BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS’ DIVERSITY POLICY

The Board of Commissioners and Board of Directors composition diversity is stipulated in the Appendix to the OJK Circular Letter No. 32/SEOJK.04/2015 concerning Corporate Governance Guidelines for Public Companies, which states the Board of Commissioners and Board of Directors composition should consider the diversity on the composition. The diversity of the composition of the Board of Commissioners and the Board of Directors is a combination of the required characteristics both collegially and individually, in accordance with the Bank’s needs.

This combination should take into account the appropriate expertise, knowledge and experience when distributing the duties and functions to the Board of Commissioners and Board of Directors, necessary for achieving the Public Company’s goals. Consideration of these characteristics will have an impact on the accuracy of the nomination process and the appointment of individual members of the Board of Commissioners and Board of Directors or the Board of Commissioners and Board of Directors collegially.

CIMB Niaga has accommodate this principle in the Bank’s Articles of Association. The Board of Commissioners and Board of Directors appointment is carried out by taking into account the banking industry experience and understanding, integrity and dedication of each individual.

When the composition diversity for members of the Bank’s Board of Commissioners and Board of Directors is appropriate and is in accordance with the Bank’s needs, it will support the effectiveness of the Board of Commissioners and Board of Directors duties and responsibilities implementation, and will support the achievement of the Bank’s vision and mission to grow and develop.

The Bank’s Diversity Composition Policy for Members of the Board of Commissioners and Board of Directors (No. M.07 Version 01.2019) regulates the following:

MEMBERS OF THE BOARD OF DIRECTORS COMPOSITION DIVERSITY
The diversity factors in the composition of the members of the Board of Directors includes:

1. Expertise/Experience/Education, has at least:
   a. 1 (one) member who has expertise/work experience/education in the fields of economy/business/finance, and/or
   b. 1 (one) member who has expertise/work experience/education in the field of risk management.
   c. 1 (one) member who has expertise/work experience/education in the banking industry.

2. Citizenship
   The majority (more than 50% (fifty percent)) of the members of the Board of Commissioners shall be Indonesian citizens

3. Gender
   Pays attention to gender diversity of the Board of Commissioners members

4. Age
   Members of the Board of Commissioners shall have diversity in ages

5. Independence
   a. 50% (fifty percent) of the Board of Commissioners shall be Independent Commissioners.
   b. The term of office of an Independent Commissioner is two (two) consecutive terms or maximum 9 (nine) years.

MEMBERS OF THE BOARD OF COMMISSIONERS COMPOSITION DIVERSITY
The diversity factors in the composition of the members of the Board of Commissioners includes:

1. Expertise/Experience/Education, has at least:
   a. 1 (one) member who has expertise/work experience/education in the banking industry or expertise/work experience/education in the field of economy/business
   b. 1 (one) member who has expertise/work experience/education in the field of risk management.
   c. 1 (one) member who has expertise/work experience/education in the field of finance/accounting.

2. Citizenship
   The majority (more than 50% (fifty percent)) of the members of the Board of Directors shall be Indonesian citizens

3. Gender
   Pays attention to gender diversity of the Board of Directors members, with a minimum 1 (one) female or male member

4. Age
   Members of the Board of Directors shall have diversity in ages

5. Independence
   The President Director will be an independent party to the Bank’s controlling shareholders.
### Aspects of Diversity of Members of the Board of Commissioners

#### Citizenship
Consists of:
1. 5 (five) members of the Board of Commissioners are Indonesian citizens.
2. 2 (two) members of the Board of Commissioners are Malaysian citizens.
3. 1 (one) member of the Board of Commissioners is a United States citizen.

#### Education
The level of education includes Bachelor and Postgraduate levels with various fields of education such as economics and accounting, economic development and management studies, finance, and political science and psychology.

#### Work experience
Diverse work experience, including:
1. Members of the Board of Commissioners and/or the Board of Directors and/or Executive or Senior Officers or other key positions in national and multinational financial and non-financial institutions;
2. Officials or Members/Chairman of Committee/Special Teams or Expert Staff or occupy 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.

#### Indepency
1. 4 (four) Independent Commissioners out of 8 (eight) members of the Board of Commissioners, or 50% (fifty percent) are Independent Commissioners.
2. The term of office for 3 (three) Independent Commissioners is less than 9 (nine) years, while 1 (one) Independent Commissioner has served more than 2 (two) consecutive terms of office, but the last appointment concerned still paid attention to, and complied with the prevailing regulations, namely by declaring that he remain independent in the last Annual GMS of his appointment.

#### Age
The age diversity of members of the Board of Commissioners is in a fairly productive and mature ages, namely 46 years old - 72 years old.

#### Gender
There are 1 (one) female member of the Board of Commissioners.

### Aspects of Diversity of Members of the Board of Directors

#### Citizenship
Consists of:
10 (ten) members of the Board of Directors who are Indonesian citizens.
1 (one) member of the Board of Directors who is Malaysian citizen.

#### Education
The level of education includes Bachelor and Postgraduate levels with various fields of education such as economics, finance, law, trade, business, accounting, computer science, and others.

#### Work experience
Various work experience, including:
1. Member of the Board of Directors of national and multinational financial and non-financial institutions
2. Various important positions in national and foreign banks, such as Head of Strategic Business Development, Senior Country Operations Officers, Head of Corporate Banking, Head of Operation Risk, Head of Trading & Structuring, Head of Treasury, Head of Network, Chief of Syariah Banking, Head of Finance & Business Planning and others.
3. Independent Commissioner of the insurance company.
4. Founder and Senior Partner Law Firm.
5. Auditor.

#### Indepency
All members of the Board of Directors have work experience in the banking sector.

#### Age
The age diversity of members of the Board of Directors is in a fairly productive and mature ages, which is 46 years old - 72 years old.

#### Gender
There are 6 (six) female Directors, out of a total of 11 (eleven) members of the Board of Directors.
ACHIEVEMENT OF COMPOSITION DIVERSITY POLICY FOR THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

The current composition of the Bank’s Board of Commissioners and the Board of Directors has fulfilled the above diversity aspects and is aligned with the Bank’s strategy, Vision and Mission.

**Board of Commissioners’ Age**
- 25% 45-55 Years
- 37.5% 56-65 Years
- 37.5% 66-75 Years

**Board of Directors’ Age**
- 45% 45-55 Years
- 55% 56-65 Years

**Board of Commissioners’ Gender**
- 87.5% Male
- 12.5% Female

**Board of Directors’ Gender**
- 55% Male
- 45% Female

**Nationality of the Board of Commissioners and Directors**
- Indonesian: 16
- Malaysian: 2
- USA: 1

**Education of the Board of Commissioners and Directors**
- S1: 13
- S2: 5

**Board of Commissioners Indepency**
- 50% Independent Commissioner
- 50% Non-independent Commissioner

**Expertise of the Board of Commissioners & Board of Directors**