

**PROGRAM PENGEMBANGAN
KOMPETENSI & ORIENTASI
DEWAN KOMISARIS
PT Bank CIMB Niaga Tbk**

CIMB Niaga senantiasa mendorong aktivitas pengembangan Dewan Komisaris melalui program orientasi yang ditujukan bagi anggota Dewan Komisaris baru serta program pelatihan bagi Dewan Komisaris dalam rangka mendukung pelaksanaan tugas Dewan Komisaris untuk mencapai pertumbuhan yang berkelanjutan dan pengelolaan yang efektif sebagaimana diatur juga di dalam Piagam Dewan Komisaris dan Kebijakan Program Pembelajaran, Pengembangan, Orientasi Direksi dan Dewan Komisaris No. A.04.8.

PROGRAM PELATIHAN DEWAN KOMISARIS

Sertifikasi Manajemen Risiko

Sesuai dengan Peraturan OJK No. 24 Tahun 2022 tentang Pengembangan Kualitas Sumber Daya Manusia Bank Umum dan Surat Edaran OJK No. 28/SEOJK.03/2022 tentang Sertifikasi Manajemen Risiko Bagi Sumber Daya Manusia Bank Umum, Direksi dan Komisaris berkewajiban untuk mengikuti program uji kompetensi/sertifikasi sesuai ketentuan dari regulator yaitu Sertifikasi Manajemen Risiko dan *Refreshment*.

Program Pelatihan dan Pengembangan Kompetensi

Seluruh anggota Dewan Komisaris berkomitmen untuk meningkatkan

**THE BOARD OF COMMISSIONERS
DEVELOPMENT & ORIENTATION
PROGRAM
PT Bank CIMB Niaga Tbk**

CIMB Niaga continues to promote capacity building activities for the Board of Commissioners through the induction program for new members and training programs for existing members in order to support its duties to achieve sustainable growth and effective management as set forth in the Board of Commissioners' Charter and Policy on Learning, Development and Orientation of Board of Directors and Board of Commissioners No. A.04.08.

BOARD OF COMMISSIONERS' TRAINING PROGRAM

Risk Management Certification

In accordance with OJK Regulation No. 24 of 2022 on Development of the Quality of Human Resources in Commercial Banks and OJK Circular Letter No. 28/SEOJK.03/2022 on Risk Management Certification for Human Resources in Commercial Banks, The Board of Directors and Board of Commissioners are required to take part in risk management certification and refreshment program in accordance with the said regulations.

Training and Competency Development Program

All members of the Board of Commissioners are committed to improve their competence

kompetensinya untuk menunjang pelaksanaan fungsi pengawasan Dewan Komisaris.

Komitmen tersebut tercermin dari pelatihan yang diikuti oleh masing-masing anggota Dewan Komisaris di setiap tahun sebagaimana dilaporkan di dalam Laporan Tahunan Bank.

PROGRAM ORIENTASI KOMISARIS BARU

Sebagaimana diatur di dalam Piagam Dewan Komisaris dan Kebijakan Program Pembelajaran, Pengembangan, Orientasi Direksi dan Dewan Komisaris, anggota Dewan Komisaris yang baru diangkat wajib mengikuti program orientasi (*Induction Program*) yang bertujuan untuk memberikan gambaran atas aktivitas bisnis, rencana Bank ke depan, pedoman kerja dan hal lainnya yang menjadi tanggung jawab Dewan Komisaris. Melalui program orientasi ini, diharapkan anggota Dewan Komisaris baru dapat bekerja selaras dengan organ Tata Kelola Bank yang lain sehingga dapat melaksanakan tugasnya secara efektif dan efisien.

Program orientasi bagi Komisaris Baru berupa dokumen-dokumen yang disiapkan oleh unit kerja Corporate Affairs, antara lain meliputi:

- a. Visi dan Misi CIMB Niaga.
- b. Kode Etik & Kode Perilaku CIMB Niaga.
- c. Struktur Organisasi CIMB Niaga.
- d. Anggaran Dasar CIMB Niaga.
- e. Kebijakan Pokok Perusahaan.
- f. Piagam Dewan Komisaris dan Komite Dewan Komisaris.

to support the Board of Commissioners' supervisory function.

The commitment is reflected in the trainings attended by each of member of Board of Commissioners every year as reported in the Bank's Annual Report.

INDUCTION PROGRAM FOR NEW COMMISSIONERS

As stipulated in the Board of Commissioners Charter and Policy on Learning, Development and Orientation of Board of Directors and Board of Commissioners, the newly appointed members of the Board of Commissioners must participate the induction program which is carried out with the objective of providing an overview of business activities, the Bank's future plans, work guidelines, and other matters that are the responsibility of the Board of Commissioners. Through this induction program, new members of the Board of Commissioners are expected to work in harmony with other Governance organs of the Bank to to perform his/her duties effectively and efficiently.

The induction program for new Commissioners takes the form of documents prepared by the Corporate Affairs unit, includes CIMB Niaga's:

- a. Vision and Mission of CIMB Niaga.
- b. Code of Ethics & Code of Conduct of CIMB Niaga.
- c. Organizational Structure of CIMB Niaga.
- d. Articles of Association of CIMB Niaga.
- e. Corporate Policy Manual.

- g. Peraturan terkait Perbankan dan Pasar Modal yang berlaku.
 - h. Laporan Tahunan CIMB Niaga.
 - i. Rencana Bisnis CIMB Niaga.
- f. Board of Commissioners Charter and Committees under The Board of Commissioners' Charters.
 - g. Regulations related to the Banking and Capital Markets.
 - h. Annual Report of CIMB Niaga.
 - i. Business Plan of CIMB Niaga.