

Competency Development of Directors

Throughout 2020, members of the Board of Directors of the Company participated in various competency improvement programs in the form of training, workshops, conferences and seminars as shown in the following table:

Table of Competency Development of Directors

Name	Position	Competency and Training Development Materials	Time and Place of Implementation	Organizers
Nixon L. P. Napitupulu	Pt. President Director	Competency Training and Development: Treasury Dealer Level Advance	11 June 2020, Virtual Learning	Lembaga Sertifikasi Profesi Perbankan (LSPP)
Pahala N. Mansury*	President Director	Workshop: Asean Financials Forum	8 January 2020, Jakarta	Internal
		Workshop: Corporate Commercial and Risk	11 February 2020, Jakarta	Internal
		Workshop: Anti Bribery Management System	12 February 2020, Jakarta	Internal
		Workshop: Preparation of SOEs Financial Information	13 February 2020, Jakarta	Internal
		Workshop: Plan for Accelerated Settlement of Non-Performing Loans	18 February 2020, Jakarta	Internal
		Workshop: Discussion on Consumer NPL Settlement	5 March 2020, Jakarta	Internal
		Webinar: Deloitte Conference	25 June 2020, Virtual Learning	Deloitte Indonesia
Hirwandi Gafar	Director of Consumer and Commercial Lending	Certification: UKMR Level 5	31 January 2020, Jakarta	Lembaga Competency Training and Development Profesi Perbankan (LSPP)
		Training: Basic Sharia Banking (PDPS)	1 August 2020, Jakarta	Pusat Ekonomi dan Bisnis Syariah (PEBS) FEB UI
Yossi Istanto	Director of Human Capital, Legal and Compliance	Certification: Compliance & AML Level 3 (Executive)	22-23 January 2020, Jakarta	Forum Komunikasi Direktur Kepatuhan Perbankan (FKDKP)
		Seminar: Leadership, Entrepreneurship dan Inovation in the Global Economy (Refreshment UKMR Level 5)	25-28 March 2020, Jakarta	Badan Nasional Competency Training and Development Profesi
		Certification: Curators & Administrators Batch VI of 2020	3-15 August 2020, Virtual Learning	Himpunan Kurator dan Pengurus Indonesia
Elisabeth Novie Riswanti	Director of Remedial and Wholesale Risk	Workshop: Anti Bribery Management System	12 February 2020, Jakarta	Internal
		Workshop: Discussion on Consumer NPL Settlement	5 March 2020, Jakarta	Internal
		Workshop: Preparation of Bank BTN Corporate Plan 2021 - 2025	26 August 2020, Jakarta	Internal
		Workshop: Corporate Culture Transformation Executive	30 September 2020, Jakarta	Internal
		Workshop: BPI Konsumer McKinsey	24 November 2020, Jakarta	McKinsey
Andi Nirwoto	Director of Operation, IT and Digital Banking	Sharing Session Mengenai Pengalaman Informasi Perbankan di Era Digital	10 Februari 2020, Jakarta	Otoritas Jasa Keuangan (OJK)
		Webinar : Infokomputer Tech Gathering	16 Juli 2020, Jakarta	Internal
		Werninar : Talkshow Interaktif Sinergi untuk Percepatan Sektor Perumahan	29 Juli 2020, Jakarta	Internal
		Webinar : Optimalisasi Layanan Publik dengan New Normal Customer Experience	26 Agustus 2020, Jakarta	Internal
		Workshop : API Management bersama ITPD dan Axway	23 Oktober 2020, Jakarta	Axway

Jasmin	Director of Distribution and Retail Funding	Certification: UKMR Level 5	17 January 2020, Jakarta	Lembaga Competency Training and Development Profesi Perbankan (LSPP)
Setiyo Wibowo	Director of Enterprise Risk Management, Big Data and Analytics	Certification: UKMR Level 5	17 January 2020, Jakarta	Lembaga Competency Training and Development Profesi Perbankan (LSPP)

*Finished the service from December 23, 2020