

**PROGRAM PENGEMBANGAN
KOMPETENSI ANGGOTA DIREKSI
PT Bank CIMB Niaga Tbk**

CIMB Niaga senantiasa mendorong aktivitas pengembangan Direksi baik melalui program orientasi yang ditujukan bagi anggota Direksi baru maupun program pelatihan bagi Direksi dalam rangka mendukung pelaksanaan tugas Direksi untuk mencapai pertumbuhan yang berkelanjutan dan pengelolaan Bank yang efektif sebagaimana diatur juga di dalam Piagam Direksi.

PROGRAM ORIENTASI DIREKTUR BARU

Sebagaimana diatur di dalam Piagam Direksi, anggota Direksi yang baru diangkat wajib mengikuti program orientasi (*Induction Program*) yang bertujuan untuk memberikan masukan kepada Direktur baru tersebut agar memperoleh pemahaman tentang Bank sehingga dapat melaksanakan tugasnya secara efektif dan efisien.

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

- a. Visi dan Misi CIMB Niaga.
- b. Kode Etik & Perilaku Kepegawaian CIMB Niaga.
- c. Struktur Organisasi CIMB Niaga.
- d. Anggaran Dasar CIMB Niaga.
- e. Kebijakan Pokok Perusahaan (Pedoman GCG).
- f. Piagam Direksi dan Komite Direksi.

**MEMBERS OF
THE BOARD OF DIRECTORS
DEVELOPMENT PROGRAM
PT Bank CIMB Niaga Tbk**

CIMB Niaga continues to promote capacity building activities for the Board of Directors through the induction program for new members and training programs for existing members in order to support their duties to achieve sustainable growth and effective management as set forth in the Board of Directors' Charter.

INDUCTION PROGRAM FOR NEW DIRECTORS

As stipulated in the Board of Directors' Charter, the newly appointed members of the Board of Directors must participate in an Induction Program which aims to provide knowledge to new Directors in order to gain an understanding of the Bank, so as to perform his/her duties effectively and efficiently.

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

- a. Vision and Mission
- b. Code of Ethics & Conduct
- c. Organizational Structure
- d. Articles of Association
- e. Corporate Policy Manual (GCG Charter)
- f. Board of Directors' Charter and Committees under the Board of Directors's Charters

- g. Peraturan terkait Perbankan dan Pasar Modal yang berlaku.
- h. Laporan Tahunan CIMB Niaga.
- i. Rencana Bisnis CIMB Niaga.

- g. Regulations related to the Banking and Capital Markets.
- h. Annual Report
- i. Business Plan

PROGRAM PELATIHAN DIREKSI

Sertifikasi Manajemen Risiko

Sesuai dengan Peraturan Pelaksanaan Kepegawaian (P2K) mengenai Pelaksanaan Pembelajaran Karyawan dan PBI No.11/19/PBI/2009 tanggal 4 Juni 2009 dan perubahannya dalam PBI No. 12/7/PBI/2010 tanggal 19 April 2010 tentang Sertifikasi Manajemen Risiko bagi Pengurus dan Pejabat Bank Umum, Direksi dan Dewan 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 Direksi berkomitmen dan dituntut untuk meningkatkan kompetensinya untuk menunjang pelaksanaan tugas sehari-hari.

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

BOARD OF DIRECTORS' TRAINING PROGRAM

Risk Management Certification

In accordance with the Employment Regulation (P2K) on Employee Learning and PBI No.11/19/PBI/2009, dated 4 June 2009 and its amendment in PBI No. 12/7/PBI/2010, dated 19 April 2010 regarding Risk Management Certification for Management and Officers of 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 Directors are committed and required to improve their competence to support the implementation of their daily duties and responsibilities.

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