



Performance Highlights



Management Reports



Company Profile



Management Discussion and Analysis



Risk Management

PARTIES CARRYING OUT THE PERFORMANCE ASSESSMENT

The GCG self-assessment involves the Board of Commissioners, Independent Parties, the Board of Directors, Executive Management, and other independent functions, coordinated by the Compliance Unit.

BOARD OF DIRECTORS PERFORMANCE ASSESSMENT RESULT IN 2023

Bank's Governance Self-Assessment Result	
Description	Rating
Implementation of Duties and Responsibilities of the Board of Directors	2 (Good)

RECOMMENDATIONS AND FOLLOW-UP ACTIONS

In 2023, there was no recommendation that has not been followed up by the Board of Directors.

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

The diversity policy in the composition of the Board of Commissioners (BOC) and Board of Directors (BOD) has a strategic role in fostering an inclusive work environment that values diversity. Members of CIMB Niaga's BOC and 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. Since September 2022, CIMB Niaga has had a Policy on Diversity in the Composition of Members of the BOC and BOD, which is reviewed on a regular basis in accordance with the Bank's Manual Framework Policy and considers the provisions in the capital market sector that regulate Good Corporate Governance.

CIMB Niaga also maintains a diverse range of expertise and experience among its BOC and BOD, which includes banking, economics, business, finance, governance, human resources, and risk management. The combination of these characteristics will influence the accuracy of the nomination and appointment process for individual members of the BOC and BOD, as well as the collegial BOC and BOD. The expertise of the BOC and BOD is also identified based on educational background, work experience, and training received. CIMB Niaga organizes a variety of training, workshops, and other relevant activities.

The Bank's Diversity Policy serves as a reference in succession planning for members of the BOC and BOD. To ensure that the Bank has an adequate talent pool and in accordance with the target and Diversity Policy of the Composition of Members of the BOC and BOD of the Bank.

DIVERSITY IN THE COMPOSITION OF MEMBERS OF THE BOARD OF COMMISSIONERS

Aspects of diversity in the composition of members of the BOC include, among others:

1. **Skills/Experience/Education, having at least:**
 - a. 1 (one) member who has expertise/work experience/education in the field of economics/business/finance; and/or
 - b. 1 (one) member who has expertise/work experience/education in the banking industry; and
 - c. 1 (one) member who has expertise/work experience/education in the field of risk management.
2. **Nationality**
The majority (more than 50% (fifty percent)) of members of the BOC shall be Indonesian citizens.
3. **Gender**
Consider the diversity in gender of members of the BOC.
4. **Age**
Members of the BOC shall be diverse in age level.
5. **Independence**
 - a. Minimum 50% (fifty percent) of members of the BOC are Independent Commissioners.
 - b. The term of office of an Independent Commissioner is 2 (two) consecutive terms, or a maximum of 9 (nine) years.

Aspects of Diversity of Members of the Board of Commissioners	
Nationality	Consist of: 6 (six) members of the BOC are Indonesian citizens. 1 (one) member of the BOC is a Malaysian citizen.
Education	The educational levels of members of the BOC include Bachelor's and Post-graduate degrees in various educational fields such as economics, business management, risk management, and finance.
Work Experience	A diverse work experience, among others: 1. BOC and/or BOD Members and/or Officials Chief or Senior Executives or other key positions in national and multinational financial and non-financial institutions; 2. Officials Chief or Member/Chairman of Committee/Special Team or Special 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.
Independence	1. There are 4 (four) Independent Commissioners out of 7 (seven) members of BOC, or 50% (fifty percent) of the BOC members are Independent Commissioners; 2. All Independent Commissioners have served less than 9 (nine) years.
Age	The age diversity of BOC members is fairly productive and mature, ranging from 40 to 68 years old.
Gender	There are 3 (three) female BOC members, and two of them serve as an Independent Commissioner

DIVERSITY IN THE COMPOSITION OF THE BOARD OF DIRECTORS

Aspects of diversity in the composition of members of the BOD include, among others:

1. Expertise/Experience/Education, Having at least:

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

2. Nationality

The majority (more than 50% (fifty percent)) of members of the BOD shall be Indonesian citizens.

3. Gender

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

4. Age

Members of the BOD shall be diverse in age level.

5. Independency

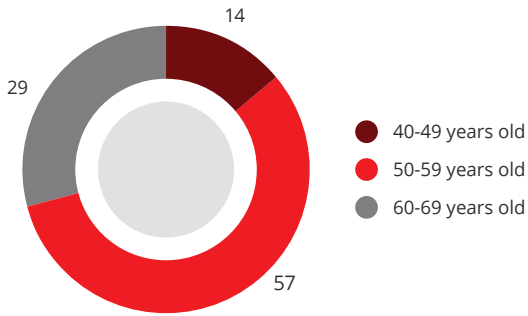
The President Director shall be independent of the Bank's Controlling Shareholders.

Aspects of Diversity of Members of the Board of Directors	
Nationality	Consist of: 9 (nine) members of the BOD are Indonesian citizens. 1 (one) member of the BOD is a Malaysian citizen.
Education	The educational levels of members of the BOD include Bachelor's and Post-graduate degrees with various educational fields such as economics, finance, law, commerce, business, accounting, computer & statistic science, and others.
Work Experience	A diverse work experience, among others: 1. Members of the BOD of national and multi-national financial and non-financial institutions 2. Hold important 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 others. 3. Founder and Senior Partner in a Law Firm. 4. Auditor. All members of the BOD have working experience in banking.
Independence	All members of the BOD have no affiliation with fellow members of the BOD, BOC and the Ultimate and Controlling Shareholder of the Bank.
Age	The age diversity of members of the BOD is fairly productive and mature, ranging from 43 to 66 years old.
Gender	There are 3 (three) female members of the BOD out of a total of 10 (ten) members of the BOD, and one of them serves as a President Director.

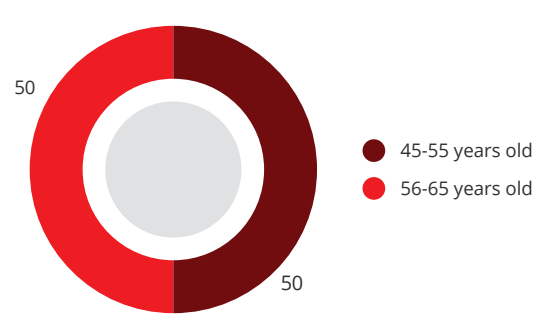
ACHIEVEMENT OF DIVERSITY IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

In 2023, the composition of CIMB Niaga's members of the BOC and BOD met the diversity requirements outlined in the relevant regulations, which are in line with the Bank's strategy, vision and mission. This is reflected in the diagrams and graphs below:

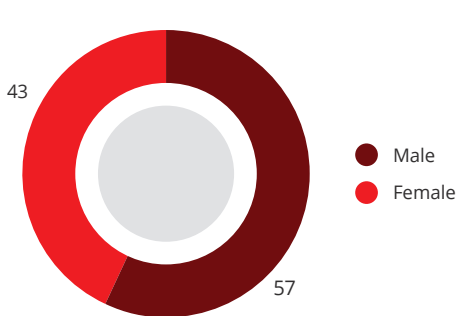
Age of the Board of Commissioners (%)



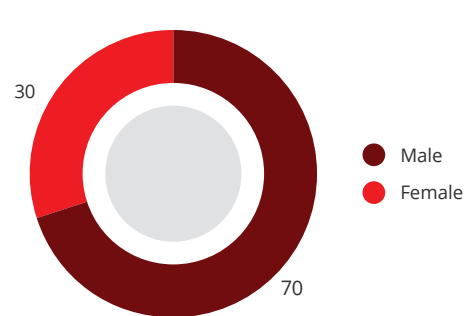
Age of the Board of Directors (%)



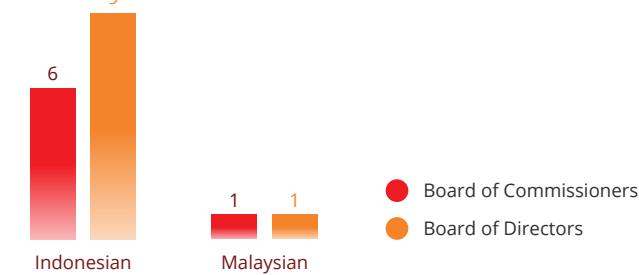
Gender of the Board of Commissioners (%)



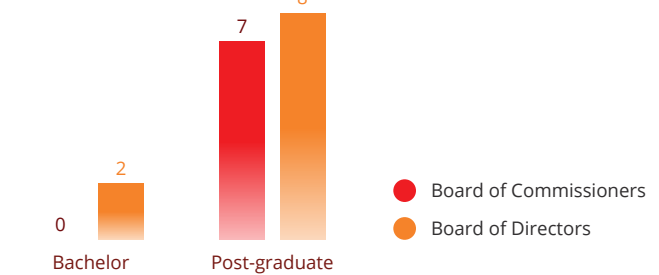
Gender of the Board of Directors (%)



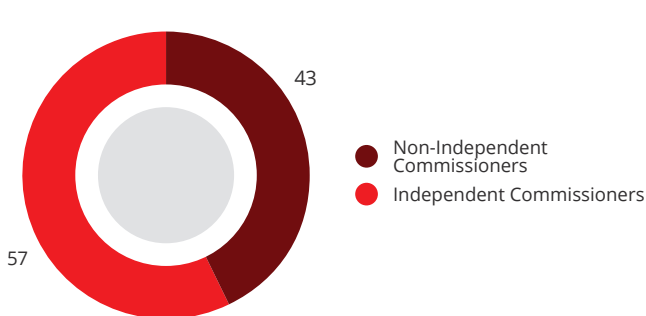
Nationality of the Board of Commissioners and the Board of Directors (person)



Education of the Board of Commissioners & the Board of Directors (person)



Independence of the Board of Commissioners (%)



Expertise of the Board of Commissioners & the Board of Directors (person)

