

## Procedure of Board of Commissionaire Performance Assessment Implementation

The procedure for evaluating the performance of the Board of Commissioners is reported to shareholders through the GMS. The GMS is a meeting attended by Shareholders who meet the quorum requirements and held by the Board of Directors at the request of the Board of Commissioners. The Board of Commissioners or shareholders who represent 1/10 of the total shares in order to make decisions and/or to make decisions on matters whose authority is not delegated to the Board of Directors or the Board of Commissioners.

In addition, the Board of Commissioners also has an assessment mechanism referring to POJK and SOC Ministry Regulations as follows:

1. Assessment in accordance with SEOJK No.32/SEOJK.04/2015 The Board of Commissioners has formulated a Key Performance Indicator (KPI) based on 3 (three) aspects, namely: supervision and direction aspects, reporting aspects as well as dynamic aspects (others related to duties and responsibility of the Board of Commissioners);
2. Performance evaluation of the Board of Commissioners is also carried out through the GCG Self Assessment mechanism based on the provisions of POJK No.55/POJK.03/2016; and

## The Party Conducting Assessment

The party assessing the Board of Commissioners performance was the Shareholders at the GMS.

## Key Performance Indicator of Board of Commissioner in 2020

No.	Work program Board of Commissioners	2020				Value
		KPI Target	KPI Realization	Quality	%	Score
		(1)	(2)	(3)	(4)	(5)
<b>I.</b>	<b>Aspects of Supervision and Direction</b>			<b>65</b>	<b>(2) : (1)</b>	<b>((2/1)*3)</b>
	1. Monitoring and evaluating the implementation of the Bank's RBB and Annual RKAP	6	18	10	300,00	30,00
	2. Monitoring, Evaluation and Response to the Implementation of Work Culture and Governance (GCG) in Bank Management	12	14	20	116,67	23,33
	3. Monitoring and Evaluation Follow-up to the results/findings of Internal/External Audit	6	11	10	183,33	18,33
	4. Provide Approval, Advice and Consultation to the Board of Directors	6	30	10	500,00	50,00
	5. Organizing Board of Commissioners Meetings and/or Joint Meetings with Directors	12	61	15	508,33	76,25
<b>II.</b>	<b>Reporting Aspects</b>			<b>15</b>		
	1. Submitting the Annual Work Program Report and the Bank's RBB to the GMS	1	2	5	200,00	10,00
	2. Delivering Reports/Opinions on Supervision Duties to Controlling Shareholders (Ministry of BUMN) and OJK (Regulator)	4	6	10	150,00	15,00
<b>III.</b>	<b>Aspects of Company Performance</b>			<b>15</b>		
	Monitoring and Evaluation of Bank Soundness Level, including: Risk Profile, Governance (GCG), Profitability, and Bank Capital	6	9	15	150,00	22,50

3. Third Party Assessment using international standards, namely the ASEAN CG Scorecard. Further explanation regarding the results of the Bank's GCG Self-Assessment based on the provisions of the BI/OJK and the ASEAN CG Scorecard are described in the section Building the Commitment to Sustainable Corporate GCG Implementation in this Annual Report.

## Performance Evaluation Criteria of Board of Commissioner

The performance assessment of the Board of Commissioners was carried out based on the assessment criteria related to the implementation of the functions of the Board of Commissioners in supervising and providing advice to the Board of Directors for the benefit of the Company and the Shareholders in particular as well as interested parties in general, which then be evaluated by the Shareholders.

The performance appraisal of the Board of Commissioners has been carried out based on the criteria parameters for the Assessment of the Duties and Responsibilities of the Board of Commissioners in the GCG implementation Self-Assessment as stipulated in the Financial Services Authority Circular Letter No. 13/SEOJK.03/2017 dated 17 March 2017 concerning Implementation of Governance for Commercial Banks.

<b>IV. Dynamic/Miscellaneous Aspects</b>						<b>5</b>
Increased competence associated with the task and Supervision responsibilities	2	3	5	150,00	7,50	
<b>TOTAL</b>	<b>55</b>	<b>154</b>	<b>100</b>	<b>280,00</b>	<b>280,00</b>	

The Board of Commissioners performance Assessment based on the Performance Indicators presented that overall the Board of Commissioners has succeeded in achieving the set targets.

#### **Performance Appraisal of Committees Under the Board of Commissioners and the Basis for Assessment**

The Board of Commissioners continues to monitor and periodically evaluate the performance of the Committees under the Board of Commissioners which includes the Audit Committee, Risk Monitoring Committee, and Remuneration and Nominations Committee. The assessment is based on realization and completion of the listed work programs in the Committee's Work Plan and Budget and reported to the Board of Commissioners in the report each Committee. The basis for performance assessment includes (1) the Committee report of realization of duties implementation in accordance to their respective responsibilities, (2) the recommendations given and (3) the frequency of meetings held by the Committee so that they can assist the supervisory function and provide advice of the Board of Commissioners. The Audit Committee has the duties and responsibilities to supervise matters related to financial information, the internal control system, the effectiveness of audits by external and internal auditors, the effectiveness of risk management implementation and compliance with applicable laws and regulations.

During 2020, the Audit Committee has carried out its duties and responsibilities to ensure the effectiveness of the implementation of internal and external audits, evaluated and provided input to the Board of Commissioners regarding monthly material (Company Performance Reports submitted by the Board of Directors), provided suggestions on the draft RBB, RKAP and RAKB, held regular meetings and discussions with IAD in the framework of assessing the adequacy of internal control, as well as checking and evaluating the Quarterly, Annual and Annual Report financial reports to be published. The Risk Monitoring Committee is tasked with and is responsible for providing recommendations to the Board of Commissioners by evaluating the Bank's risk management policy guidelines (Credit Risk, Market Risk, Liquidity Risk, Operational Risk, Legal Risk, Strategic Risk, Compliance Risk and Reputation Risk), evaluating the conformity between the Bank's risk management policy guidelines and its implementation and monitoring and evaluating the implementation of the Risk Management Committee's duties. In fulfilling its duties and responsibilities, the Risk Monitoring Committee holds meetings with the Enterprise Risk

Management Division to regularly discuss the latest issues, the Company's Quarterly Risk Profile, Bank Soundness Level and matters related to the Company's risk management such as participating in reviewing the Risk Management Policy Guidelines including the Company's Risk Appetite and Risk Tolerance.

The Remuneration and Nomination Committee has the duties and responsibilities of assisting the Board of Commissioners in carrying out its functions and duties in areas related to the nomination and remuneration of members of the Board of Directors and the Board of Commissioners. During 2020, the Remuneration and Nomination Committee has carried out its duties and responsibilities in accordance with the prevailing laws and regulations, especially those related to the Remuneration and Nomination of Candidates for Directors, Board of Commissioners and Sharia Supervisory Board (UUS), the Company's internal Talent Nominations one level below the Board of Directors -1), Performance Management System and evaluating policies related to Human Capital Management and Learning Development.

In 2020, the Board of Commissioners has assessed the effectiveness of the performance of the Committees under the Board of Commissioners. The Board of Commissioners considered that throughout the financial year the Committees have carried out their duties and responsibilities effectively.