reputation.

(4) At least 1 (one) member of the Board of Commissioners as referred to in Article 2 paragraph (1) must be domiciled in Indonesia.

(5) Candidates for Independent Commissioner must possess:

a. knowledge in the banking sector that is adequate and relevant to the position of Independent Commissioner; and

SOESI[...] PENERJEMAH TERSUMPAH B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

b. experience in the banking sector and/or the financial sector.

(6) A former member of the Board of Directors, or Executive Officer, or a party with a relationship to the Company that could influence the individual's ability to act independently must undergo a cooling-off period of at least 1 (one) year before becoming an Independent Commissioner.

(7) The cooling-off period referred to in paragraph (6) for:

a. a former President Director of the Company; and

b. a former member of the Board of Directors overseeing supervisory functions or an Executive Officer performing supervisory functions at the Company,

shall be at least 6 (six) months before becoming an Independent Commissioner of the Company.

(8) An Independent Commissioner shall not have any financial, management, ownership, or affiliate relationship, and/or family relationship with other members of the Board of Commissioners, members of the Board of Directors, and/or controlling shareholders, nor any relationship with the Company that could influence the ability to act independently.

(9) An Independent Commissioner shall not have any business relationship, whether direct or indirect, related to the Company's business activities.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(10) An Independent Commissioner shall not hold any shares, whether directly or indirectly, in the Company.

(11) A Commissioner may transition to become an Independent Commissioner of the Company or of the Company's business group by meeting the requirements for an Independent Commissioner.

(12) A Commissioner intending to transition to become an Independent Commissioner of the Company as referred to in paragraph (11) must undergo a cooling-off period of at least 1 (one) year.

(13) The transition from Commissioner to Independent Commissioner requires the approval of the Financial Services Authority through a fit and proper test, in accordance with the Regulations of the Financial Services Authority regarding fit and proper tests for financial services institutions.

Article 4

APPOINTMENT

(1) Candidates for members of the Board of Commissioners shall be proposed by the Series A Dwiwarna shareholder to the GMS; such nomination shall be binding upon the GMS.

(2) Any proposal for the replacement and/or appointment of members of the Board of Commissioners submitted to the GMS must take into account the recommendations of the Remuneration and Nomination Committee.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(3) Members of the Remuneration and Nomination Committee who have a conflict of interest regarding a recommended proposal must disclose such conflict in such recommended proposal.

(4) The replacement and/or appointment of members of the Board of Commissioners shall prioritize professional composition, independence, and competency alignment, while also considering diversity, as required for the proper execution of the duties and responsibilities of the Board of Commissioners.

(5) The appointment of a member of the Board of Commissioners who is an employee or official of an institution performing regulatory and/or supervisory functions over banks and/or other financial services institutions shall be carried out only after the individual has effectively ceased to be such an employee or official and has completed a waiting period of at least 6 (six) months.

(6) In the event of a conflict of interest or a potential conflict of interest involving an employee or official nominated as a member of the Board of Commissioners as referred to in paragraph (5) regarding their nomination to the Company, the candidate concerned must disclose such conflict of interest during the fit and proper assessment process.

(7) Members of the Board of Commissioners shall be appointed by the GMS.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(8) The appointment of members of the Board of Commissioners shall take effect as of the closing of the GMS.

Article 5

TERM OF OFFICE

(1) Members of the Board of Commissioners shall be appointed for a term commencing on the date determined by the GMS that appointed them and ending at the close of the 5th (fifth) Annual GMS following their appointment date.

(2) Members of the Board of Commissioners may be reappointed by the GMS for 1 (one) additional term of office following the expiration of their term of office, or for a maximum of 2 (two) consecutive terms of office.

(3) The provisions referred to in paragraphs (1) and (2) shall not prejudice the right of the GMS to dismiss members of the Board of Commissioners at any time prior to the expiration of their term of office.

(4) The term of office of a member of the Board of Commissioners shall end if:

a. his/her resignation has become effective;

b. he/she passes away;

c. his/her term of office expires;

d. he/she is dismissed by the GMS;

e. he/she is declared bankrupt by a Commercial Court via a decision that has obtained permanent legal

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

force or is placed under guardianship pursuant to a court decision; and/or

f. He/she no longer fulfills the requirements to serve as a member of the Board of Commissioners under the Company's Articles of Association and other laws and regulations, including due to holding a prohibited multiple-position.

(5) A member of the Board of Commissioners is entitled to resign from his/her position prior to the expiration of their term of office by providing written notice of such intention to the Company.

(6) A member of the Board of Commissioners who intends to become:

a. a candidate for the DPR (House of Representatives), DPRD (Regional House of Representatives), or DPD (Regional Representative Council);

b. a candidate for President or Vice President; and/or

c. a candidate for Governor, Deputy Governor, Regent, Deputy Regent, Mayor, or Deputy Mayor;

must resign and/or be dismissed from his/her position as a member of the Board of Commissioners in accordance with statutory provisions, while observing applicable rights and obligations.

(7) The Company is required to convene a GMS to decide upon the resignation request of a member of the Board of Commissioners as referred to in paragraph (5) within a

SOESANTO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

period of no later than 90 (ninety) days following receipt of the written notice of resignation.

(8) In the event that a member of the Board of Commissioners resigns, resulting in the number of Board of Commissioners members falling below 3 (three) persons as referred to in Article 2 paragraph (1), such resignation shall be valid if it has been ratified by the GMS and a new member of the Board of Commissioners has been appointed.

Article 6

MULTIPLE POSITIONS

(1) Members of the Board of Commissioners are prohibited from holding multiple positions:

a. as a member of the Board of Directors, member of the Board of Commissioners, member of DPS, or executive officer at a financial institution or financial company, whether banking or non-banking;

b. as a member of the Board of Directors, member of the Board of Commissioners, member of DPS, or executive officer at more than 1 (one) non-financial institution or company, whether domiciled domestically or abroad;

c. in a functional role at a banking financial institution and/or non-banking financial institution domiciled domestically or abroad;

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

d. as an official of a political party and/or a legislative candidate/member, a candidate for regional head/deputy regional head, and/or a regional head/deputy regional head;

e. in other positions that may give rise to a conflict of interest in the performance of duties as a member of the Board of Commissioners; and/or

f. in other positions in accordance with the provisions of laws and regulations.

(2) The following shall not constitute holding multiple positions as referred to in paragraph (1):

a. a member of the Board of Commissioners serving as a member of the Board of Directors, member of the Board of Commissioners, or executive officer performing supervisory functions at 1 (one) non-banking subsidiary controlled by the Company;

b. a Commissioner performing functional duties on behalf of a shareholder of the Company that is a legal entity, within the Company and/or the Company's business group; and/or

c. a member of the Board of Commissioners holding a position in a non-profit organization or institution,

provided that such circumstances shall not result in the person concerned neglecting the performance of his/her

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

duties and responsibilities as a member of the Board of Commissioners.

(3) Based on specific considerations, the Financial Services Authority may establish policies regarding multiple positions as referred to in paragraph (1) letter c, provided that such circumstances shall not result in the person concerned neglecting the performance of his/her duties and responsibilities as a member of the Board of Commissioners.

(4) Candidates for the Board of Commissioners who hold positions as referred to in paragraph (2) are required to make a statement to:

a. maintain integrity;

b. avoid any form of conflict of interest; and

c. avoid actions that could cause loss to the Company and/or cause the Company to violate the principle of prudence,

while serving as a member of the Board of Commissioners.

(5) An Independent Commissioner is prohibited from simultaneously holding a position as a public official.

Article 7

DISMISSAL

(1) The dismissal or replacement of a member of the Board of Commissioners must prioritize the best interests of the Company.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(2) The dismissal or replacement of a member of the Board of Commissioners as referred to in paragraph (1), if carried out before the expiration of said member's term of office, must take into account at least the following:

a. the member of the Board of Commissioners is deemed incapable of performing the duties and responsibilities regarding the management and implementation of the Company's sound strategy;

b. the dismissal or replacement of the member of the Board of Commissioners is not based on the subjective assessment of shareholders, but rather on an objective assessment regarding the management of the Company;

c. the dismissal or replacement of the member of the Board of Commissioners has undergone applicable planning and mechanisms, taking into account, at a minimum, the assessment of the committee performing the nomination function, and has been included in the agenda of the GMS;

d. the dismissal or replacement of the member of the Board of Commissioners does not result in issues regarding the organization and business activities of the Company;

e. the implementation of the dismissal or replacement of the member of the Board of Commissioners

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

prioritizes good communication among the various parties involved; and

f. it is carried out by prioritizing the application of good corporate governance within the Company and the principle of prudence.

g. the member of the Board of Commissioners is dismissed by the GMS.

(3) The dismissal of a member of the Board of Commissioners becomes effective as of the closing of the GMS.

(4) A member of the Board of Commissioners may be dismissed at any time by a decision of the GMS if it is proven that the person concerned has:

a. failed to perform his/her duties properly;

b. violated the provisions of the Articles of Association and/or applicable laws and regulations;

c. engaged in actions that cause loss to the Company and/or the state;

d. engaged in conduct that violates ethics and/or standards of propriety that ought to be upheld by a member of the Board of Commissioners;

e. been found guilty by a court decision that has become final and binding;

f. resigned;

g. other reasons deemed appropriate by the GMS for the interest and purpose of the Company.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(5) The decision on dismissal as referred to in paragraph (3) letters a, b, c, d, and g shall be made after the concerned individual has been given the opportunity to defend themselves at the GMS.

(6) In the event that a family relationship exists between a member of the Board of Commissioners and a member of the Board of Directors up to the third degree, whether in the direct line or collateral line, including relationships arising from marriage, the GMS has the authority to dismiss one of them.

CHAPTER III

DUTIES, RESPONSIBILITIES, AND AUTHORITY

Article 8

DUTIES AND OBLIGATIONS

(1) The Board of Commissioners is tasked with supervising, in the interest of the Company, the policies and management conducted by the Board of Directors, providing advice to the Board of Directors, and bearing responsibility for such supervision, in accordance with the Company's purposes and objectives as stipulated in applicable laws and regulations, the Articles of Association, and resolutions of the GMS.

(2) The Board of Commissioners is obliged to carry out its duties, authority, and responsibilities in good faith,

SOESENO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

with due regard for the interests of the Shareholders, and in accordance with the principle of prudence.

(3) In conducting supervision, the Board of Commissioners is obliged to direct, monitor, and evaluate, in an integrated manner, the implementation of governance, internal control systems (including financial reporting), risk management, and compliance, as well as the Company's strategic policies, in accordance with applicable laws and regulations, the Articles of Association, and/or resolutions of the GMS.

(4) To review the effectiveness and efficiency of the internal control system based on information obtained from the Internal Audit Unit at least once a year, and to supervise and provide advice regarding the execution of other internal audit functions in accordance with applicable laws and regulations, the Articles of Association, and/or resolutions of the GMS/Minister.

(5) The Board of Commissioners is obliged to supervise the Board of Directors' follow-up actions regarding audit, examination, and/or investigation findings, including follow-up on recommendations from the Company's internal audit unit, external auditors, DPS, supervisory results from the Financial Services Authority, and/or supervisory results from other authorities and institutions.

(6) The Board of Commissioners is responsible for the development of the Company's Sharia Business Unit.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(7) The Board of Commissioners shall perform other obligations within the scope of its supervisory and advisory duties, provided that such actions do not conflict with applicable laws and regulations, the Articles of Association, or resolutions of the GMS.

(8) In carrying out its supervisory function, the Board of Commissioners is prohibited from participating in decision-making regarding the Company's operational activities, except for:

a. the provision of funds to related parties in accordance with the Regulations of the Financial Services Authority regarding maximum limits for credit extension and large fund provision for public companies, and the Regulations of the Financial Services Authority regarding maximum limits for fund disbursement and large fund disbursement for Sharia public companies; and

b. other matters stipulated in the Company's Articles of Association or statutory regulations.

(9) Decision-making regarding the Company's operational activities by the Board of Commissioners as referred to in paragraph (8) constitutes part of the Board of Commissioners' supervisory duties and does not absolve the Board of Directors of its responsibility for the management of the Company.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(10) The Board of Commissioners reviews affiliate transactions by ensuring that such transactions do not involve conflicts of interest and that all material information has been disclosed and is not misleading; it also reviews conflict-of-interest transactions by ensuring that all material information has been disclosed and is not misleading.

(11) The Board of Commissioners is required to report to the Financial Services Authority no later than 5 (five) working days after the discovery of:

a. violations of statutory regulations in the fields of finance, banking, and matters related to the Company's business activities; and/or

b. circumstances or anticipated circumstances that could endanger the continuity of the Company's business.

(12) The Board of Commissioners monitors the development of the Company's activities and provides opinions, suggestions, and/or explanations to GMS, including, but not limited to, the controlling shareholder, regarding any matter deemed important for the management of the Company.

(13) Each member of the Board of Commissioners is jointly and severally liable for losses suffered by the Company caused by the fault or negligence of a member of the Board of Commissioners in the performance of his/her

SOESI PENERJEMAH TERSUMPAH B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia duties, unless he/she can prove the matters stipulated in the Articles of Association.

(14) In carrying out the activities of the President Commissioner, the President Commissioner has the duties and responsibilities to:

a. chair meetings as stipulated in the Articles of Association;

b. facilitate constructive discussions;

c. create a work ethics culture, including maintaining effective and healthy relationships with the Board of Directors; and

d. provide advice to members of the Board of Commissioners regarding the execution of the Board of Commissioners' duties and obligations.

Article 9

AUTHORITY

(1) The Board of Commissioners shall receive and exercise the authority delegated and/or granted to the Board of Commissioners in accordance with the provisions of applicable laws and regulations, the Articles of Association, and/or resolutions of the GMS.

(2) The Board of Commissioners is authorized to grant approval for strategic plans, activities, reports, and/or other documents prepared by the Board of Directors that require the approval of the Board of Commissioners,

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

taking into account the provisions of the Articles of Association, applicable laws and regulations, and the determinations of the Series A Dwiwarna Shareholder.

(3) The Board of Commissioners is entitled to examine the Company's documents and assets, verify the status of cash and securities, enter the premises and buildings controlled and/or used by the Company, and be informed of all policies and actions that have been, are being, and will be implemented by the Board of Directors.

(4) The Board of Commissioners is entitled to communicate with and request information and/or explanations from the Board of Directors and/or Executive Officers regarding any matters concerning the management of the Company, including requesting the Board of Directors and/or Executive Officers to attend meetings of the Board of Commissioners, with the knowledge of the Board of Directors.

(5) The Board of Commissioners is authorized to propose to the GMS the appointment of a Public Accounting Firm and/or Public Accountant to provide audit services for annual historical financial information, taking into account recommendations from the Audit Committee.

(6) The Board of Commissioners is authorized to nominate candidates for the Board of Directors and the DPS to the Shareholders, based on recommendations from the

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

Remuneration and Nomination Committee, for decision by the GMS.

(7) The Board of Commissioners is authorized to temporarily suspend members of the Board of Directors in accordance with the provisions of the Articles of Association.

(8) The Board of Commissioners is authorized to engage experts for specific matters and for a specific period at the Company's expense, if deemed necessary and in compliance with applicable regulations.

(9) The Board of Commissioners is authorized to undertake management actions for the Company under certain circumstances and for a specific period, in accordance with the provisions of the Company's Articles of Association.

(10) The Board of Commissioners is authorized to attend meetings of the Board of Directors and to express views regarding the matters under discussion.

(11) The Board of Commissioners is entitled to receive honoraria, allowances, and/or facilities, including *tantiem* and similar post-service benefits, the amounts of which are determined by the GMS in accordance with applicable laws and regulations.

(12) The Board of Commissioners exercises other supervisory powers, provided that such exercise does not conflict with applicable laws and regulations, the Articles of Association, and/or resolutions of the GMS.

SOESENO
PENERJEMAH TERSUMPAH
B Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

CHAPTER IV

MEETINGS

Article 10

TYPES OF MEETINGS

(1) The Board of Commissioners shall hold meetings periodically at least once a month, hereinafter referred to as Board of Commissioners meetings.

(2) The Board of Commissioners shall hold joint meetings with the Board of Directors periodically at least once every four months, hereinafter referred to as joint meetings of the Board of Commissioners and the Board of Directors.

(3) The Board of Commissioners shall hold joint meetings with the DPS periodically at least once every four months, hereinafter referred to as joint meetings of the Board of Commissioners and the DPS.

(4) The Board of Commissioners may hold meetings at any time upon the request of one or more members of the Board of Commissioners, members of the Board of Directors, and/or members of the DPS, by specifying the matters to be discussed.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

Article 11

NOTICE AND CONDUCT OF MEETINGS

(1) The meetings referred to in Article 10 paragraphs (1), (2), and (3) shall be convened if attended by a majority of the members of the Board of Commissioners.

(2) Board of Commissioners meetings must be attended physically by all members of the Board of Commissioners at least twice a year.

(3) In the event that a member of the Board of Commissioners cannot physically attend a meeting as referred to in paragraph (1), said member may attend the meeting via teleconference, video conference, or other electronic media means in accordance with applicable laws and regulations.

(4) The convening of meetings as referred to in Article 10 shall be carried out by the President Commissioner; in the event that the President Commissioner is unavailable, the impediment of which need not be proven to any party, the meeting shall be convened by the Vice President Commissioner.

(5) In the event that the Vice President Commissioner is unavailable for any reason, the impediment of which need not be proven to any party, the meeting shall be convened by one of the members of the Board of Commissioners.

(6) The notice convening a Board of Commissioners meeting must be made in writing and delivered or handed directly

SOESANTO PENERJEMAH TERSUMPAH B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia to each member of the Board of Commissioners against a proper acknowledgment of receipt, or sent via registered mail, courier service, telex, facsimile, or electronic mail (email) no later than 5 (five) days prior to the meeting, excluding the date of the notice and the date of the meeting, or within a shorter period in urgent circumstances.

(7) The notice referred to in paragraph (6) is not required for meetings that have been scheduled pursuant to a decision made at a previously held Board of Commissioners meeting.

(8) The notice referred to in paragraph (4) must specify the agenda, date, time, and venue of the meeting.

(9) The meeting shall be held at the Company's domicile, at another location within the territory of the Republic of Indonesia, or at the Company's place of business operations.

(10) The meeting referred to in Article 10 paragraph (1) shall be valid and entitled to adopt binding resolutions if attended and/or represented by more than 1/2 (one-half) of the members of the Board of Commissioners.

(11) Each member of the Board of Commissioners is required to attend at least 75% (seventy-five percent) of the total number of Board of Commissioners meetings referred to in Article 10 paragraph (1), Board of Commissioners meetings with the Board of Directors referred to in Article 10

paragraph (2), and Board of Commissioners meetings with the DPS referred to in Article 10 paragraph (3) held within 1 (one) financial year.

Article 12

MEETING MATERIALS

(1) Meeting materials referred to in Article 10 shall be distributed to all meeting participants no later than 5 (five) working days prior to the meeting.

(2) In the event that a meeting is held outside the schedule due to urgent and highly important reasons, the meeting materials may be provided prior to the meeting taking place.

Article 13

CHAIRPERSON OF THE MEETING

(1) The meeting referred to in Article 10 shall be chaired by the President Commissioner.

(2) In the event that the President Commissioner is absent or unable to attend, the meeting shall be chaired by the Vice President Commissioner; or, if the Vice President Commissioner is simultaneously absent or unable to attend, by a member of the Board of Commissioners appointed by the President Commissioner; or, if the President Commissioner is simultaneously absent or unable to attend and has not made an appointment, by a member of

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

the Board of Commissioners appointed by the Vice President Commissioner.

(3) If the President Commissioner is absent or unable to attend for any reason whatsoever, the impediment of which need not be proven to third parties, and there is no Vice President Commissioner, the meeting shall be chaired by a member of the Board of Commissioners who is present and elected during the meeting.

(4) In the event that the President Commissioner has not made an appointment, the member of the Board of Commissioners with the longest tenure shall act as the meeting chairperson.

(5) In the event that there is more than one member of the Board of Commissioners with the longest tenure, the member of the Board of Commissioners referred to in paragraph (4) who is oldest in age shall act as the meeting chairperson.

(6) If the GMS has not appointed a Vice President Commissioner, then in the event that the President Commissioner is absent or unable to attend, the meeting of the Board of Commissioners shall be chaired by another member of the Board of Commissioners appointed by the President Commissioner.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

Article 14

DECISION-MAKING

(1) The Board of Commissioners constitutes a collective body, and individual members of the Board of Commissioners may not act independently but must act based on a decision of the Board of Commissioners.

(2) All decisions of the Board of Commissioners shall be made during a meeting of the Board of Commissioners as referred to in Article 10 paragraph (1).

(3) Decision-making in a meeting of the Board of Commissioners must first be conducted based on deliberation to reach a consensus.

(4) In the event that a decision based on deliberation for consensus is not reached, the decision must be made by voting, requiring the affirmative vote of more than 1/2 (one-half) of the valid votes cast at the meeting concerned.

(5) Each member of the Board of Commissioners is entitled to cast one (1) vote, plus one (1) additional vote for each other member of the Board of Commissioners whom they validly represent at the meeting.

(6) In the event that there is more than one (1) proposal, a revote shall be conducted until one (1) proposal obtains more than 1/2 (one-half) of the votes cast.

(7) Blank votes shall be deemed to signify approval of the proposal submitted at the meeting.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(8) Invalid votes shall be deemed non-existent and shall not be counted in determining the total number of votes cast at the meeting.

(9) Voting regarding individuals shall be conducted via secret ballot without signatures, whereas voting regarding other matters shall be conducted orally, unless the meeting chairperson determines otherwise, without objection, based on a majority vote of those present.

(10) In the event of urgent and highly important matters for the Company, the Board of Commissioners may also adopt a valid decision without convening a Board of Commissioners meeting, provided that all members of the Board of Commissioners have been notified in writing and all members of the Board of Commissioners have given their written approval regarding the submitted proposal and signed such approval.

(11) A decision adopted in the manner referred to in paragraph (10) shall have the same force and effect as a decision validly adopted at a Board of Commissioners meeting.

(12) All decisions of the Board of Commissioners referred to in paragraphs (3), (4), and (10) shall be binding upon all members of the Board of Commissioners.

(13) Any member of the Board of Commissioners who has a personal interest, whether direct or indirect, in a transaction, contract, or proposed contract to which the Company is a party, must disclose the nature of such

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

interest at a meeting of the Board of Commissioners and is not entitled to participate in the decision-making process regarding matters related to said transaction or contract.

Article 15

MEETING DOCUMENTATION

(1) Documentation of the meeting as referred to in Article 10 must be included in the Minutes of Meeting.

(2) The Board of Commissioners is obliged to prepare minutes of meetings as intended in Article 10 and document them in accordance with the provisions of statutory regulations.

(3) The minutes of the meeting as referred to in Article 10 paragraph (1) must be prepared by someone present at the meeting appointed by the chairperson of the meeting and then signed by all members of the Board of Commissioners present and submitted to all members of the Board of Commissioners.

(4) The minutes of the meeting as referred to in Article 10 paragraph (2) must be drawn up by someone present at the meeting appointed by the chairperson of the meeting and then signed by all members of the Board of Commissioners and members of the Board of Directors present and submitted to all members of the Board of Commissioners and members of the Board of Directors.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(5) The minutes of the meeting as referred to in Article 10 paragraph (3) must be drawn up by someone present at the meeting appointed by the chairperson of the meeting and then signed by all members of the Board of Commissioners and members of the DPS present and submitted to all members of the Board of Commissioners and members of the DPS.

(6) Differences of opinion that occur at a meeting as intended in Article 10 must be stated clearly in the minutes of the meeting along with the reasons for the difference of opinion.

(7) In the event that there are members of the Board of Commissioners, members of the Board of Directors, and/or members of the DPS who do not sign the results of the meeting as referred to in paragraph (1), the person concerned is obliged to state the reasons in writing in a separate letter attached to the minutes of the meeting.

(8) Minutes of meetings as referred to in paragraph (3), paragraph (4), and paragraph (5) must be documented by the Company.

(9) Minutes of meetings are valid evidence for members of the Board of Commissioners and for third parties regarding the decisions taken at the meeting in question.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

CHAPTER V

WORKING MECHANISM

Article 16

WORK ETHICS

In carrying out their duties, members of the Board of Commissioners must always base themselves on the following office ethics:

(1) Comply with the articles of association and statutory regulations as well as the principles of professionalism, efficiency, transparency, independence, accountability, responsibility and fairness.

(2) Act in good faith, with due care, and responsibly in carrying out supervisory and advisory duties to the Board of Directors in the interests of the Company and in accordance with the purposes and objectives of the Company.

(3) Encourage the creation of ethical behavior and uphold the highest ethical standards in the Company; one way is by making oneself a good role model for members of the Board of Directors, members of the DPS, Executive Officers and employees of the Company.

(4) Carry out duties, obligations and responsibilities independently.

(5) The Board of Commissioners is obliged to safeguard all data and information related to the Company and

SOESILO PENERJEMAH TERSUMPAH B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia information related to customers in accordance with statutory provisions.

(6) In fulfilling the implementation of governance, members of the Board of Commissioners disclose:

a. share ownership reaching 5% (five percent) or more, both in the Company and in banks and/or other companies, domiciled at home and abroad;

b. financial relationships with other members of the Board of Commissioners, members of the Board of Directors, members of the DPS, and/or controlling shareholders of the Company; and

c. family relationship up to the second degree with other members of the Board of Commissioners, members of the Board of Directors, members of the DPS, and/or controlling shareholders of the Company,

in the governance implementation report as regulated in statutory provisions.

(7) Avoid conflicts of interest by always doing the following:

a. Prioritize the Company's interests and not reduce the Company's profits in the event of a conflict of interest;

b. Disclose his and/or his family's share ownership of 5% (five percent) or more in the Company or other companies domiciled at home and abroad.

SOESANTO PENERJEMAH TERSUMPAH B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

c. Disclose family relationships, financial relationships, management relationships, ownership relationships with other members of the Board of Commissioners, members of the Board of Directors, members of the DPS, controlling shareholders of the Company, and/or other parties in the context of the Company's business.

d. Disclose the existence of multiple positions.

e. Make disclosures in terms of decision making must still be taken in conditions of a conflict of interest, and the member of the Board of Commissioners concerned must not involve themselves in the Company's decision-making process relating to this matter.

(8) Implementing the Company's strategic values, cultural values and main behavioral guidelines established by the Company, as well as the professional code of conduct.

Article 17

PROHIBITIONS

(1) A majority of the members of the Board of Commissioners are prohibited from having family relationships up to the second degree with other members of the Board of Commissioners, members of the Board of Directors, and/or members of the DPS.

SOESU[illegible]
PENERJEMAH TERSUMPAH
B Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(2) Members of the Board of Commissioners are prohibited from utilizing the Company for personal interests, family interests, and/or the interests of other parties in a manner that could cause loss to or reduce the profits of the Company.

(3) Members of the Board of Commissioners are prohibited from taking and/or receiving personal benefits from the Company other than the remuneration and other facilities determined by the GMS.

(4) Members of the Board of Commissioners are required to disclose the remuneration and other facilities referred to in paragraph (3) in accordance with the Regulations of the Financial Services Authority regarding the implementation of governance in the provision of remuneration for commercial banks and the Regulations of the Financial Services Authority regarding the implementation of governance in the provision of remuneration for sharia commercial banks and sharia business units.

(5) Members of the Board of Commissioners must avoid any form of conflict of interest in the performance of their duties regarding the management and supervision of the Company.

(6) In the event that a conflict of interest arises, a member of the Board of Commissioners is required to disclose such conflict of interest regarding any decision

involving circumstances where a conflict of interest exists.

(7) In addition to disclosing a conflict of interest as referred to in paragraph (6), members of the Board of Commissioners are prohibited from taking actions that could potentially cause loss to the Company or reduce the profits of the Company.

(8) Members of the Board of Commissioners are prohibited from requesting, accepting, permitting, and/or agreeing to accept remuneration, commissions, additional payments, services, money, valuables, and/or anything of economic value or other benefits—for personal gain, family gain, or the gain of other parties—in connection with the conduct of the Company's business activities and other activities related to the Company.

(9) Members of the Board of Commissioners are required to refuse and/or are prohibited from accepting any order or request from the Company's shareholders, affiliated parties, and/or other parties to:

a. perform actions related to the Company's business activities and/or other activities that are inconsistent with the implementation of good governance within the Company;

b. commit a criminal act and/or an act indicative of a criminal offense; and/or

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

c. engage in actions or matters that cause loss, potentially cause loss, and/or reduce the Company's profits.

(10) Members of the Board of Commissioners are prohibited from giving, offering, or accepting, whether directly or indirectly, anything of value from a customer or a government or private sector official for the purpose of exerting influence or in exchange for actions taken or other conduct.

(11) The Board of Commissioners is prohibited from participating in decision-making related to banking operational activities, except regarding the provision of funds to related parties and other matters stipulated in the Company's Articles of Association or applicable laws and regulations.

(12) The involvement or approval of the Board of Commissioners as referred to in paragraph (11) does not absolve the Board of Directors of its responsibility for the management of the Company.

(13) Members of the Board of Commissioners are prohibited from engaging in insider trading, including but not limited to:

a. conducting transactions involving the Company's shares or the shares of other companies that transact with the Company;

SOES...
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

b. influencing other parties to purchase the Company's shares or the shares of other companies that transact with the Company; and

c. disclosing information to other parties.

(14) Members of the Board of Commissioners are not permitted to appropriate the Company's business opportunities for themselves or for a group, faction, or other person.

(15) Members of the Board of Commissioners are prohibited from participating or being involved in General Election (Pemilu) and/or Regional Head Election (Pilkada) campaign activities, as stipulated by applicable laws and regulations.

(16) Members of the Board of Commissioners are not permitted to use the Company's assets, the Company's information, and/or their position as a member of the Board of Commissioners for personal interests that conflict with applicable laws and regulations or the Company's policies.

Article 18

WORK PLANNING

(1) The Board of Commissioners shall formulate a work program for the Board of Commissioners that constitutes an integral part of the Company's Annual Work Plan and Budget prepared by the Board of Directors.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(2) The Board of Commissioners shall establish key performance indicators to serve as metrics for evaluating the performance of the duties, obligations, and responsibilities of the Board of Commissioners.

Article 19

DIVISION OF DUTIES

(1) The division of duties among members of the Board of Commissioners shall be arranged by the Board itself in accordance with applicable provisions and stipulated in a resolution of the Board of Commissioners meeting.

(2) The division of duties referred to in paragraph (1) shall not diminish the rights, obligations, responsibilities, and authority of each member of the Board of Commissioners in carrying out his/her functions and duties.

Article 20

WORKING TIME

(1) The Board of Commissioners is required to allocate sufficient time to optimally perform its duties, obligations, and responsibilities in accordance with the Board of Commissioners' Guidelines and Rules of Procedure, the Company's Articles of Association, and applicable laws and regulations.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(2) The working time and attendance of members of the Board of Commissioners shall be scheduled at least once a month and/or adjusted according to the Board of Commissioners' work plan, and/or at any time deemed necessary.

(3) Arrangements regarding working time among members of the Board of Commissioners shall be determined by the Board of Commissioners itself.

Article 21

PERFORMANCE ASSESSMENT AND EVALUATION

(1) The Board of Commissioners is required to conduct an objective annual evaluation to determine the effectiveness of the Board as a whole and of each individual member of the Board of Commissioners.

(2) The Board of Commissioners maintains a self-assessment policy to evaluate the performance of the Board of Commissioners.

(3) The evaluation of the performance of individual members of the Board of Commissioners shall be conducted using methods determined by the Board of Commissioners.

(4) The policy referred to in paragraph (1) shall be disclosed in the Company's Annual Report.

(5) The policy referred to in paragraph (1) may encompass the assessment activities undertaken along with their objectives and purposes, the periodic schedule of implementation, and assessment benchmarks or criteria

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

that are specific, measurable, achievable, and relevant, applied in accordance with the recommendations of the Remuneration and Nomination Committee.

(6) The assessment criteria used shall reflect the function of the Board of Commissioners in exercising oversight and providing advice to the Board of Directors for the benefit of the Company and the shareholders in particular, as well as stakeholders in general.

(7) The primary evaluation criteria referred to in paragraph (2) shall include:

a. financial perspective;

b. stakeholder perspective;

c. internal process perspective;

d. competence development perspective; and/or

e. other perspectives as deemed necessary.

(8) If deemed necessary, the Board of Commissioners may submit an evaluation of the Board of Commissioners' performance on a quarterly basis to the GMS/Minister.

Article 22

REPORTING AND ACCOUNTABILITY

(1) The Board of Commissioners shall report the Company's performance, accompanied by recommendations regarding corrective measures to be taken, to the GMS.

(2) The Board of Commissioners shall report the execution of its supervisory and advisory duties performed during the preceding financial year to the GMS.

(3) The Board of Commissioners shall account for the execution of the Board of Commissioners' duties to the shareholders through the GMS.

(4) In addition to the reporting referred to in paragraph (1), the Board of Commissioners shall prepare and submit reports to regulators in accordance with the provisions of laws and regulations.

Article 23

WORKING RELATIONSHIP PATTERN BETWEEN

OF THE BOARD OF COMMISSIONERS WITH KEY PARTIES

(1) The working relationship pattern between the Board of Commissioners and the Board of Directors shall be governed by separate provisions.

(2) The working relationship pattern between the Board of Commissioners and the DPS shall be governed by separate provisions.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

CHAPTER VI

SUPPORTING ORGANS

Article 24

BOARD OF COMMISSIONERS SECRETARIAT

(1) The Board of Commissioners shall establish a Board of Commissioners Secretariat led by a Board of Commissioners Secretary, assisted by Board of Commissioners Secretariat staff.

(2) The Board of Commissioners Secretary and the Board of Commissioners Secretariat staff shall be appointed and dismissed by the Board of Commissioners.

(3) The Board of Commissioners Secretary shall be recruited from outside the Company.

(4) The Board of Commissioners Secretariat is tasked with performing activities to assist the Board of Commissioners in carrying out its duties, consisting of:

a. preparing meetings, including meeting materials (briefing sheets) for the Board of Commissioners;

b. drafting minutes of Board of Commissioners meetings in accordance with the provisions of the Articles of Association;

c. administering Board of Commissioners documents, including incoming and outgoing correspondence, meeting minutes, and other documents;

d. drafting the work plan and budget for the Board of Commissioners;

e. drafting reports for the Board of Commissioners; and

f. performing other duties assigned by the Board of Commissioners.

(5) In addition to performing the duties referred to in paragraph (4), the Board of Commissioners Secretary, as the head of the Secretariat, shall perform other duties, consisting of:

a. ensuring that the Board of Commissioners complies with laws and regulations and implements good corporate governance principles;

b. providing information required by the Board of Commissioners on a periodic basis and/or at any time upon request;

c. coordinating Committee members, if necessary, to facilitate the duties of the Board of Commissioners; and

d. acting as a liaison officer between the Board of Commissioners and other parties.

(6) To ensure administrative order and the implementation of good corporate governance, the Board of Commissioners Secretariat must ensure that documents regarding the conduct of activities referred to in paragraph (4) are properly stored at the Company.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(7) The cumulative tenure of the Board of Commissioners Secretary and the Board of Commissioners Secretariat staff at the Company shall be a maximum of 5 (five) years.

(8) The Board of Commissioners Secretary must meet the requirements stipulated by laws and regulations.

(9) The term of office, remuneration, access to information, confidentiality of information, and evaluation of the Secretary and staff of the Board of Commissioners Secretariat shall be determined in accordance with statutory regulations.

(10) Evaluation of the performance of the Board of Commissioners Secretariat shall be conducted periodically using methods determined by the Board of Commissioners.

Article 25

BOARD OF COMMISSIONERS COMMITTEES

(1) To assist and support the performance of the duties and responsibilities of the Board of Commissioners, the Board of Commissioners shall establish Board of Commissioners committees.

(2) Committees established by the Board of Commissioners shall be accountable to the Board of Commissioners.

(3) The Board of Commissioners is required to establish committees consisting of at least:

a. an audit committee;

SOESANTO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

b. a risk monitoring committee; and

c. a remuneration and nomination committee.

(4) The Board of Commissioners may establish the remuneration and nomination committee referred to in paragraph (3) letter c separately as a remuneration committee and a nomination committee.

(5) In the event that the Company establishes the remuneration committee and nomination committee separately as referred to in paragraph (4), the membership of each committee must consist of at least:

a. 1 (one) Independent Commissioner;

b. 1 (one) Commissioner; and

c. 1 (one) Executive Officer overseeing the human resources function or 1 (one) Bank employee representative.

(6) The Board of Commissioners may establish other committees tailored to the needs and/or complexity of the Company and/or expand the scope of the performance of duties, responsibilities, and authority of the committees in supporting the performance of the supervisory duties and responsibilities of the Board of Commissioners.

(7) In the event that the Board of Commissioners establishes other committees as referred to in paragraph (6), the membership of such other committees shall consist of at least an Independent Commissioner and/or a Commissioner,

SOESENO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

and may involve other parties in accordance with the purpose of the committee's establishment.

(8) The chairperson and members of the Board of Commissioners committees shall be appointed and dismissed by the Board of Commissioners, without prejudice to the right of the Board of Commissioners to dismiss members of the Board of Commissioners committees at any time.

(9) The chairperson and members of the Board of Commissioners Committees shall be appointed and dismissed by the Board of Commissioners.

(10) The appointment and dismissal of members of the Board of Commissioners committees shall be carried out by the Board of Directors based on a decision of the Board of Commissioners meeting.

(11) The Board of Commissioners is required to evaluate the committee's performance at least at the end of each financial year.

(12) The evaluation referred to in paragraph (11) shall utilize a self-assessment method and be approved by the Board of Commissioners.

(13) The committee is required to have guidelines and rules of procedure that include, at a minimum:

a. the purpose of the committee's establishment;

b. the committee's duties, responsibilities, and authority;

c. the committee's structure and membership;

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

d. committee meetings, quorum, and decision-making;

e. the term of office for committee members from Independent Parties;

f. the performance evaluation mechanism; and

g. the period for periodic review of the committee's guidelines and rules of procedure.

(14) The guidelines and working procedures referred to in paragraph (13) shall be stipulated in a Decision of the Board of Commissioners.

(15) Any recommendation submitted by the Committee concerning the interests of the Company must be deliberated in a meeting of the Board of Commissioners for discussion and approval.

(16) The evaluation of the individual performance of Committee members who are not members of the Board of Commissioners shall be conducted using a method determined by the Board of Commissioners.

CHAPTER VII

CONTINUOUS COMPETENCY DEVELOPMENT

Article 26

COMPETENCY DEVELOPMENT

(1) Members of the Board of Commissioners are required to participate in continuous competency development programs, whether domestically or abroad, with the aim of

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

enhancing their competence and knowledge to support the execution of their duties, obligations, and responsibilities.

(2) The continuous competency development plan for members of the Board of Commissioners is set forth in the annual work program of the Board of Commissioners.

(3) In the event that continuous education is undertaken outside of the established work program, the continuous competency development must be decided upon during a meeting of the Board of Commissioners.

(4) Members of the Board of Commissioners who have undergone continuous competency development are required to submit a written report on the results of such development to the Board of Commissioners or present it during a meeting of the Board of Commissioners.

(5) New members of the Board of Commissioners are required to participate in an orientation program to familiarize themselves with the Company;

(6) Other matters concerning facilities for the implementation of continuous education shall be governed by the Company's regulations.

Article 27

TRAINING

(1) Annually, members of the Board of Commissioners are required to attend at least 1 (one) training session

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

covering topics such as risk management, fraud, business, corporate business activities, law, compliance, finance, accounting, and/or audit.

(2) Participation in the training referred to in paragraph (1) shall amount to a minimum of 20 (twenty) training hours per year.

(3) The training attended must be part of a Continuous Training Program organized by professional bodies, regulators, training institutions accredited by an accreditation body, and/or training institutions owned or controlled by the Company.

(4) The fulfillment of training qualifications while in office, as referred to in paragraph (1), shall be carried out throughout the tenure of the member of the Board of Commissioners.

Article 28

CERTIFICATION

(1) Members of the Board of Commissioners are required to obtain at least 1 (one) certification in fields such as business, corporate business activities, law, risk management, compliance, finance, and/or accounting.

(2) The certification referred to in paragraph (1) must meet the following requirements:

a. issued by a certification board, regulator, or relevant professional organization recognized nationally and/or internationally;

b. the issuing institution possesses standards as well as a professional and ethical standards board; and

c. the certification must remain valid throughout the term of office.

(3) The certification qualification referred to in paragraph (2) must be fulfilled within a period of 1 (one) year from the date of assuming office as a Member of the Board of Commissioners.

(4) Certifications obtained either prior to or during the term of office as referred to in paragraph (2) must remain valid throughout the term of office as a Member of the Board of Commissioners.

CHAPTER VIII

MISCELLANEOUS

Article 29

RELATIONSHIP WITH STAKEHOLDERS

(1) The Board of Commissioners must ensure the Company's compliance with applicable provisions and the Company's commitments, as well as ensure the submission of data and information as required by laws and regulations and by the Series A Dwiwarna shareholder.

SOESILO
PENERJEMAH TERSUMPAH
B. Indonesia ke B. Inggris - B. Inggris ke B. Indonesia

(2) The Board of Commissioners must ensure the safeguarding of stakeholder rights arising from laws and regulations and/or agreements entered into by the Company with employees, service users, suppliers, and other stakeholders.

(3) The Board of Commissioners must ensure that the Company fulfills its social responsibilities in accordance with established programs.

Stipulated in : Jakarta

Dated : December 2024

BOARD OF COMMISSIONERS

PT BANK TABUNGAN NEGARA (PERSERO) Tbk

CHANDRA M. HAMZAH President Commissioner/ Independent	**IQBAL LATANRO** Vice President Commissioner/ Independent

AFFIDAVIT

I, SOESILO, a Sworn Translator in the Republic of Indonesia, pursuant to the prevailing laws and regulations in the Republic of Indonesia, hereby certify and declare, in accordance with my oath of office, that this document is a true, faithful, and complete translation from Indonesian to English.

Jakarta, August 31, 2026

SOESILO

Decree of the Minister of Law and Human Rights R.I.

No. AHU-40.AH.03.07.2022, Reg. No. 281 /SOE /31/08/2026