

Committees Under the Board of Directors

Committees under the Board of Directors, referred to as Executive Committees (“Exco”), have the duty to assist the Board of Directors in the Bank’s operations. CIMB Niaga has 4 (four) Exco, consisting of the Risk Management Committee, Assets & Liability Committee, IT Steering Committee, and Credit Policy Committee. The Board of Directors also has the authority to establish other Exco according to the needs of the Bank.

POSITION OF EXECUTIVE COMMITTEES (EXCO) IN THE BANK STRUCTURE

Exco are directly responsible to the Board of Directors, as illustrated in the corporate governance structure of committees in the Risk Management Chapter of this Annual Report.

RISK MANAGEMENT COMMITTEE (RMC)

MAIN FUNCTION AND AUTHORITY

RMC has the main function and authority to provide recommendations to the President Director in formulating and improving policies, evaluating the update and condition of risk profiles, as well as providing recommendations and remedial measures.

STRUCTURE AND MEMBERSHIP

Members of RMC should be at least 2/3 (two-thirds) of the total Board of Directors members, plus appointed Executive Officers one level below the Board of Directors. The RMC’s membership structure is determined by the RMC’s Terms of Reference (TOR), which are the same or recognized as the assignments of the Chairman, Deputy Chairman, and Committee Members as below.

RMC MEMBERSHIP STRUCTURE

Chairman : President Director
Vice Chairman 1 : Risk Management Director
Vice Chairman 2 : Strategy, Finance & SPAPM Director

Members:

1. Operations & Information Technology Director
2. Treasury & Capital Market Director
3. Consumer Banking Director
4. Compliance, Corporate Affairs & Legal Director
5. Sharia Banking Director
6. Business Banking Director
7. Human Resources Director
8. Chief Special Asset Officer
9. Chief Audit Executive
10. Chief of Network & Digital Banking

Secretary:

Sharia Risk Management Senior Specialist

The profiles of RMC members are presented in the Profiles of Board of Directors and Senior Executives in the Company Profile Chapter of this Annual Report.

DUTIES AND RESPONSIBILITIES

1. Formulate and recommend policies and frameworks for risk management, including the Bank’s risk management strategy and Risk Appetite Statement (RAS).
2. Review the risk exposures and risk management implementation in the Bank and its subsidiaries, both periodically and incidentally, as a result of changes in the external and internal conditions of the Bank.
3. Approve the risk profile report, stress testing report, and scenarios including their mitigation plan.
4. Approve the specific policy on risk management that is not covered by the other Exco.
5. Review and analyze the capital adequacy of the Bank and its subsidiaries.
6. Approve the limit/Management Action Trigger (MAT) portfolio, such as the sector limit, house limit, VaR limit, Consumer Banking ELR, and others.
7. Evaluate and approve the treasury trading risk limit, the excession limit of trading, changes in the measurement of market risk, and the credit risk factor for treasury products.
8. Approve the risk model with respect to the capital adequacy, reserve, and other business uses (if necessary), including the validation model result.

MEETINGS, QUORUMS, AND RESOLUTIONS

1. Meeting members consist of the Board of Directors and Chiefs who are currently serving actively.
2. A meeting is declared to have a quorum if it is attended by at least 2/3 (two thirds) of the total members of the Committee, one of them being the Chairman or Vice Chairman of the Committee.
3. In the event that the Chairman is absent, the Vice Chairman will lead the meeting.
4. In the event that the both the Chairman and Vice Chairman are absent, then the members of the meeting will agree that one of the Board of Directors will be the Chairman of the meeting.
5. The use of alternates is permitted for the Director (according to applicable regulations).
6. All members have voting rights.
7. The Director who acts as an Alternate has 1 (one) voting right for himself or herself and 1 (one) voting right for the Director he or she represents.

8. A meeting decision is declared a quorum if it is approved by at least 2/3 (two thirds) of the members present, one of them is the Chairman or Vice Chairman of the Committee.

2023 WORK PROGRAM REALIZATIONS

1. Review the RAS indicators by looking at their relevance to the business characteristics and risks faced.
2. Decide on portfolio limits and risk appetite for products that follow market developments such as KPR, channeling financing through Fintech, and others.
3. By paying attention to post-pandemic economic developments, RMC decided to change the appetite for the Bank's risk exposure, such as sector appetite and sector limits for several industrial sectors and securities portfolios.
4. Decide on portfolio limits for financing the community.

2024 WORK PLAN

1. Approve, recommend, and evaluate policies related to risk management.
2. Approve and evaluate risk limits and risk appetite.
3. Increase the role of the committee in reviewing the implementation of the best risk management strategy.
4. Increase the effectiveness of meetings by focusing on key risk issues.
5. Fulfill regulatory regulations regarding risk management.

CERTIFICATIONS

Membership to the RMC does not require any certain certification.

ASSET & LIABILITY COMMITTEE (ALCO)

MAIN FUNCTION AND AUTHORITY

ALCO is a supporting committee of the Board of Directors tasked with analyzing and evaluating asset and liability management, as well as making related decisions through the formulation of policies, strategies, and targets to manage the Bank's assets and liabilities in an integrated manner. ALCO also oversees the Sharia Pricing Committee ("Sharia PC"). Sharia PC has the authority to make decisions, particularly those relating to the level of gross yield distribution, which will be reported on a regular basis at ALCO meetings.

STRUCTURE AND MEMBERSHIP

ALCO members consist of at least 2/3 (two thirds) of the total members of the Board of Directors, plus Executive Officers one level below the appointed Directors, in accordance with the Bank's Board of Directors Charter. ALCO's membership structure consists of (including the Sharia PC membership structure), which also constitutes or is recognized as the assignment of the Chairman, Vice Chairman and Members of the Committee, as mentioned below.

ALCO MEMBERSHIP STRUCTURE

Chairman : President Director
 Vice Chairman 1 : Strategy, Finance & SPAPM Director
 Vice Chairman 2 : Treasury & Capital Markets Director

Member:

1. Risk Management Director
2. Business Banking Director
3. Consumer Banking Director
4. Sharia Banking Director

Secretary:

Head of Capital & Balance Sheet Management

Sharia PC Membership Structure

Chairman : Sharia Banking Director
 Vice Chairman 1 : Strategy, Finance & SPAPM Director
 Vice Chairman 2 : Treasury & Capital Markets Director

Member:

1. Head of Sharia Business Banking
2. Head of Sharia Consumer
3. Head of Sharia RCU & Business Process
4. Head of Advisory & Legal - Sharia
5. Head of Sharia Strategy, Performance, Reporting, Analytics & Transformation

The profiles of ALCO members are presented in the Profiles of Board of Directors and Senior Executives in the Company Profile Chapter of this Annual Report.

DUTIES AND RESPONSIBILITIES

1. Balance Sheet and Net Interest Income (NII)
 - a. Review and analyze the Bank's balance sheet based on business, composition of assets and liabilities, currency, growth, income, and margin.
 - b. Examining variations that arise between plans and actual balance sheets and how this impacts funding and loans, balance sheet ratios, and whether the Bank remains within Risk Appetite limits.
 - c. Review Net Interest Income (NII) and Net Interest Margin (NIM) trends, including projections and variations with NIM plans, and detail actions that must be taken.
 - d. Examining the impact on NII under Base Case conditions and also under Stressed Economic Scenarios.
 - e. Review and ensure that the Fund Transfer Pricing (FTP) framework is appropriate and functions as a bridge between business lines in designing and implementing FTP, as well as prioritizing consistency in the Bank's performance.



- f. Review and approve pricing that requires regulatory approval as well as pricing for new and existing products so that they are in line with the Bank's strategic and business objectives through quorum requirements.
2. Contingency Funding Plans
 - a. Reviewing the Contingency Funding Plan (CFP) as an operational business plan and measuring the capacity of the business plan to ensure that the management actions to be taken are realistic; and
 - b. Ensure that Early Warning Indicators are relevant to current conditions.
3. Capital & Balance Sheet Management
 - a. Reviewing the Capital & Balance Sheet Management framework and policies to ensure that the framework and policies are in accordance with the current and future size and complexity of CIMB Niaga's operations;
 - b. Uphold consistent implementation of practices and policies at the Bank;
 - c. Approve Management Action Trigger (MAT)/liquidity and interest rate risk limits in the Banking Book;
 - d. Determine, supervise, and review the hedging strategy of entities under CIMB Niaga;
 - e. Review and ensure that the Bank's risk profile is still within the limits set in the MAT/liquidity risk limits and interest rate risk in the Banking Book, including reviewing the results of internal stress tests and regulations in all currencies and material banking entities under CIMB Niaga;
 - f. Review and approve ALM risk parameter models and validation models; and
 - g. Identify and study funding and liquidity needs, and take appropriate steps for certain liquidity and funding conditions.
4. Sharia PC
 - a. Determine Gross Yield for the current month and ensure Gross Yield is in accordance with Sharia Compliance.
 - b. Set or change the ratio level if necessary.
 - c. Determine the amount charged or reserved for Profit Equalization, based on Sharia principles.
 - d. Determine the number of grants (if any) to be awarded.
 - e. Carry out activities that have been delegated by ALCO from time to time.

MEETINGS, QUORUM AND DECISION MAKING

ALCO

1. Meetings are held a minimum of 12 (twelve) times a year.
2. The quorum for holding a meeting is attended by a minimum of 2/3 (two thirds) of the number of members of the Board of Directors.
3. The quorum for decision making is approved by a minimum of 2/3 (two thirds) of the number of members of the Board of Directors present at the meeting.
4. The attendance quorum and meeting decisions are delegated to at least 2 (two) of the 3 (three) members of the Board of Directors as follows:
 - Chairman : President Director
 - Vice Chairman 1: Strategy, Finance & SPAPM Director
 - Vice Chairman 2: Treasury & Capital Markets Director

Sharia PC

1. The quorum for holding a meeting is attended by a minimum of 1/2n+1 or a minimum of 1 (one) Sharia PC members consisting of the Chairman or Vice Chairman.
2. In circumstances where the PC Sharia member is unable to attend, the member can be replaced by a substitute appointed by the Sharia PC member.
3. Meeting decisions can be taken when the quorum for holding the meeting is met.

2023 WORK PROGRAM REALIZATION

1. Continue initiatives to accelerate lending for resilient sectors and products.
2. Ensure that the Bank's liquidity level is always at an optimum level amidst increasing competition between banks while maintaining efficient funding costs and ensuring the availability of other funding alternatives.
3. Adjust the internal fund transfer pricing model to ensure that pricing signaling is transmitted to all Bank business units and is in line with changes in market interest rates.
4. Optimizing the balance sheet by adjusting the cost of funds and loans, especially in conditions of market interest rates, which are currently on an increasing trend and uncertainty in the global economy.
5. Provide stable and diversified funding for Sharia business units and ensure readiness for spin-offs in accordance with Regulatory provisions.

2024 WORK PLAN

1. Continuing the strategy to obtain low cost funding from current accounts and savings through new initiatives and programs.
2. Ensure the transmission of interest rates, especially for loans with floating interest rates and new loans and ensure that interest rate risk in the banking book is managed properly in line with expectations of

- movements in domestic and foreign interest rates.
3. Adjust the internal fund transfer pricing model to ensure that pricing signaling is transmitted to all Bank business units and is in line with changes in market interest rates.
 4. Ensure that the Bank's liquidity level is always at an optimum level by ensuring the growth of third-party funds including the growth of other balance sheet components in accordance with the business plan and the provisions of applicable regulators.
 5. Ensure stable and diversified funding for Sharia business units, and continue to prepare spin-off plans in accordance with Regulatory provisions.

CERTIFICATION

ALCO membership does not require any certain certification.

INFORMATION TECHNOLOGY STEERING COMMITTEE (ITSC)

MAIN FUNCTIONS AND AUTHORITY

ITSC carries out the main function and authority to provide recommendations to the Board of Directors regarding strategic plans, policies, development, and implementation of the Bank's information technology.

STRUCTURE AND MEMBERSHIP

In line with the Board of Directors' Charter, ITSC members constitute a minimum of 2/3 (two thirds) of the total number of members of the Board of Directors, plus Executive Officers one level below the appointed Board of Directors. The ITSC membership structure consists of, which also constitutes or is recognized as the assignment of the Chairman, Vice Chairman and Members of the Committee, as mentioned below.

The ITSC Membership Structure has been adapted to OJK Regulation No. 11/POJK.03/2022 concerning the Implementation of Information Technology by Commercial Banks.

ITSC MEMBERSHIP STRUCTURE

Chairman : President Director
 Vice Chairman 1 : Operations & Information Technology Director
 Vice Chairman 2 : Strategy, Finance & SPAPM Director

Member:

1. Risk Management Director
2. Consumer Banking Director
3. Treasury & Capital Markets Director
4. Sharia Banking Director
5. Business Banking Director
6. Compliance, Corporate Affairs & Legal Director
7. Human Resources Director
8. Chief Audit Executive
9. Chief of Network & Digital Banking
10. Head of Information Technology (concurrently Secretary)
11. Head of Cyber Security

The profiles of ITSC members are presented in the Profiles of the Board of Directors and Senior Executives in the Company Profile Chapter of this Annual Report.

DUTIES AND RESPONSIBILITIES

ITSC's duties and responsibilities are to provide recommendations related to:

1. IT strategic plan that is in line with the Bank's corporate plan.
2. IT policies, standards and procedures.
3. Conformity between IT development plans and IT strategic plans.
4. Conformity between the implementation of IT development and the IT development plan.
5. Evaluation of the effectiveness of IT costs towards achieving planned benefits.
6. Monitoring IT performance and efforts to improve IT performance.
7. Efforts to resolve various IT-related problems that cannot be resolved by IT user and operator work units effectively, efficiently and on time.
8. Adequacy and allocation of IT-related resources owned by the Bank.
9. A Cybersecurity Strategic Plan that is in line with the Bank's risk appetite, and is followed by a comprehensive work plan in technology operations and risk management.

MEETINGS, QUORUM AND DECISION MAKING

1. Meetings must be held at least 4 (four) times a year.
2. The meeting attendance quorum is attended by more than 2/3 (two thirds) of the total number of members of the Board of Directors.
3. The quorum for meeting decisions is approved by more than 2/3 (two thirds) of the number of members of the Board of Directors present.

2023 WORK PROGRAM REALIZATION

1. Determine the IT Strategic Plan 2024-2025.
2. Determine the formulation of main IT policies, standards and procedures.
3. Determine IT projects for the 2023 financial year.
4. Carry out routine monitoring of the development status of Information Technology projects for the 2023 financial year.
5. Determine the suitability of IT with the needs of the Bank's management information system and business activities.
6. Review/monitor IT budget usage and capital expenditure.
7. Monitor IT service efficiency.
8. Monitor and provide direction on IT problems.
9. Analyze the Bank's IT resources.
10. Determine recommendations for a Cyber Security Strategic Plan for monitoring cyber security incidents on the Bank's systems.



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2024 WORK PLAN

1. Recommendations for the 2024-2025 IT Strategic Plan.
2. Recommendations for the formulation of key IT policies, standards and procedures.
3. Recommendations for budget formulation for IT projects for the 2024 financial year along with project priorities in accordance with the IT strategic plan.
4. Recommendations for implementing IT projects.
5. Recommendations for suitability of IT with management information system needs and Bank business activities.
6. Review/monitor the use of the IT budget and capital expenditure.
7. Monitoring IT service efficiency.
8. Monitoring IT problems.
9. Recommendations for analysis of the Bank's IT resources.
10. Recommendations for a Cyber Security Strategic Plan for monitoring cyber security incidents against the Bank's systems.

CERTIFICATION

ITSC membership does not require any certain certification.

CREDIT POLICY COMMITTEE (CPC)

MAIN FUNCTIONS AND AUTHORITY

CPC assists the Board of Directors in formulating credit policies as well as providing suggestions for improvements related to credit policies. CPC also functions to ensure compliance with the principles of corporate governance in the field of credit policy for the benefit of the Bank and its stakeholders.

STRUCTURE AND MEMBERSHIP

CPC members consist of at least 2/3 (two thirds) of the total members of the Board of Directors, plus Executive Officers one level below the appointed Directors. The CPC Membership Structure has been adapted to POJK No.42/POJK.03/2017 concerning Obligations for Preparing and Implementing Credit or Bank Financing Policies for Commercial Banks. The CPC membership structure consists of the Chairman, Vice Chairman and Members of the Committee, as mentioned below.

CPC MEMBERSHIP STRUCTURE

Chairman : President Director
 Vice Chairman 1 : Risk Management Director
 Vice Chairman 2 : Consumer Banking Director

Member:

1. Treasury & Capital Markets Director
2. Operations & Information Technology Director
3. Compliance, Corporate Affairs & Legal Director
4. Strategy, Finance & SPAPM Director

5. Sharia Banking Director
6. Business Banking Director
7. Human Resources Director
8. Chief Special Asset Officer
9. Chief Audit Executive

Secretary:

Head of Non-Retail Credit Policy and Assurance Testing.

The profiles of CPC members are presented in the Profiles of Directors and Senior Executives in the Company Profile Chapter of this Annual Report.

DUTIES AND RESPONSIBILITIES

1. Determine the direction of credit policy (including risk acceptance criteria, process and credit approval), in line with the Bank's risk appetite to encourage credit growth with good quality while still considering prudential banking practices.
2. Establish and ensure consistency:
 - a. Bank compliance with credit management policies and applicable regulations, especially those governing significant risk exposures;
 - b. Approval of the Bank's credit management policies and strategies; And
 - c. Supervision of credit policy implementation.
3. Approve the criteria for selecting Bank's Senior Executive as members of the Credit Committee.

MEETINGS, QUORUM AND DECISION MAKING

1. Meetings are held a minimum of 10 (ten) times a year.
2. A meeting is valid and has the right to make binding decisions if attended and/or represented by more than 2/3 (two thirds) of the total number of members provided that it must include at least more than 2/3 (two thirds) of the members of the Board of Directors.
3. Meeting decisions must be taken based on deliberation to reach consensus.
4. In the event that a decision based on deliberation to reach consensus is not reached, then the decision is taken by voting based on the affirmative votes of more than 2/3 (two thirds) of the total number of members present, provided that it must include more than 2/3 (two thirds) affirmative votes from members of the Board of Directors.

2023 WORK PROGRAM REALIZATION

Update and adjustment of Credit Policy (conventional and sharia):

A. Commercial Credit Terms

Revamp, adjustments and updates to credit policies include:

1. Policies related to Determining Asset Quality in accordance with OJK Regulation No. 19 of 2022 concerning Special Treatment for Financial Services Institutions (including Banks) in Certain Regions and Sectors in Indonesia that are Affected by Disasters.

2. Policies related to Handling Non-Performing Loans regarding:
 - a. Handling of COVID-19 is in accordance with KDK No.34/KDK.03/2022 regarding the Determination of the Sector for Providing Accommodation and Providing Food and Drink, the Textile and Textile Products and Footwear Sector, the Micro, Small and Medium Business Segment, and the Province of Bali as a Sector and Regions That Require Special Treatment for Bank Loan or Financing & OJK Press Release No.85-DHMS-OJK-XI-2022 regarding Targeted and Sectoral Loan and Financing Restructuring Policy to Address the Continued Impact of the COVID-19 Pandemic.
 - b. Temporary Capital Investment is in accordance with POJK No.22 of 2022 concerning Capital Investment Activities by Commercial Banks.
3. Policies related to Providing Loan regarding:
 - a. Revocation of restrictions on granting loan for land acquisition in accordance with POJK No. 27 of 2022, second amendment to POJK No. 11/POJK.03/2016 concerning Minimum Capital Requirements for Commercial Banks.
 - b. Country Risk and Transfer Risk are in accordance with POJK No. 17 of 2023 concerning the Implementation of Governance for Commercial Banks on the implementation of bank risk management which includes Country Risk and Transfer Risk.
4. Regular updating of other provisions related to Credit Programs, Credit Concentration, Appetite Sector, Credit Organization & Authority, Commercial Credit Facilities, Internal Credit Rating (ICR), Credit Collateral, Credit Documents, Appointment of Third Parties Related to Credit (Private Auctioneers, Legal Advisors, and Public Accounting Firms).

B. Treasury Provisions

- Revamp, adjustments and updates to credit policies include:
1. Revamp in the counterparty Policy.
 2. Revamp in Delegated of Authority for Treasury Good Fund Transactions at Deal Date (No Lines).
 3. ISDA Policy Revamp.

C. Approval Authority

- Revamps, adjustments and policy updates include:
1. Proposed Revamp in Decision Authority regarding Sustainable Financing (SF) Deviations.
 2. Revamp in the Non-Retail TOR related to the Expansion of the Coverage Authority of the Non-Performing Loan Credit Committee (NPLCC).
 3. Revamp in Financial Institution Terms of Reference.

4. Revamp to the TOR and Membership Notification of Special Asset Management Committee (SAMC).

D. Provisions Related to Transaction Banking

Revamp, adjustments and policy updates include:

1. Trade Finance Product Policy regarding Pre-Shipment Financing, and other changes including sub-chapters: Anti-Money Laundering, Insurance Provisions on Sight & Usance L/C / SKBDN Issuance, Glossary of Terms & Definitions, Bank Guarantee, Negotiation/Discount on Export Bills (NWE/DWE), and Sub-chapter Update Notification: Trust Receipt (TR), Correspondent Bank Bill Discounting (CBBDD), Shipping Guarantee, Risk Participation, Forfaiting, PTK Trade AP, PTK Trade AR, and Aval.
2. Notification of Trade Finance iB Product Policy.
3. Lending Model Value Chain-As Per Amendment to KKK – Credit Program.

E. Provisions related to Emerging Business Banking (EBB) and Consumer

In 2023, there were policy adjustments for Consumer Credit products and the EBB Segment to external policies issued by regulators, government regulations and business strategies in accordance with the risk levels defined by the company.

2024 WORK PLAN

1. Evaluate and update credit policies/strategies to reflect current conditions and regulations in force, including adjustments to macroeconomic conditions, regulatory regulations, and bank risk appetite. This ensures good credit growth while remaining prudent.
2. Approve the proposed credit policy and/or revamp as proposed in point 1 above.
3. Supervise and ensure that the implementation of credit policies is in accordance with applicable internal and external regulations.

CERTIFICATION

CPC membership does not require any certain certification.

LEGAL BASIS OF APPOINTMENT, TERM OF OFFICE & WORK GUIDELINES OF THE EXECUTIVE COMMITTEE (EXCO)

The legal basis for the appointment and term of office of all Exco members is stipulated in the respective Terms of Reference (TOR) which also constitute the work guidelines for each Exco.



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MECHANISM FOR APPOINTMENT AND DISMISSAL OF EXCO CHAIRMAN

The EXCO Chairman is appointed and dismissed by the Bank's Board of Directors.

EXCO STATEMENT OF INDEPENDENCE

All Exco member declares that they have fulfilled all independence criteria, are able to carry out their duties independently, uphold the interests of the Bank and cannot be influenced by any party.

EXCO MEMBERS TRAINING

In 2023, Exco member training is presented in the Bank's training data in the Company Profile Chapter of this Annual Report.

FREQUENCY AND ATTENDANCE RATE OF BOARD OF DIRECTORS AT THE EXECUTIVE COMMITTEE (EXCO) MEETINGS IN 2023

Name	Frequency and Attendance Rate			
	RMC	ALCO	ITSC	CPC
Lani Darmawan	11/12 (92%)	13/14 (93%)	4/4 (100%)	11/12 (92%)
Lee Kai Kwong	11/12 (92%)	12/14 (86%)	3/4 (75%)	11/12 (92%)
John Simon	11/12 (92%)	12/14 (86%)	4/4 (100%)	11/12 (92%)
Fransiska Oei	11/12 (92%)	-	3/4 (75%)	11/12 (92%)
Pandji P. Djajanegara	10/12 (83%)	12/14 (86%)	3/4 (75%)	11/12 (92%)
Tjioe Mei Tjuen	11/12 (92%)	-	4/4 (100%)	12/12 (100%)
Henky Sulistyio	11/12 (92%)	14/14 (100%)	4/4 (100%)	12/12 (100%)
Joni Raini	12/12 (100%)	-	4/4 (100%)	12/12 (100%)
Rusly Johannes	11/12 (92%)	13/14 (93%)	4/4 (100%)	11/12 (92%)
Noviady Wahyudi	11/12 (92%)	11/14 (79%)	4/4 (100%)	12/12 (100%)

In addition to the four Exco, CIMB Niaga also has a Special Committee (Speco), which is established by the respective Director and is optional and based on the Bank's needs. These committees include the Operational Risk Committee (ORC), Executive Credit Committee (ECC), Non-Performing Loan Credit Committee (NPLCC), Asset Quality Committee (AQC), and Customer Experience Committee (CXC).

Speco members consist of 1 (one) Director in charge and other related Directors (if necessary), as well as several Executive Officers determined at the Speco meeting. The delegation of duties and responsibilities for each Speco is regulated in the Terms of Reference (ToR) of the respective committee.