

Policy on The Diversity of The Board of Commissioners and The Board of Directors

Members of CIMB Niaga's Board of Commissioners (BOC) and Board of Directors (BOD) who are appointed at the General Meeting of Shareholders have a fairly diverse composition, both based on age, educational background, expertise, and experience required in carrying out their duties and responsibilities. The Bank has regulated and updated the Policy on Diversity in the Composition of BOC and BOD Members No. M.07 in

September 2022 by taking into account the provisions contained in the Appendix to OJK Circular Letter No. 32/SEOJK.04/2015 on Corporate Governance Guidelines for Public Companies.

The combination of these characteristics will have an impact on the accuracy in the process of nomination and appointment to the BOC and BOD member individually



or BOC and BOD members collegially. CIMB Niaga also manages the diversity in expertise and experience of BOC and BOD members, including the areas of banking, economics, business, finance, governance, human resources, and risk management.

Identification of the BOC and BOD expertise is based on educational background, work experiences, as well as trainings that have been attended. CIMB Niaga is committed to increasing the competence of BOC and BOD members, both through trainings, workshops, and other relevant activities.

The Diversity Policy is also as a reference for the Bank in the succession planning of the members of the BOC and BOD. It is ensured that the Bank has an adequate talent pool and is in accordance with the target and Diversity Policy of the Bank.

DIVERSITY IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS

The diversity in the composition of BOC members includes:

1. Expertise/Experience/Education

Having at least:

- a. 1 (one) member with an expertise/work experience/education in the economy/business/finance fields; and/or
- b. 1 (one) member with an expertise/work experience/education in the banking industry; and
- c. 1 (one) member who has expertise/work experience/education in the risk management field.

2. Nationality

Majority (more than 50% (fifty percent)) of the BOC members shall be Indonesian.

3. Gender

Consider the diversity in gender of BOC members.

4. Age

BOC members shall have diversity in ages.

5. Independency

- a. Minimum 50% (fifty percent) of BOC members shall be Independent Commissioners.
- b. The term of office of an Independent Commissioner is 2 (two) consecutive terms, or a maximum of 9 (nine) years.

Diversity Aspects of BOC Members	
Nationality	Consisting of: 5 (five) BOC members are Indonesian citizens. 1 (one) BOC member is a Malaysian citizen
Education	The education level of BOC members includes Bachelor and Post-graduate degrees in economics, business management, risk management, and finance.
Work Experience	A diverse work experience, among others: 1. BOC and/or BOD Members and/or Officials or Senior Executives or other key positions in national and multinational financial and non-financial institutions; 2. Official or Member/Chairman of Committee/Special Team or Expert Staff or persons who hold other important positions in Government Institutions, such as IBRA, Ministry of Finance, and Bank Indonesia; 3. lecturers and Vice Deans of leading universities both at home and abroad.
Independency	1. There are 3 (three) Independent Commissioners out of 6 (six) BOC members, or 50% (fifty percent) of the BOC members are Independent Commissioners; 2. All Independent Commissioners have served less than 9 (nine) years.
Age	Age diversity of BOC members is in a fairly productive and mature ages, ranging from 50-67 years old.
Gender	There are 2 (two) female BOC members, and one of them serves as an Independent Commissioner

DIVERSITY IN THE COMPOSITION OF THE BOARD OF DIRECTORS

The diversity in the composition of BOD members includes:

1. Expertise/Experience/Education

Having at least:

- a. 1 (one) member who has expertise/work experience/education in the banking industry or the economy/business fields;
- b. 1 (one) member who has expertise/work experience/education in the risk management field;
- c. 1 (one) member who has expertise/work experience/education in the finance/accounting fields.

2. Nationality

Majority (more than 50% (fifty percent)) of BOD members shall be Indonesian.

3. Gender

Consider the diversity in gender of BOD members, at least 1 (one) female or male member.

4. Age

BOD members shall have diversity in ages.

5. Independency

The President Director shall be independent of the Bank's controlling shareholders.



Performance Highlights



Management Reports



Company Profile



Management Discussion and Analysis



Risk Management

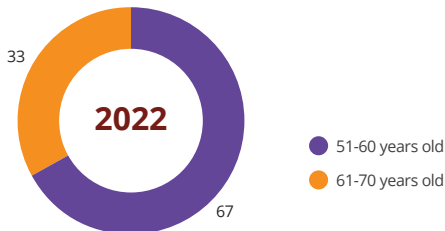
Diversity Aspects of BOD Members	
Nationality	Consisting of: 9 (nine) BOD members are Indonesian citizens. 1 (one) BOD member is a Malaysian citizen
Education	The education level comprises of Bachelor and Post-graduate degrees in various academic fields, including economics, finance, law, commerce, business, accounting, computer science and statistics, and other.
Work Experience	A diverse work experience, including: 1. BOD Members of national and multi-national financial and non-financial institutions 2. Hold key positions in national and foreign banks, including, Chief of Corporate Banking & Financial Institution, Chief of Transaction Banking, Chief Risk Officer, Chief Human Resources Officer, Head of Finance and Planning, Head of Trading & Structuring, Head of Treasury, Head of Financial Institutions Credit, Consumer Banking Country Head, Head of Network, Chief of Syariah Banking, Operations & Technology Head, and other. 3. Founder and Senior Partner in a Law Firm 4. Auditor. All BOD members have working experience in banking.
Independency	All BOD members has no affiliation with fellow BOD members, BOC members and the Ultimate and Controlling Shareholder of the Bank.
Age	Age diversity of BOD members is in a fairly productive and mature ages, ranging from 42-65 years old.
Gender	There are 3 (three) female BOD members out of a total of 10 (ten) BOD members, and one of them serves as a President Director.

ACHIEVEMENT OF DIVERSITY IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

In 2022, the composition of CIMB Niaga's BOC and BOD meets the diversity aspect as stipulated in the relevant regulations, which are aligned with the Bank's strategy, Vision and Mission. This is reflected in the following diagrams and graphs:

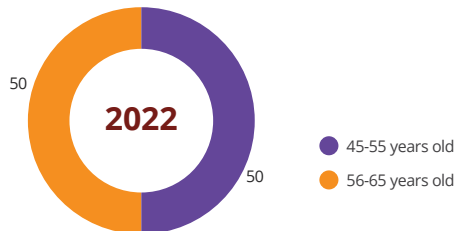
Age of the Board of Commissioners

(%)



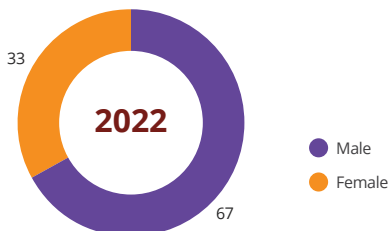
Age of the Board of Directors

(%)



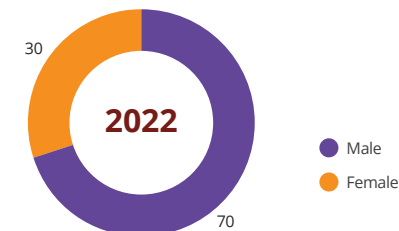
Gender of the Board of Commissioners

(%)



Gender of the Board of Directors

(%)





Supporting Business Review



Corporate Governance Report



Corporate Social Responsibility

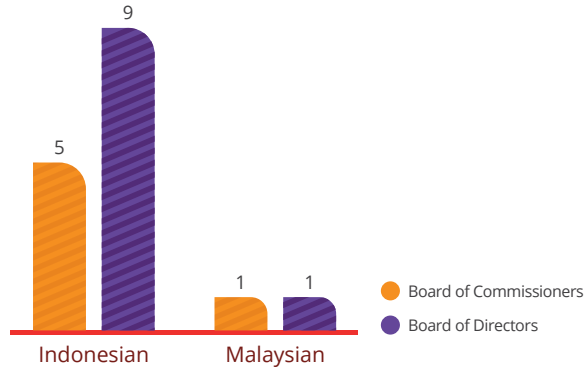


Other Corporate Data

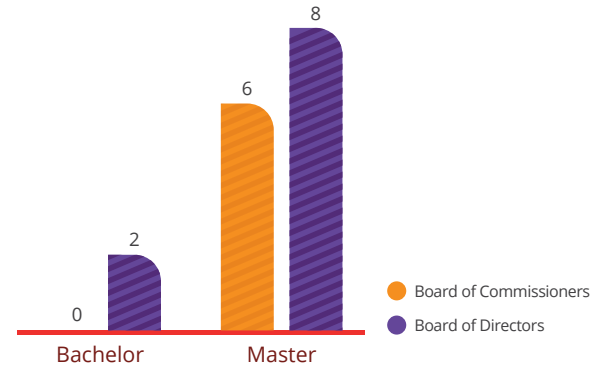


Consolidated Financial Report

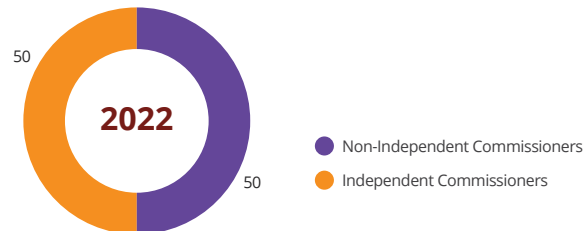
Nationality of the Board of Commissioners & Board of Directors



Education of the Board of Commissioners & Board of Directors



Independency of the Board of Commissioners (%)



Expertise of the Board of Commissioners & Board of Directors

