



Achieving Excellent Performance through Synergy and Collaboration



Achieving Excellent Performance through Synergy and Collaboration

2024 Annual Report

bank**jatim**

PT Bank Pembangunan Daerah Jawa Timur Tbk (Bank Jatim) is taking significant steps to further strengthen its Bank Business Group (KUB) at the end of 2024. Moreover, as part of a strategic step, Bank Jatim is currently in the process of becoming a holding company for 5 (five) BPDs through KUB, such as Bank NTB Syariah, Bank Lampung, Bank NTT, Bank Banten, and Bank Sultra. Bank Jatim and the 5 (five) BPDs will build a broader and more flexible banking ecosystem and strengthen a more solid financial foundation to support regional and national economic growth in order to achieve Bank Jatim's vision as BPD No.1 in Indonesia. With this achievement, Bank Jatim has not only improved its financial performance, but also made a real contribution to advance the regional economy and banking sector in Indonesia.

In addition to synergy, Bank Jatim also collaborates with the central and regional governments in supporting strategic programs and projects for regional economic development. Bank Jatim has driven business achievement performance by supporting the implementation of the East Java Provincial Government program and national strategic projects in East Java Province. Bank Jatim also cooperates with several Ministries and Government Institutions. Through this synergy and collaboration, Bank Jatim has had a positive impact on the regional economy and in particular, has been able to expand its service network in various regions, increase its ability to provide financing to productive sectors, and support the development of MSMEs.

Theme Continuity

2023 Building Growth through Business Strengthening

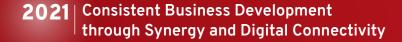


In building the sustainable growth of PT Bank Pembangunan Daerah Jawa Timur Tbk. (Bank Jatim), Bank Jatim always strives to improve the capabilities of all organs in carrying out their business activities. This was implemented by increasing business growth, technological innovation, and efficiency. The Bank's focus on achieving sustainable business growth was by implementing various strategies, including changing business models, repositioning networks, changing organizational structures, improving human resource (HR) management, and increasing cyber security. Bank Jatim's transformation program has been able to produce targeted performance as demonstrated by an increase in the Bank's profits and assets.

2022 Modernizing The Service to Increase Business Growth



Innovations and investments made by PT Bank Pembangunan Daerah Jawa Timur Tbk (Bank Jatim) by developing JConnect as a Digital Banking Branding in 2021 was implemented in 2022. JConnect applications that had been developed include JConnect Sipandai, JConnect EKMG, JConnect Eloan, JConnect Mobile Banking and Jconnect Internet Banking. These various applications provided service convenience for the community which in turn had a significant positive impact on business growth in 2022.



Change or serv Pemba to rems situatic service of Ban ease of Digital conner C

Changes in the marketplace and society require banks to change towards digital banking, or services that are run with the support of Information Technology. Until 2021, PT Bank Pembangunan Daerah Jawa Timur Tbk. had been innovating and investing in technology to remain competitive in the era of the industrial revolution 4.0, especially in the current situation of the COVID-19 pandemic and the new normal. This was intended to facilitate service to customers, optimize business processes and strengthen IT Security. As a form of Bank Jatim's commitment to provide banking services availability, innovation, and ease of access for customers and the public, Bank Jatim proudly presented "JConnect", a Digital Banking Branding reflecting Bank Jatim's digital transformation with the spirit of connecting all needs and easy access to services banking.

JConnect was also able to increase the effectiveness of Bank Jatim's synergy with various partners through digitalbased applications, namely with various Bank Jatim merchants used by educational institutions, local governments, social assistance and hospitals as well as with various digital ecosystems in Indonesia.

The synergies and digital connectivity encouraged the implementation of consistent business development. During the current COVID-19 pandemic, digital banking transactions experienced a significant increase. People preferred to do banking transactions through their respective gadgets, without having to come to the bank service office, and it could be done anytime and anywhere in real time online.

2020 Facing Challenges, Creating Opportunities



2020 became a tough challenge for the world. The outbreak of COVID-19 affected global economic conditions as a result of outbreak control policies through restrictions on the movement of people and goods implemented by various countries. In line with the global economy, the dynamics of the national economy throughout 2020 were also affected by the COVID-19 pandemic. Banking industry activity throughout 2020 was classified as quite restrained due to weak demand for loan as reflected in the slower performance of loan growth in the banking sector compared to the previous year, although deposits grew significantly compared to the previous year. This led to a lower bank intermediation performance compared to the previous period.

Various global and national economic conditions as well as the banking industry had become a challenge for PT Bank Pembangunan Daerah Jawa Timur Tbk. to optimize the strength they owned. The resilience and relatively high capital adequacy of the Bank as well as the ownership of a captive market and accessibility of government spending in East Java Province was able to capture various opportunities that existed. These various opportunities included the large market share of Bank Jatim, especially civil servants, the high population of millennials as internet and e-commerce users, and the development of supporting infrastructure for economic development in East Java Province which was still the main focus. Optimizing the Company's strengths had been able to produce the targeted performance. In 2020, the Company was able to increase profits and assets amidst challenging conditions throughout 2020.

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Performance-Based Long-Term

Compensation Policy



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Overview of

The Company

Products and Services

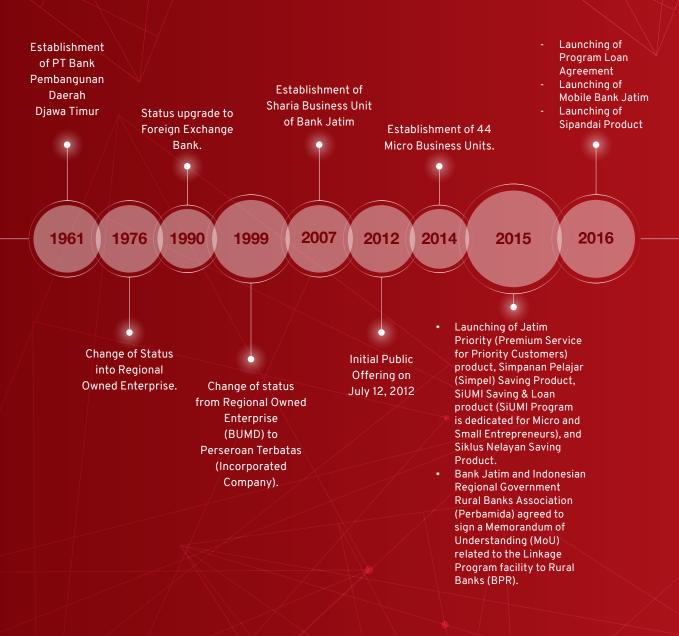




August 17, 1961



Milestones



- Launching of Smart ID Card program for Civil State Apparatus together with Sumenep Regency Government
- Launching of Revolving Fund Loans (Hulu Hilir Agromaritim Loans for Maritime and Fisheries Sector)
- Launching of Remittance Transaction
- Launching of Virtual Account

- Launching of the Jatim Code QRIS (Quick Response Code Indonesian Standard) as the development of Mobile Banking payment features;
- Launching of loan products to BUMDES (Village Owned Enterprises) which is an integral part of the East Java Micro Loan;
- Bank Jatim won various awards, including Top of The Top BUMD 2020 and The Most Profitable Regional Bank.
- Launching of the JConnect Invest application with the initial offering of product SBR011 with a total offering of 4 retail SBN series throughout 2022
- Launching of JConnect Remittance, a remittance transaction from Malaysia through a channel (Agent or application) belonging to Bank Jatim's partners, namely MTA – Merchantrade Asia.



- Opening of Batam Branch;
- Launching of New Products, including:
 - Yuan Remittance
 - Giro Plus
 - Jatim Indag Card
 - Smile Premium Link
 - Jempol Link (Bancassurance in cooperation with PT Asuransi Jiwa Sinarmas MSIG Life.)

- Inauguration and Iaunching of BJTM Connect
- Launching of jatimcode (payment feature for Bank Jatim Mobile Banking through QR Code scan)
- Launching of e-Form Loan Portal
- Bank Jatim and UINSA jointly broke a MURI record in mass academic community's activation of 5,000 securities accounts
- Cooperation with GoPay and Grab
 Female Volleyball Team achieved hattrick and emerged Champion of Livoli of Main Division.

- Launching of Priority E-Jatim.
- Continuous digital banking development through J-Connect



Expansion of Tax
Payment Services
through the
marketplace.



Our Best

Contribution



Extensive Banking Ecosystem



Bank Jatim recorded a new milestone by successfully becoming the largest Regional Development Bank (BPD) in Indonesia in the Bank Business Group (KUB), which was not only a reflection of Bank Jatim's hard work and commitment, but also a real evidence of the trust that was continuously given by customers, investors, and the people of East Java. As part of a strategic step, Bank Jatim is currently in the process of becoming a holding company for 5 (five) BPDs through KUB, such as Bank NTB Syariah, Bank Lampung, Bank NTT, Bank Banten, and Bank Sultra.

Through KUB, Bank Jatim invited the 5 (five) BPDs to work together in synergy, collaboration, and grow together to build Indonesia. Specifically, the synergy of KUB Bank Jatim included aspects of capital, business and financial aspects, and other supporting aspects. The trust in cooperation with the 5 (five) BPDs further strengthened the positioning that Bank Jatim had adequate capacity and capability from a fundamental perspective. Collectively, Bank Jatim and the 5 (five) BPDs build a broader and more flexible banking ecosystem and strengthen a more solid financial foundation to support regional and national economic growth in order to achieve Bank Jatim's vision as BPD No. 1 in Indonesia.



Collaboration and Synergy with Various Parties

Bank Jatim continuously contributed to regional economic development through synergy with the central and regional governments in supporting strategic programs and projects for regional economic development. Bank Jatim had driven business achievement performance by supporting the implementation of East Java Provincial Government programs and national strategic projects in East Java Province. In addition to support East Java Provincial Government programs, Bank Jatim also strengthened synergy with several Ministries and Governmental Agencies, including the Ministry of Trade in terms of export development, the Coordinating Ministry for Economic Affairs in order to increase production and productivity of horticultural commodities, the Ministry of Housing and Settlement Areas in terms of the FLPP KPR Sejahtera Program and the 2025 Tapera Financing. Bank Jatim also synergized with the Directorate General of Agricultural Infrastructure and Facilities of the Ministry of Agriculture in order to support the National Food Self-Sufficiency Program, the East Java Regional Police (Polda) regarding synergy and institutional partnerships in the banking sector and financial services, BPJS Employment to support the National Movement of Vulnerable Workforce Care (GN Lingkaran) program.

In addition, Bank Jatim had also collaborated with various parties including, Sepuluh Nopember Institute of Technology (ITS), University of Surabaya (UBAYA), State University of Malang, Narotama University, Hayam Wuruk Perbanas University, Sebelas Maret University (UNS) Surakarta, Lirboyo Islamic Boarding School in terms of education, research, community service, improvement and empowerment of human resources, and financial services. Moreover, it collaborated with the Association of Indonesian Export Companies (GPEI) to encourage MSME Products to Go International and be ready for export, the Muhammadiyah Regional Leadership (PW) of East Java regarding Financial Services, the Indonesian Migrant Workers Protection Agency (BP2MI) regarding the Utilization and Exchange of People's Business Loans (KUR) Data for the Placement of Indonesian Migrant Workers (PMI), Dr. Soetomo Hospital Surabaya regarding Financial Services in the Framework of Financial Transaction Services through Soetomo Digipay and Simpra Dr. Soetomo Hospital, the Indonesian Waqf Board in strengthening waqf in Indonesia.

Capital Adequacy Ratio Relatively High



Capital Adequacy Ratio (CAR) for 5 (five) consecutive years has been at a safe level, which was around 21%. The CAR ratio level of Bank Jatim shows that the bank's capital structure has the capability to offset market risk, credit risk and operational risk where the ratio is higher than the minimum adequacy ratio of BI/OJK and the Bank's capital structure has complied with the BI/OJK Regulation of 14%. This shows that the Bank has managed the Bank's capital well and has sufficient capital to protect against solvency risk.



Trade Connect Summit 2024



As an effort to support East Java MSMEs to upgrade and penetrate overseas markets, Bank Jatim officially held the Trade Connect Summit 2024 for the first time dated October 14, 2024 - October 15, 2024, at Balai Pemuda Surabaya. The Trade Connect Summit 2024, initiated by Bank Jatim and in collaboration with the Ministry of Trade of the Republic of Indonesia and the Surabaya Export Center, was one of the company's efforts to develop MSME businesses and improve the nation's economy. This activity was attended by 41 booths of MSMEs fostered by Bank Jatim that had an export orientation. In addition, there were also service booths from agencies related to export activities, such as the East Java Trade and Industry Office, the East Java Animal Fish and Plant Quarantine Office, the East Java Forestry Service, and several other regional apparatuses in East Java.

This activity was expected to produce new exporters from among MSMEs. In addition to provide comprehensive education about the world of exports and effective marketing channels, this activity was also part of Bank Jatim's commitment to increase the knowledge and readiness of MSMEs in entering the world of exports. The purpose of this program was for MSMEs to optimize their local products and compete in the global market. Additionally, there were other interesting activities presented in this event, starting from exhibitions, business matching to business talk shows.

Meanwhile, the Ministry of Trade and Bank Jatim synergized and utilized resource capabilities in implementing the development of export-oriented SMEs. In its implementation, this cooperation agreement covered various activities, including through the dissemination of export information, strengthening databases, increasing product competitiveness, increasing market access, providing business infrastructure, utilizing overseas trade representatives, and facilitating promotions.

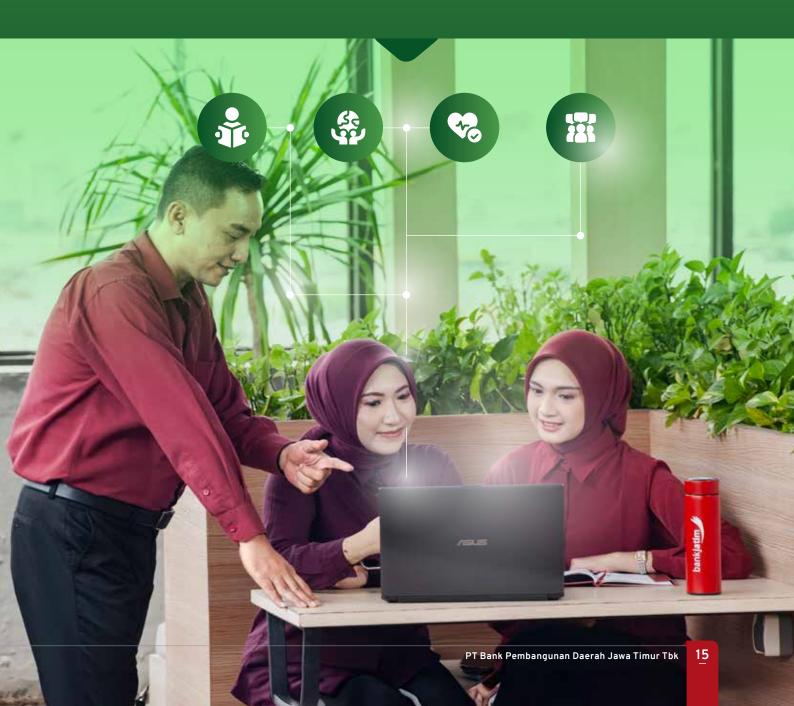
Launching of Cash WAQF Linked Deposit (CWLD)



Bak Jatim's Sharia Business Unit (UUS) continuously committed to support the development of the sharia economy in Indonesia, especially East Java. This was proven by the successful launch of Cash Waqf Linked Deposit (CWLD). Then, Bank Jatim's UUS became the first party to launch CWLD in UUS and BPD Sharia Commercial Banks in the country. The CWLD program, which had been launched for the first time in UUS and BPD Sharia Commercial Banks in Indonesia, was a significant initial step to strengthen the role of sharia banking in developing waqf instruments that could provide broad benefits. By collaborating with Nadzir (waqf asset manager) of the Indonesian Waqf Movement Foundation and Nadzir of the Indonesian Waqf House, Bank Jatim's UUS presented a solution that did not only provide financial benefits for waqifs, but also serve significant social impacts for the community.

Bank Jatim's Commitment to TJSL

The Bank's commitment to participate in sustainable economic development and not only focus on business was realized through the TJSL program. The implementation of the TJSL program through the Bank Jatim's Peduli Program focused on 4 (four) areas of activity, such as Education, Culture, Health, and Other Social. The TJSL program that had been implemented by Bank Jatim was the Bank's effort to support for the Sustainable Development Goals (SDGs). Over the past 3 (three) years, Bank Jatim had distributed funds as of IDR 52,721,359,820, which were divided into 4 (four) areas of CSR distribution, such as Education, Health, Culture and Other Social Aspects. Then, in 2024, Bank Jatim distributed funds the bankjatim Peduli Program, which had realized funds as of IDR 16,945,898,820.









bank**jatim**





Sharia Third-Party Funds

2024

IDR2.93 trillion

increase



12.48%

compared to 2023



Sharia Financing

2024

IDR2_67 trillion

increase



21.85%

compared to 2023



Net Sharia Interest Income

2024

IDR 5.73 trillion

increase



13.58%

compared to 2023

Summary of Financial Overview

Financial Summary and Financial Ratios

Tabel of Financial Highlights

(in IDR millions)

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|-------------|-------------|-------------|-------------|-------------|
| CONSOLIDATED STATEMENT OF FINANCIAL POSITION | | | | l | |
| ASSET | | | | | |
| Cash | 2,867,479 | 2,652,775 | 1,988,262 | 2,023,077 | 2,511,548 |
| Current account with Bank Indonesia | 5,584,147 | 7,971,412 | 10,786,740 | 8,805,300 | 3,659,968 |
| Current account with other banks | 505,084 | 491,330 | 303,129 | 211,681 | 237,715 |
| Allowance for impairment losses | (277) | (1,077) | (441) | (238) | (53) |
| Current accounts with other banks. net | 504,807 | 490,253 | 302,688 | 211,443 | 237,662 |
| Placements with Bank Indonesia and other banks | 1,633,470 | 5,234,721 | 6,916,329 | 9,917,695 | 6,884,658 |
| Allowance for impairment losses | (1,278) | (5,026) | (3,154) | (1,763) | (795) |
| Placements with Bank Indonesia and other banks. net | 1,632,192 | 5,229,695 | 6,913,175 | 9,915,932 | 6,883,863 |
| Receivables of spot and derivative | 1,144 | - | 361 | - | - |
| Marketable securities | 20,367,544 | 16,323,831 | 23,217,671 | 32,388,966 | 14,666,737 |
| Allowance for impairment losses | (3,052) | (511) | (400) | (5,943) | (8,118) |
| Marketable securities - net | 20,364,492 | 16,323,320 | 23,217,271 | 32,383,023 | 14,658,619 |
| Marketable securities sold under a repurchase agreement | 9,149,544 | 8,303,663 | 4,095,066 | - | - |
| Receivable from marketable securities purchased under resale agreement | 617,860 | 6,247,318 | 7,822,847 | 3,420,685 | 12,573,044 |
| Other receivables | 333,339 | 275,049 | 286,147 | 230,019 | 131,932 |
| Allowance for impairment losses | (79,003) | (58,656) | - | - | - |
| Other receivables - net | 254,336 | 216,393 | - | - | - |
| Loans and sharia financing | | | | | |
| Related parties | 112,444 | 184,817 | 134,871 | 182,889 | 285,595 |
| Third parties | 75,240,296 | 54,576,086 | 46,061,786 | 42,566,670 | 41,195,171 |
| Total loans | 75,352,740 | 54,760,903 | 46,196,657 | 42,749,559 | 41,480,766 |
| Allowance for impairment losses | (2,113,224) | (1,364,905) | (1,318,612) | (1,831,417) | (1,454,721) |
| Loans - net | 73,239,516 | 53,395,998 | 44,878,045 | 40,918,142 | 40,026,045 |
| Accrued interest income | 790,520 | 685,734 | 646,125 | 793,900 | 555,020 |
| Prepaid expenses | 206,572 | 207,452 | 166,661 | 134,200 | 227,932 |
| Investment in shares | 2,568 | - | - | - | - |
| Fixed assets | | | | | |
| Cost | 2,980,176 | 2,110,487 | 2,109,260 | 1,906,263 | 1,882,572 |
| Accumulated depreciation | (1,054,455) | (856,218) | (825,010) | (762,052) | (676,592) |
| Book value | 1,925,721 | 1,254,269 | 1,284,250 | 1,144,211 | 1,205,980 |

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|-------------|-------------|-------------|-------------|------------|
| Intangible assets | 162,946 | 23,444 | - | - | |
| Deferred tax asset - net | 438,391 | 472,123 | 502,238 | 627,211 | 591,676 |
| Tax receivables | 67,274 | 777 | 493 | 412 | 65 |
| Other assets - net | 332,618 | 380,147 | 140,998 | 115,775 | 356,098 |
| TOTAL ASSETS | 118,142,127 | 103,854,773 | 103,031,367 | 100,723,330 | 83,619,452 |
| LIABILITIES, TEMPORARY SYIRKAH FUNDS AND EQ | UITY | | | | |
| LIABILITIES | | | | | |
| Obligations due immediately | 914,703 | 987,604 | 872,514 | 593,875 | 484,834 |
| Deposits from customers | | | | | |
| Related parties | 12,268,842 | 12,644,538 | 15,295,405 | 17,719,735 | 14,373,446 |
| Third parties | 62,787,996 | 63,205,317 | 64,630,285 | 63,668,950 | 52,412,97 |
| Total deposits from customers | 75,056,838 | 75,849,855 | 79,925,690 | 81,388,685 | 66,786,42 |
| Deposits from other banks | | | | | |
| Related parties | 44,323 | 56,694 | 141,996 | 360,169 | 238,860 |
| Third parties | 689,451 | 2,503,627 | 3,168,842 | 3,756,367 | 2,576,13 |
| Amount of deposits from other banks | 733,774 | 2,560,321 | 3,310,838 | 4,116,536 | 2,814,99 |
| Liabilities of marketable securities sold under repurchase agreements | 8,780,366 | 7,915,163 | 3,891,346 | - | |
| Securities issued | 102,389 | - | - | - | |
| Borrowings | 1,527,532 | 596,977 | 631,464 | 655,288 | 631,35 |
| Taxes payable | 85,316 | 143,245 | 90,783 | 165,476 | 93,13 |
| Accrued expenses | 442,600 | 504,748 | 520,840 | 478,647 | 484,66 |
| Other liabilities | 809,256 | 779,314 | 472,054 | 529,738 | 596,630 |
| TOTAL LIABILITIES | 88,452,774 | 89,337,227 | 89,715,529 | 87,928,245 | 71,892,035 |
| TEMPORARY SYIRKAH FUNDS | | | | | |
| Deposits from customers | | | | | |
| Related parties | 1,193,291 | 3,764 | 2,302 | 3,021 | 1,68 |
| Third parties | 13,765,482 | 2,343,291 | 1,839,390 | 1,810,161 | 1,680,17 |
| Amount of deposits from customers | 14,958,773 | 2,347,055 | 1,841,692 | 1,813,182 | 1,681,85 |
| Deposits from other banks | | | | | |
| Third parties | 130,541 | 19,422 | 28,285 | 71,364 | 40,61 |
| Total deposits from other banks | 130,541 | 19,422 | 28,285 | 71,364 | 40,610 |
| TOTAL TEMPORARY SYIRKAH FUNDS | 15,089,314 | 2,366,477 | 1,869,977 | 1,884,546 | 1,722,46 |
| EQUITY | | | | | |
| Share capital: | | | | | |
| Series A: Rp250 (full Rupiah) per value per share | | | | | |

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|----------------|----------------|-------------|-------------|-------------|
| Series B: Rp250 (full Rupiah) per value per share | | | | | |
| Authorized: | | | | | |
| Series A: 24,000,000,000 shares | | | | | |
| Series B: 12,000,000,000 shares | | | | | |
| Issued and fully paid: | | | | | |
| Series A - 11,934,147,982 shares | | | | | |
| Series B - 3,081,350,100 shares | 3,753,875 | 3,753,875 | 3,753,875 | 3,753,875 | 3,753,875 |
| Paid-in capital - net | 532,734 | 532,734 | 532,734 | 532,734 | 532,734 |
| Revaluation surplus of fixed asset | 788,317 | 788,049 | 789,998 | 749,717 | 754,382 |
| Remeasurement of defined employee benefit liability - net of deferred tax | (135,364) | (117,777) | (100,912) | (163,811) | (197,081) |
| Unrealized gain financial assets measured at fair value through other comprehensive income - net of deferred tax | (150,141) | (63,958) | (115,048) | 213,177 | 125,753 |
| Retained earnings | | | | | |
| General reserve | 6,441,453 | 5,788,041 | 5,042,390 | 4,301,777 | 3,546,323 |
| Unappropriated | 1,281,718 | 1,470,105 | 1,542,824 | 1,523,070 | 1,488,962 |
| Non-Controlling Interests In Net Assets of Consolidated Subsidiary | 2,087,447 | - | - | - | - |
| TOTAL EQUITY | 14,600,039 | 12,151,069 | 11,445,861 | 10,910,539 | 10,004,948 |
| TOTAL LIABILITIES, TEMPORARY SYIRKAH FUNDS AND EQUITY | 118,142,127 | 103,854,773 | 103,031,367 | 100,723,330 | 83,619,452 |
| CONSOLIDATED STATEMENTS OF PROFIT OR LOSS AN | D OTHER COMPRE | EHENSIVE INCOM | E | | |
| Interest and sharia income | 8,381,809 | 7,357,284 | 6,882,651 | 6,655,168 | 6,088,742 |
| Interest and sharia expenses | (2,656,211) | (2,316,184) | (1,965,595) | (1,977,487) | (2,031,472) |
| Interest and Sharia Income - net | 5,725,598 | 5,041,100 | 4,917,056 | 4,677,681 | 4,057,270 |
| Other operating income | 832,238 | 648,420 | 533,569 | 806,357 | 417,871 |
| Other operating expenses | | | | | |
| Personnel | (1,745,062) | (1,624,532) | (1,674,698) | (1,644,897) | (1,544,532) |
| General and administrative | (1,499,676) | (1,315,015) | (1,229,388) | (1,078,820) | (684,216) |
| Allowance for impairment losses on financial assets | (1,287,595) | (694,136) | (404,659) | (819,201) | (567,751) |
| Other expenses | (368,502) | (200,796) | (201,054) | (150,020) | (162,365) |
| Total Other Operating Expenses | (4,900,835) | (3,834,479) | (3,509,799) | (3,692,938) | (2,958,864) |
| Income from Operations | 1,657,001 | 1,855,041 | 1,940,826 | 1,791,100 | 1,516,277 |
| Non-Operating Income (Expenses) | | | | | |
| Tax service fees | - | - | 6,084 | 4,684 | 10,063 |
| Gain on sale of fixed assets | - | - | 5,274 | 3,952 | 2,670 |
| Gain on sale of securities - net | - | - | 2,757 | 131 | - |
| Gain on foreign exchange | - | - | - | 3,497 | 2,255 |
| Other non-operating income | 71,242 | 57,041 | 158,513 | 404,119 | 16,688 |
| Non-operating expenses | (45,526) | (19,339) | (83,405) | (269,509) | (40,586) |
| TOTAL NON OPERATING INCOME (EXPENSES) | 25,716 | 37,702 | 89,223 | 146,874 | (8,910) |

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|-------------|-------------|-------------|-------------|-------------|
| INCOME BEFORE TAX EXPENSES | 1,682,717 | 1,892,743 | 2,030,049 | 1,937,974 | 1,507,367 |
| TAX EXPENSES - NET | (386,899) | (422,638) | (487,225) | (414,904) | (18,405) |
| NET INCOME | 1,295,818 | 1,470,105 | 1,542,824 | 1,523,070 | 1,488,962 |
| OTHER COMPREHENSIVE INCOME | | | | | |
| Items that will not be reclassified to profit or loss: | | | | | |
| Revaluation surplus of fixed assets | - | - | 40,281 | (4,665) | 6,199 |
| Remeasurement of employee benefit liability | - | - | 100,163 | 41,074 | 100,536 |
| Beginning balance adjustment | - | - | (19,678) | - | - |
| Related income taxes | - | - | (17,586) | (7,804) | (21,556) |
| Items that will be reclassified subsequently to profit or loss: | | | | | |
| Unrealized gain (loss) on financial assets measured at fair value through other comprehensive income | (107,359) | 63,074 | (400,611) | 103,326 | 155,226 |
| Beginning balance adjustment | - | - | (3,730) | - | - |
| Related income taxes | 20,206 | (11,984) | 76,116 | (15,902) | (29,493) |
| Items that will not be reclassified subsequently to profit or loss: | | | | | |
| Revaluation deficit of fixed assets | (16,190) | (1,949) | - | - | - |
| Remeasurement of employee benefit liabilities | (20,469) | (21,898) | - | - | - |
| Related income taxes | 3,627 | 5,033 | - | - | - |
| Total | (33,032) | (18,814) | - | - | - |
| OTHER COMPREHENSIVE INCOME - NET OF TAX | (120,185) | 32,276 | (225,045) | 116,029 | 240,405 |
| TOTAL COMPREHENSIVE INCOME FOR THE YEAR | 1,175,633 | 1,502,381 | 1,317,779 | 1,639,099 | 1,729,367 |
| Net income for the year attributable to: | | | | | |
| Equity holders of the parent entity | 1,281,718 | 1,470,105 | - | - | - |
| Non-controlling interest | 14,100 | - | - | - | - |
| Total | 1,295,818 | 1,470,105 | - | - | - |
| Comprehensive income for the year attributable to: | | | | | |
| Equity holders of the parent entity | 1,178,216 | 1,502,381 | - | - | - |
| Non-controlling interest | (2,583) | - | - | - | - |
| Total | 1,175,633 | 1,502,381 | - | - | - |
| BASIC EARNINGS PER SHARE (IN FULL AMOUNT) | 85,36 | 97,91 | 102,75 | 101,43 | 99,16 |
| CONSOLIDATED STATEMENTS OF CASH FLOWS | | | | | |
| CASH FLOWS FROM OPERATING ACTIVITIES | | | | | |
| Interest, sharia, provision and commissions received | 8,306,344 | 7,324,150 | 7,030,426 | 6,421,514 | 5,950,142 |
| Interest paid | (2,708,316) | (2,310,264) | - | - | - |
| Other operating income received | 675,952 | 521,156 | 476,364 | 384,463 | 153,239 |
| Collection of loans written-off | 156,285 | 127,264 | 56,653 | 55,003 | 55,055 |
| General and administrative expenses paid | (1,566,455) | (1,283,327) | (1,296,665) | (1,211,045) | (544,941) |
| Personnel expenses paid | (1,836,797) | (1,763,167) | (1,659,597) | (1,644,897) | (1,490,765) |
| Non-operating income received | 69,815 | 60,386 | 172,136 | 416,380 | 29,007 |

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|--------------|-------------|-------------|--------------|-------------|
| Non-operating expenses paid | (45,428) | (19,337) | (82,913) | (269,509) | (40,586) |
| Interest, sharia, provision and commissions paid | - | - | (1,931,344) | (1,983,506) | (1,799,442) |
| Income tax paid | (313,729) | (368,455) | (389,372) | (378,098) | (378,774) |
| Cash received before changes in operating assets and liabilities | 2,737,671 | 2,288,406 | 2,375,688 | 1,790,305 | 1,932,935 |
| Decrease (increase) in operating assets | | | | | |
| Placements with Bank Indonesia and other banks | 101,500 | (1,500) | (7,000) | - | 112,000 |
| Loans | (10,079,129) | (9,193,797) | (4,347,656) | (1,268,793) | (3,128,466) |
| Receivables of spot and derivative | (1,144) | - | - | - | - |
| Marketable securities sold under repurchase agreement | (845,882) | (4,208,597) | (4,095,066) | - | 1,038,432 |
| Receivable from marketable securities purchased under resale agreement | 5,629,458 | 1,575,529 | (4,402,162) | 9,152,359 | (6,735,524) |
| Other assets and other receivables | (112,232) | (166,678) | (117,044) | 235,620 | (282,585) |
| Increase (decrease) in operating liabilities | | | | | |
| Liabilities immediately payable | (167,942) | 115,091 | 278,638 | 109,040 | 127,269 |
| Deposits from customers | (329,793) | (3,570,473) | (1,434,484) | 14,733,587 | 7,922,408 |
| Deposits from other banks | (1,834,568) | (759,380) | (848,777) | 1,332,296 | (32,826) |
| Liabilities of marketable securities sold under repurchase agreement | 865,203 | 4,023,817 | 3,891,346 | - | (1,037,094) |
| Other liabilities | (183,478) | 200,981 | (39,476) | 77,535 | (146,658) |
| Net cash used in operating activities | (4,220,336) | (9,696,601) | (8,745,993) | 26,161,949 | (230,109) |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | | | |
| Marketable securities | (1,421,131) | 6,948,323 | 8,846,760 | (17,722,229) | (4,943,265) |
| Acquisitions of fixed assets | (128,851) | (132,044) | (248,269) | (70,838) | (32,487) |
| Acquisitions of intangible assets | (3,377) | (17,254) | | | |
| Proceeds from sale of fixed assets | 1,470 | 5,608 | 5,274 | 4,556 | 2,671 |
| Acquisition of Subsidiary | (100,000) | - | - | - | - |
| Cash receipts from acquisition of Subsidiary | 1,126,261 | - | - | - | - |
| Net cash provided by (used in) investing activities | (525,628) | 6,804,633 | 8,603,765 | (17,788,511) | (4,973,081) |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | | | |
| Proceeds (payments of) from borrowings | (230,423) | 43,578 | (23,824) | 23,933 | (1,238,891) |
| Proceeds from additional share capital | - | - | - | - | 7,263 |
| Proceeds (payments of) lease liability | (15,724) | 6,316 | (21,111) | - | (886) |
| Additional paid-in capital | 50,100 | - | - | - | - |
| Payment of cash dividends | (816,693) | (797,173) | (782,458) | (733,508) | (723,747) |
| Marketable securities issued | 100,000 | - | - | - | - |
| Net cash is used in financing activities | (912,740) | (747,279) | (827,393) | (709,575) | (1,956,261) |
| NET INCREASE IN CASH AND CASH EQUIVALENTS | (5,658,704) | (3,639,247) | (969,621) | 7,663,863 | (7,159,451) |
| Cash and cash equivalents at the beginning of the year | 16,348,884 | 19,988,131 | 20,957,752 | 13,293,890 | 20,453,366 |
| Effect of foreign currencies exchange rate change | - | - | - | - | (25) |
| Cash and cash equivalents at end of year | 10,690,180 | 16,348,884 | 19,988,131 | 20,957,753 | 13,293,890 |

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|------------|------------|------------|------------|------------|
| Cash and cash equivalents consist of: | | | | | |
| Cash | 2,867,479 | 2,652,775 | 1,988,262 | 2,023,077 | 2,511,548 |
| Current accounts with Bank Indonesia | 5,584,147 | 7,971,412 | 10,786,740 | 8,805,300 | 3,659,969 |
| Current accounts with other banks | 505,084 | 491,330 | 303,129 | 211,681 | 237,715 |
| Placements with Bank Indonesia and other banks | 1,733,470 | 5,233,367 | 6,910,000 | 9,917,695 | 6,884,658 |
| Total cash and cash equivalents | 10,690,180 | 16,348,884 | 19,988,131 | 20,957,753 | 13,293,890 |
| FINANCIAL RATIO (%) | | | | | |
| Minimum Capital Adequacy Ratio (CAR) | 23.49% | 25.71% | 24.74% | 23.52% | 21.64% |
| Earning Asset Quality | 5.66% | 4.31% | 2.55% | 3.31% | 3.48% |
| Non-Performing Loans (NPL-Gross) | 3.45% | 2.49% | 2.83% | 4.48% | 4.00% |
| CKPN Against Earning Assets | 2.45% | 1.72% | 1.62% | 2.10% | 1.93% |
| Fulfillment of PPAP / CKPN | 72.22% | 71.72% | 73.04% | 67.93% | 59.48% |
| Profit (Loss) to Income Ratio | 23.39% | 18.32% | 18.92% | 20.40% | 21.70% |
| Liabilities to Equity | 706.91% | 735.22% | 800.16% | 823.17% | 735.78% |
| Liabilities to Total Assets | 74.87% | 86.02% | 88.89% | 89.17% | 88.04% |
| Ratio of Fee Based Income to Total Operating Income | 6.01% | 6.10% | 6.32% | 5.50% | 12.37% |
| Operating Costs / Operating Income (BOPO) | 81.89% | 77.27% | 76.15% | 75.95% | 77.76% |
| Return on Asset (ROA) | 1.60% | 1.87% | 1.95% | 2.05% | 1.95% |
| Return on Equity (ROE) | 11.89% | 13.96% | 16.24% | 17.26% | 18.77% |
| Cost to Income Ratio (CIR) | 39.21% | 39.56% | 38.41% | 38.83% | 36.91% |
| Net Interest Margin (NIM) | 5.86% | 5.57% | 5.11% | 5.11% | 5.55% |
| Cost Efficiency Ratio | 53.60% | 52.53% | 50.64% | 52.82% | 50.93% |
| Loan to Deposits Ratio (LDR) | 82.05% | 70.03% | 56.50% | 51.38% | 60.58% |
| Legal Lending Limit (LLL) | - | - | - | - | - |
| Minimum Statutory Reserves (IDR) | 1.66% | 2.49% | 4.75% | 5.73% | 0.00% |
| Minimum Statutory Reserves (Foreign Currency) | 9.02% | 6.62% | 7.39% | 7.36% | 8.22% |
| Net Open Position (NOP) | 0.60% | 0.43% | 3.26% | 0.84% | 0.90% |

Operations Highlights

Table of Operational Highlights of Bank Jatim

(in IDR millions)

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|--|------------|------------|------------|------------|------------|
| CONVENTIONAL | , | | | | |
| CREDIT/LOAN | | | | | |
| Corporate and Syndication Medium Loan* | - | - | 10,320,231 | 9,691,297 | 9,748,903 |
| Retail and Micro Loan Programs * | - | - | 6,272,869 | 4,981,888 | 4,173,152 |
| Consumer Loan | 33,368,120 | 30,256,043 | 27,698,345 | 26,313,613 | 25,989,907 |
| Micro Loan ** | 9,328,208 | 6,674,026 | 5,289,479 | - | - |
| Retail and Medium Loans** | 11,184,250 | 6,635,264 | 4,695,043 | - | - |

| Description | 2024 | 2023 | 2022 | 2021 | 2020 | | |
|----------------------------------|------------|------------|------------|------------|------------|--|--|
| Commercial and Corporate Loans** | - | 7,064,083 | 6,614,321 | - | - | | |
| THIRD PARTIES FUND/DEPOSITS | | | | | | | |
| Current Account | 18,811,961 | 20,750,151 | 23,477,047 | 25,862,874 | 21,039,158 | | |
| Savings | 30,490,156 | 24,817,360 | 23,118,307 | 24,264,622 | 22,285,619 | | |
| Deposit | 25,266,035 | 26,828,854 | 30,543,334 | 31,088,576 | 23,316,556 | | |
| OTHER SERVICES | | | | | | | |
| Treasury | 27,421,397 | 36,430,876 | 43,251,010 | 45,281,074 | 33,911,368 | | |
| SYARIAH | | | | | | | |
| Funding | 2,927,376 | 2,602,606 | 2,065,118 | 1,985,795 | 1,826,436 | | |
| Sharia Financing | 2,665,824 | 2,187,858 | 1,903,471 | 1,762,368 | 1,607,359 | | |
| Sharia Other Services | 1,445,377 | 1,216,406 | 998,163 | 1,964,752 | 1,378,999 | | |

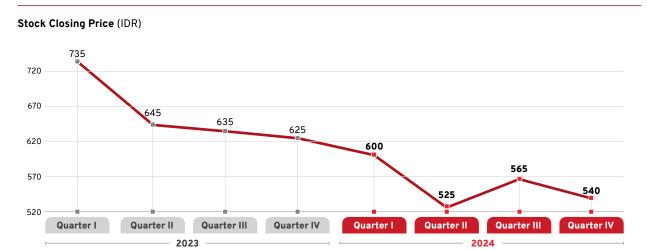
^{*} In 2023, it was adjusted to the organizational structure and became part of Micro Credit, Retail and Medium Credit and Commercial and Corporate Credit. ** In 2020 to 2021, it was part of Corporate Medium and Syndication Loan as well as Retail Micro Credit and Programs

Stock Information

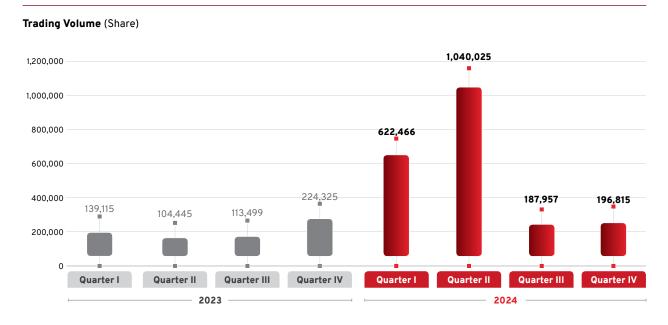
Table of Prices, Volume and Capitalization of Bank Jatim Stock 2023-2024

| Year | | Price p | er share | Number | Trading | Market | |
|-------------|------------------|------------------|-----------------|------------------|--------------------------------------|--------------------|---------------------------------|
| | Opening (IDR) | Highest (IDR) | Lowest (IDR) | Closing (IDR) | of shares outstanding (shares) | Volume (Shares) | Capitalization (IDR Billion) |
| | | | | 2024 | | | |
| Quarter I | 625 | 695 | 595 | 600 | 15,015,498,082 | 622,466 | 10,360 |
| Quarter II | 600 | 605 | 496 | 525 | 15,015,498,082 | 1,040,025 | 7,582 |
| Quarter III | 525 | 585 | 520 | 565 | 15,015,498,082 | 187,957 | 8,483 |
| Quarter IV | 570 | 575 | 530 | 540 | 15,015,498,082 | 196,815 | 8,108 |
| | | | | 2023 | | | |
| Quarter I | 710 | 755 | 685 | 735 | 15,015,498,082 | 139,115 | 11,036 |
| Quarter II | 735 | 745 | 740 | 645 | 15,015,498,082 | 104,445 | 9,684 |
| Quarter III | 650 | 660 | 635 | 635 | 15,015,498,082 | 113,499 | 9,534 |
| Quarter IV | 640 | 640 | 600 | 625 | 15,015,498,082 | 224,325 | 9,384 |

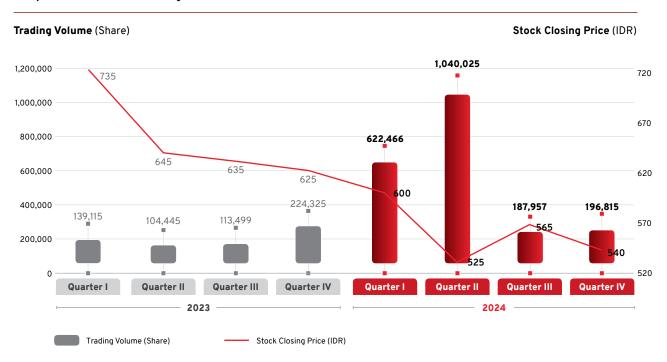
Graph of Bank Jatim Stock Closing Price for 2023-2024



Graph of Bank Jatim Stock Trading Volume in 2023-2024



Graph of Price and Trading Volume of Bank Jatim Stock in 2023 - 2024



Corporate Actions

In 2024 Bank Jatim did not carry out corporate actions related to activities that affect the number of outstanding stock, including stock splits, stock mergers, stock dividends, bonus shares, changes in the nominal value of shares, issuance of convertible securities, and additions and reductions to capital.

Termination Action While Trading of Stock (Suspension) and/or Removing of Stock (Delisting)

As of December 31, 2024, Bank Jatim has never been subject to sanctions for temporarily suspending stock trading (suspension) and/or delisting stock (delisting).

Bonds, Sukuk and/or Convertible Bonds Information

As of December 31, 2024, Bank Jatim has not issued bonds/sukuk/convertible bonds. Thus, there is no information regarding bonds/sukuk/ convertible bonds

Other Funding Sources

As of December 31, 2024, Bank Jatim has not issued other securities, so there is no information on the chronology of issuance and/or listing of other securities.

Company Analysis Report

| No | Name | Recommendation | Target Price | Date |
|----|-----------------------|----------------|--------------|--------------|
| 1. | Binaartha Sekuritas | Hold | 670 | May 22, 2024 |
| 2. | PT Sinarmas Sekuritas | Buy | 690 | May 2, 2024 |

Resume

- Productive asset performance through loans distribution and ownership of securities could provide optimal net interest income with positive growth of 9.87% Yoy in Q2-2024 and 9.58% Yoy in Q3-2024 followed by Net Interest Income growth. The Company's asset management generated net interest income that grew by 9.58% Yoy.
- Loans distribution grew by 20.13% Yoy. DPK management grew by 3.93% Yoy with the largest contribution, coming from savings that grew by 17.09% Yoy. Net profit in Q3-2024 was IDR 930 billion or decreased by -15.04% Yoy, while CKPN grew by 59.82% Yoy. Meanwhile, Gross NPL was 3.45%, with loans costs of 1.48% with coverage of 88.12.
- ROA of 1.63%, ROE of 11.57%, NIM of 5.72%. The LDR ratio continuously increased above 70%, in line with loans growth that was quite high above the banking average and increasing the CASA ratio so that the DPK condition was more balanced and could reduce interest costs.
- Bank Jatim's active participation in the implementation of the KUB also provided positioning that the Company had good business, and financial and human capital strengthened so that it could synergize with other BPDs to grow together. In the process, in line with corporate actions, a business required accurate business steps and calculations, including support from each Controlling Shareholder and OJK as a regulator.

Important Events in 2024



As a support manifestation in order to improve the social welfare of the community, Bank Jatim had synergized with BPJS Employment to support the National Movement of Vulnerable Workers Care (GN Lingkaran) program.



Bank Jatim provided an ambulance to PMI East Java to optimize health services.



Bank Jatim was appointed by Bank Indonesia as Primary Dealer PUVA.



Launching on Card-less Transaction Feature in ATMs & CRMs.



MOU signatory between Bank Jatim with Muhammadiyah PW of East Java.



Launching on Cash Waqf Linked Deposit (CWLD) program.



Launching on Jconnect Remittance Hong Kong Corridor, such as money transfer transaction from Hong Kong via counterpart remittance collaborating with Bank Jatim which was Chandra Remittance.



Regional Bank MURI Record with the Largest Loans Contract Consumer.



Closed Loop MOS signatory with Coordinating Ministry for Economic Affairs in developing Closed Loop Agribusiness Horticulture Partnership in Malang Regency.



Utilization and exchange of KUR data for the placement of Indonesian migrant workers.



The 2024 JConnect Run.



The 2024 Bank Jatim's Semarak Lelang.



Educational, Exhibition and Business Matching Events attended by export-oriented IKM/UKM partners of Bank Jatim, and presenting potential buyers from several countries, including Taiwan, Japan, Malaysia, UAE, and Bangkok.



Bank Jatim conducted mass loans contract with Sugarcane Farmers with the total values as of IDR24 Million.



Shareholder Agreement by and between the Lampung Provincial Government and Bank Jatim as the Controlling Shareholder (PSP) of Bank Lampung to regulate the rights and obligations, control, and authority over Bank Lampung.



Gemerlap Undian Tabungan Simpeda was successfully held.



Bank Jatim distributed CSR to Pamekasan Regional Government, a support to MSMEs advancement.



The 2024 Hajj Literacy Gathering.



Shareholder Agreement by and between the Banten Provincial Government and Bank Jatim as the Controlling Shareholder (PSP) of Bank Banten to regulate the rights and obligations, control, and authority over Bank Banten.



Shareholder Agreement by and between the East Nusa Tenggara Provincial Government and Bank Jatim as the Controlling Shareholder (PSP) of Bank NTT to regulate the rights and obligations, control, and authority over Bank NTT.



BJTM held Multipurpose Loans Draw with Umra Prizes, a gratitude to Customers.



PKS Signatory with the Ministry of PUPR regarding the distribution of FLPP KPR Sejahtera and the 2025 Tapera Financing.



Shareholder Agreement by and between the Southeast Sulawesi Provincial Government and Bank Jatim as the Controlling Shareholder (PSP) of Bank Sultra to regulate the rights and obligations, control, and authority over Bank Sultra.



Cooperation Agreement Signatory with SMF Sharia regarding uncommitted facility line for mudharabah muqayyadah financing.





Board of Directors' Report

This collaboration has fostered sustainable synergy in terms of capital, finance, business, and other supporting aspects, while also creating added value for fellow Regional Development Banks (BPD). Bank Jatim continues to strive for a balance between business achievements and broader benefits for stakeholders. This is realized through the concept of Value Beyond Profit to support sustainable finance.

On this occasion, allow us to present the Bank's management report for 2024, covering the Bank's performance, business prospect analysis, developments in corporate governance implementation, performance evaluation of Committees under the Board of Directors, and changes in the composition of the Board of Directors.

Analysis of Bank Performance

As a company engaged in the banking sector, the aims and objectives of Bank Jatim are to carry out business in the field of financial and insurance activities, especially banking, in accordance with the provisions of the applicable laws and regulations. In accordance with the vision and mission, Bank Jatim developed competitive and professionally managed products and services in order to encourage regional economic growth. The Bank owned both conventional and sharia products and services as follows:

- Savings products included Rupiah Current Accounts, Foreign Currency, Current Accounts, Rupiah Deposits, Foreign Currency Deposits, Simpeda Savings, Cycle Savings, Hajj Savings, My Savings, Student Savings (SIMPEL), Laku Pandai Savings (SiPandai) and Cycle Retirement Savings.
- Consumer Loan products included Multipurpose Loans, Employee Loans & Personal Loans, Car Allowance Programs for Motor Vehicle Loans, Cash Collateral Loans, Gold Collateral Loans and Property Loans.
- Corporate and Syndication Products included Transactional Contract Contractor Loans, Standby Loans, Contractor Loans, General Installment Working Capital Loans, Current Account Working Capital Loans, Investment Loans, Property Construction Loans, Syndication Loans, Loans

- to Regional Public Service Agencies (BLUD), Receivable Financing Loans, Local Government Loans and Trade Finance Loans.
- Micro Credit products include Jatim Micro Loans, Micro Business Loans (KUR), Fintech Linkage Loans, Revolving Fund Credit (Dagulir), and the Warehouse Receipt Subsidy Scheme (S-SRG).
- Retail Credit products include Jatim Retail Loans, BPR Linkage Loans, Loans to Cooperatives for Members (KKPA), Loans to Cooperatives (KKOP), and BPR RC Loans (Current Accounts).
- 6. Treasury products include General Foreign Exchange (Telegraphic Transfer), Bank Notes, and Deposit on Call.
- 7. Trade Finance products include Export, Import, and Domestic Transactions (SKBDN).
- Business services include Bank References, National Clearing, Real-Time Gross Settlement (RTGS), Rupiah Collection, Foreign Currency Collection, Check Clearing, BPD Net Online, Jatim Electronic Transfer System (JETS), Jconnect Invest, Western Union, and Remittance Transactions.
- Institutional services include Tax Services, Bill Payments, Payroll Services, and Trade Transaction Services.
- 10. Sharia Financing Products included General financing, iB Griya Barokah KPR, Prosperous KPR, Sharia Multipurpose, iB Barokah Gold, Gold Metal Ownership, Linkage Program, Umroh iB Maqbulla, iB Barokah Property Construction Working Capital Financing, iB Barokah Land Acquisition Financing, Capital Financing of Working Pattern of iB Barokah Presidential Decree, iB Barokah Bonded Investment Collateral Financing (ITIB), iB Barokah Receivable Financing (Factoring), Syndication Financing, Employee and Personal Financing, Bank Guarantees and Halal Industrial Area Financing.
- 11. Sharia funding products and services included iB Barokah Current Account, Simpel iB Savings, My iB Savings, iB Amanah Umroh Savings, Sipandai iB Barokah Savings, Santri Savings, iB Barokah Savings, Barokah Prosperous Savings, iB Amanah Hajj Savings, Barokah iB Plan Savings, Retirement Savings iB Barokah, Barokah Deposits, Virtual Accounts, Payment Points, E-Channels (SMS Banking, J-Connect Mobile and JConnect Internet Banking) and iB Barokah Endowments.

Busrul Iman

Esteemed Shareholders

President Director

and Stakeholders, We extend our gratitude to God Almighty for His blessings and grace, as Bank Jatim has recorded positive performance throughout 2024. The year 2024 marks a historic milestone for Bank Jatim with the successful corporate action of the Bank **Business Group** (KUB) between Bank Jatim and Bank NTB Syariah.

12. E-channels and other services included SMS Banking (3366), JConnect Internet Banking, JConnect Mobile Banking, JConnect E-Kmg, JConnect E-Loan, Laku Pandai Services (Sipandai Bank Jatim), Info Bank Jatim (14044), ATM Cards Bank Jatim Debit, Bank Jatim Flazz Card (Co- Branding), Safe Deposit Box, Electronic Civil Servant Car (KPE), Virtual Account, East Java E-Samsat, National Digital Samsat (Signal), East Java Code QRIS and BJTM Connect.

To optimize its products and services for customers, the Bank has established a business network and operational areas supported by Branch Offices and Service Offices, both conventional and sharia, across East Java, Jakarta, and Batam. As of December 31, 2024, the Bank operates 48 Branch Offices, 175 Sub-Branch Offices, 214 Cash Offices, 197 Payment Points, 40 Mobile Cash/Mobile ATM Units, and 198 Sharia Service Offices.

Effective Organizational Structure Strengthening

Adjusting the organizational structure is one of the key strategies necessary for the Bank to become an Agile Organization. Moreover, the proper organizational structure adjustment supports the smooth execution of the Bank's business processes, enabling the company to achieve its vision and mission effectively. The implementation of Bank management is reflected in Bank Jatim's organizational structure, which is divided into six (6) Directorates under the President Director, namely: Directorate of Micro, Retail, and Medium, Directorate of Finance, Treasury, and Global Services, Directorate of Risk Management, Directorate of IT and Digital, Directorate of Operations, and Directorate of Compliance. Each Directorate is divided into several Divisions that support the execution of tasks related to the Board of Directors. The President Director is supported by the Corporate Secretary Division and the Internal Audit Division. The President Director is also supported by several SEVPs, including SEVP Corporate, Syndication and Institutional, SEVP Consumer Banking, SEVP Sharia Business, SEVP Corporate Transformation, and SEVP Network and Services. The Directorate of Micro, Retail, and Medium is supported by the Retail and Medium Credit Division as well as the Micro Credit Division. The Directorate of Finance, Treasury, and Global Services is supported by the Accounting and Financial Management Division, the Treasury Division, and the International Banking Division. The Directorate of Risk Management is supported by the Risk Management Division, the Credit Risk Division, and the Credit Restructuring and Resolution Division. The Directorate of IT and Digital is supported by the Information Technology Division as well as the Digital Banking Division. The Directorate of Operations is supported by the Operations Center Division, the General Affairs Division, and the Product Development Division. The Directorate of Compliance is supported by the Compliance Division, the Legal Division, and the Policy and Procedure Division. All Divisions have contributed to the performance achievements of their respective Directorates and the overall performance of the Bank.

Human Capital and Its Management

In carrying out its operational activities, Bank Jatim has a total of 7,366 employees with the following educational background breakdown: 2,209 employees with non-degree education, 4,806 employees with a bachelor's degree (S1), 346 employees with a master's degree (S2), and 5 (five) employees with a doctoral degree (S3). In 2024, Bank Jatim implemented a competency development program focused on business performance priorities and employee needs. This program was conducted through in-house training in collaboration with external and internal parties, as well as public training. Throughout 2024, a total of 5,305 employees out of 5,327 employees participated in training programs relevant to their positions and needs.

Information Technology Innovation

Bank Jatimrecognizes that the demand for digitalization services continues to increase. The Bank has innovated and invested in technology to remain competitive in the advancement of digital banking technology. In 2024, Bank Jatim took steps to develop information technology innovations, such as the development of New JConnect Mobile, which is almost equivalent to a super app Mobile Banking, and the development of Digital Ecosystem Digitalization. Bank Jatim remains consistently committed to transformation and innovation by making digitalization its foundation. This is because digitalization consolidates business processes, enhances speed, and enables the Bank to achieve optimal performance.

Operational and Financial Performance

Operational and financial performance in 2024 recorded positive growth. This section will present an economic analysis, the determination of competitive loan and deposit interest rates, strategic policies and strategies, achievement of performance targets, as well as the challenges faced by the Bank and the efforts to overcome them.

Economic Analysis

The global economic conditions in 2024 faced several major challenges that had the potential to disrupt global economic stability. These challenges were primarily related to escalating geopolitical tensions, such as the ongoing Russia-Ukraine conflict, which created uncertainty across many sectors, including global energy and food supply chains. Amid these geopolitical tensions and policies affecting international

relations, global economic growth in 2024 reached 3.2%. Developed countries experienced relatively slow growth of 1.7%. Meanwhile, developing countries, despite facing similar challenges, achieved higher growth at 4.2%. On the other hand, the Middle East and Asia, which also encountered various political and economic challenges, recorded a growth rate of 2.4%, despite ongoing tensions in several regions.

Amid the dynamics of global economic conditions, the national economy remained resilient, although it experienced a relative slowdown compared to the previous year. The national economy grew cumulatively by 5.03% in 2024, driven by domestic demand, particularly from the household sector, as well as the support of responsive economic policy measures.

From the banking industry perspective, the national financial system stability (SKK) was also supported by the resilience of the banking sector. This resilience was reflected in strong intermediation performance, well-maintained credit quality, and relatively robust capitalization, accompanied by a gradually improving NPL ratio over the years. Bank credit in 2024 grew by 10.39% (yoy), slightly increasing from the previous period's 10.38% (yoy), demonstrating the strength and adaptability of Indonesia's banking sector in response to the evolving economic landscape. Similarly, Third-Party Funds (DPK) in the banking sector grew by 4.48%, higher than the 3.73% (yoy) recorded in 2023, indicating the public's preference for more liquid deposit instruments amid ongoing economic dynamics.

Amid these dynamics, Indonesia's banking sector successfully maintained credit quality stability. The gross NPL ratio of Indonesian banks in 2024 remained stable at 2.08%, improving from 2.19% in 2023. This reflects the banking sector's resilience despite persistent economic challenges. The decline in the NPL ratio signifies the success of Indonesian banks in managing credit risks effectively, supported by sound economic policies and innovations in risk management. However, it remains crucial for banks to sustain credit quality and stay vigilant against potential risks arising from changes in domestic and global economic conditions.

Determination of Credit, Savings and Competitive Interest Rates

Based on economic and industry analysis while considering existing challenges, Bank Jatim has set market targets focused on increasing Third-Party Funds (DPK) and loans. The DPK and loan disbursement targets for 2024 were set at IDR 90.76 trillion and IDR 66.83 trillion, respectively. This growth was pursued through various promotional programs and collaborations with banking institutions, entities, and other companies.

To achieve these market targets, the prime lending rates for 2024 have been established as follows:

Table of Prime Lending Rate

| Bank Jatim Prime Lending Rate as of December 2024 | | | | |
|---|-------------|--------------------|---------------|---------|
| Based on Business Segment | | | | |
| | | Many Lang | Consumer Loan | |
| Corporate Loan | Retail Loan | Micro Loan | KPR | Non KPR |
| 7.85% | 8.93% | 13.35% 8.23% 9.52% | | 9.52% |

In addition, bank Jatim also set competitive and competitive interest rates for time deposits and current accounts presented as follows:

Table of Savings Interest Rates as of December 2024

| Tier | Interest Rate |
|-------------------------------------|---|
| RUPIAH (IDR) | |
| SIMPEDA | |
| 0-< IDR 1 million | 0,00% |
| IDR 1 million -< IDR 10 million | 0,50% |
| IDR 10 million -< IDR 50 million | 0,75% |
| IDR 50 million -< IDR 500 million | 1,00% |
| ≥ IDR 500 million | 1,50% |
| SIKLUS | |
| 0-< IDR 1 million | 0,00% |
| IDR 1 million-< IDR 10 million | 0,75% |
| IDR 10 million-< IDR 50 million | 1,00% |
| IDR 50 million -< IDR 500 million | 1,25% |
| ≥ IDR 500 million | 1,50% |
| SIKLUS MIKRO KECIL (SIUMI) | |
| 0-IDR 500 thousand | 0,00% |
| > IDR 500 thousand | 1,50% |
| SIKLUS NELAYAN (SiNyal) | |
| 0-IDR 500 thousand | 0,00% |
| > IDR 500 thousand | 0,50% |
| ILAH | |
| All nominals | 1,00% |
| TABUNGANKU | |
| 0-IDR 500 thousand | 0,00% |
| >IDR 500 thousand-IDR 1 million | 0,25% |
| >IDR 1 million | 1,00% |
| | Note: Interest is calculated daily and follows the applicable tiering system. Interest is paid according to the payment period. |
| SIKLUS PRIORITAS | |
| 0-< IDR 500 thousand | 0,00% |
| IDR 500 thousand-< IDR 7,5 million | 1,50% |
| IDR 7,5 million-< IDR 100 million | 1,75% |
| IDR 100 million-< IDR 1 billion | 2,00% |
| ≥IDR 1 billion | 2,25% |
| SIMPANAN LAKU PANDAI | |
| All nominals | 0,50% |
| SIKLUS PENSIUN | |
| 0-< IDR250 thousand | 0,00% |
| IDR 250 thousand -< IDR 7,5 million | 1,25% |

| Tier | Interest Rate |
|--------------------------------|---------------|
| IDR 7,5 juta-< IDR 100 million | 1,50% |
| ≥IDR 100 million | 1,75% |
| VALAS | |
| SIKLUS VALAS | |
| USD | |
| < USD 100 | 0,00% |
| > USD100,00-≤ USD10.000,00 | 0,05% |
| > USD10.000,00-≤ USD100.000,00 | 0,15% |
| > USD100.000,00 | 0,25% |
| SGD | |
| < SGD100 | 0,00% |
| > SGD100,00-≤ SGD10.000,00 | 0,05% |
| > SGD10.000,00-≤ SGD100.000,00 | 0,15% |
| > SGD100.000,00 | 0,20% |
| EUR | |
| 0-EUR300 | 0,00% |
| > EUR300 | 0,10% |
| JPY | |
| All nominals | 0,00% |
| HKD | |
| All nominals | 0,00% |

Table of Time Deposit Interest Rates Per December 2024

| | | Tenor (month) | | | | | |
|--------------------------------|------------|---------------|------------|------------|-------------|-------------|-------------|
| Tier | 1 Month | 2 Month | 3 Month | 6 Month | 12 Month | 18 Month | 24 Month |
| ≥IDR 2,5 million-IDR 1 billion | 2,70% pa | 2,80% pa | 2,90% pa | 3,00% pa | 3,10% pa | 3,15% pa | 3,15% pa |
| >IDR 1 billion | 2,75% pa | 2,85% pa | 2,95% pa | 3,05% pa | 3,15% pa | 3,15% pa | 3,15% pa |

Table of Foreign Exchange Interest Rates Per December 2024

| Tier | | Tenor (month) | | | |
|---------------------------|---------|---------------|---------|----------|--|
| Her | 1 Month | 3 Month | 6 Month | 12 Month | |
| USD | | | | | |
| ≥ USD 1.000-≤ USD 100.000 | | 0,75% pa | | | |
| > USD 100.000 | | 1,00% pa | | | |

| Tion | Tenor (month) | | | | |
|--------------|---|------------------------|-------------------------|--------------|--|
| Tier | 1 Month | 3 Month | 6 Month | 12 Month | |
| SGD | | | | | |
| ≥ SGD1.000 | | 0 | ,10% pa | | |
| EUR | | | | | |
| ≥ EUR750 | Each placement must receive approval from the relevant Division | | | ant Division | |
| JPY | | | | | |
| ≥ JPY100.000 | Each placement must receive approval from the relevant Division | | | ant Division | |
| HKD | | | | | |
| ≥ HKD7.500 | Each p | placement must receive | approval from the relev | ant Division | |
| AUD | | | | | |
| ≥ AUD2.000 | 0,50% pa | | | | |
| CNY | | | | | |
| ≥ CNY7.000 | 0,70% pa | | | | |

 $[\]ensuremath{^\star}\xspace$) above the counter rate, the branch request head office approval

Table of Interest Rates for On Call Deposits of December 2024

| Tier | Interest Rate |
|------------------------|---|
| Deposito On Call (IDR) | 0.75% below the market interest rate of Government Banks, BPD or PrivateBanks obtained from LHBU or Reuters |

Table of Interest Rate of Current Account as of December 2024

| Tier | Interest Rate |
|---|--|
| RUPIAH | |
| Progressive daily current account service calculation | |
| IDR 0-IDR 5 million | 0,00% |
| > IDR 5 million-IDR 100 million | 0,50% |
| > IDR 100 million-IDR1 billion | 0,75% |
| > IDR 1 billion-IDR 500 billion | 0,90% |
| > IDR 500 billion-IDR 750 billion | 1,25% |
| > IDR 750 billion | 1,75% |
| Current account Escrow Account | Same as current account Rupiah. and must be included in the Cooperation Agreement (PK) |
| FOREIGN EXCHANGE | |
| USD Foreign Currency Current Account | |
| ≤ USD1.000,00 | 0,00% |
| > USD1.000,00-≤ USD10.000,00 | 0,05% |
| > USD10.000,00-≤ USD100.000,00 | 0,15% |
| > USD100.000,00 | 0,25% |

| Tier | Interest Rate |
|--------------------------------------|---------------|
| SGD Foreign Currency Current Account | |
| ≤ SGD1.000,00 | 0,00% |
| > SGD1.000,00-≤ SGD10.000,00 | 0,05% |
| > SGD10.000,00-≤ SGD100.000,00 | 0,15% |
| > SGD100.000,00 | 0,20% |
| EUR Foreign Currency Current Account | |
| EUR | 0,10% |
| JPY Foreign Currency Current Account | |
| JPY | 0,00% |
| AUD Foreign Currency Current Account | |
| AUD 15.000 -< AUD 150.000 | 0,20% |
| ≥ AUD 150.000 | 0,50% |
| HKD Foreign Currency Current Account | |
| HKD 78.000 -< HKD 780.000 | 0,20% |
| ≥ HKD 780.000 | 0,50% |
| CNY Foreign Currency Current Account | |
| CNY 72.000 -< CNY 720.000 | 0,20% |
| ≥ CNY 720.000 | 0,50% |

Table of Profit Sharing Ratio

| Products | Profit Sharing Ratio | Realization of Sharing Ratio |
|---|----------------------|------------------------------|
| Individual Wadiah Curent Account | 0,00% | 0,00% |
| General Wadiah Current Account for Service/Government | 0,00% | 0,00% |
| Public Private Wadiah Current Account | 0,00% | 0,00% |
| Government General Mudharabah Current Account | 5,00% | 0,47% |
| Public Private General Mudharabah Current Account | 5,00% | 0,47% |
| Individual Mudharabah Current Account | 5,00% | 0,47% |
| TabunganKu iB | 0,00% | 0,00% |
| Laku Pandai Savings | 0,00% | 0,00% |
| Simpel Savings | 0,00% | 0,00% |
| Santri Savings | 0,00% | 0,00% |
| Umroh iB Amanah Savings | 0,00% | 0,00% |
| Haji Amanah Savings | 10,00% | 0,94% |
| Barokah Savings | 12,50% | 1,17% |
| iB Barokah Sejahtera Savings | 4,00% | 0,38% |
| iB Barokah Plan Savings | 25,00% | 2,35% |
| iB Barokah Pension Savings | 15,00% | 1,41% |
| 1 Month Deposit | 36,00% | 3,38% |

| Products | Profit Sharing Ratio | Realization of Sharing Ratio |
|-------------------|----------------------|------------------------------|
| 3 Months Deposit | 38,00% | 3,56% |
| 6 Months Deposit | 41,00% | 3,85% |
| 12 Months Deposit | 42,50% | 3,99% |

Strategy and Strategic Policy

The Board of Directors directly leads the formulation of the Bank's strategy through various meetings between the Board of Directors and key management. The strategy is outlined in the Bank's Business Plan (RBB), with its implementation continuously evaluated by the Board of Directors to ensure the effectiveness of the established strategies. The evaluation is conducted through various internal reports and meetings with Division Heads.

In line with the Bank's policy direction and considering the latest economic developments, management has formulated the strategic focus for 2024, which is implemented to achieve sustainable business growth as follows:

- Implementation of the Perfect-I strategy, focused on strengthening the organization, improving IT policies, optimizing the core banking system, enhancing infrastructure management, developing innovative business applications, and increasing IT system security.
- To improve the performance of the Sharia Business Unit (UUS) in accordance with OJK Regulation No. 12/ POJK/2023, Bank Jatim implements the Dual Banking Leverage Model (DBLM) strategy.
- Inorganic business growth strategy through capital investment in financial institutions or via the Bank Business Group.
- Plan for issuing a Sustainable Public Offering (PUB) by issuing bonds.
- Refinement of performance management system implementation (KPI effectiveness).
- 6. Transformation of Organizational Structure, Human Capital, and Digital Banking.
- Optimization of policy and procedure forums to ensure effective and efficient discussions of internal regulations.
- 8. Planning office networks and services, particularly new branch offices, and expanding electronic networks in high-potential locations.
- Accelerating credit growth, supported by the five pillars of Bank Jatim's transformation.
- 10. Increasing trade finance transactions.
- Enhancing low-cost fund acquisition to improve CASA (Current Account Savings Account) ratio.
- 12. Improve Institutional Relations With Government And Private Agencies.

Achievement of Performance Targets

Based on the strategies that have been implemented, in 2024 Bank Jatim has achieved good performance as targeted. On a Bank Only basis, Bank Jatim's 2024 performance includes the following: in the Conventional segment, the total disbursement of Micro Segment Loans in 2024 reached IDR9.33 trillion, an increase of 39.77% compared to 2023 which was IDR6.67 trillion. The total disbursement of retail and medium segment loans in 2024 amounted to IDR11.06 trillion, an increase of 40.41% compared to 2023 which was IDR7.88 trillion. The total disbursement of corporate segment loans in 2024 was IDR7.35 trillion, an increase of 8.69% compared to 2023 which was IDR6.76 trillion. The total disbursement of consumer loans in 2024 was IDR33.37 trillion, an increase of 10.29% compared to 2023 which was IDR30.26 trillion.

In the Sharia segment, the total collection of third-party funds (DPK) in 2024 amounted to IDR2.93 trillion, an increase of 12.49% compared to 2023 which was IDR2.60 trillion. The increase in DPK collection mainly came from the growth of Giro IB Barokah (Mudharabah), which rose by 2,166.86% or IDR38.70 billion. The total loan disbursement in 2024 reached IDR2.67 trillion, an increase of 21.85% compared to 2023 which was IDR2.19 trillion. In terms of profitability, Bank Jatim recorded positive growth by the end of 2024. In 2024, the total net interest and sharia income was recorded at IDR5,476,918 million, an increase of 10.62% from 2023 which was IDR4,950,932 million.

In general, Bank Jatim has met the expectations of its stakeholders. Various targets that were set have been realized in 2024. The total assets reached 96.33% of the target, with a realization of IDR102.07 trillion in 2024, slightly below the target due to a decline in current accounts and deposits. Loan disbursement reached 95.85% of the target, with a realization of IDR64.06 trillion in 2024. Third-party funds in 2024 were realized at IDR77.50 trillion, achieving 85.39% of the target, in line with the decrease in current accounts and deposits. Nevertheless, third-party funds from savings grew by 9.18% year-on-year as part of efforts to increase low-cost funds.

On the revenue side, interest income achievement stood at 100.19%, with a 2024 realization of IDR8.03 trillion. The pretax profit for the current year in 2024 reached 81.92%, with a realization of IDR1.65 trillion, falling below the target due to an increase in operating expenses other than interest.

On a consolidated basis, Bank Jatim's performance in 2024 includes the following: the total loan disbursement in 2024 was IDR75.35 trillion, an increase of 37.60% compared to 2023, which was IDR54.76 trillion. The total loan disbursement to MSME debtors in 2024 was IDR20.94 trillion, an increase of 40.27% compared to 2023, which was IDR14.93 trillion. The total loan disbursement to non-MSME debtors in 2024 was IDR54.42 trillion, an increase of 36.61% compared to 2023, which was IDR39.83 trillion. The total third-party funds (DPK) collected in 2024 amounted to IDR90.01 trillion, an increase of 15.11% compared to 2023, which was IDR78.20 trillion. This increase in DPK mainly came from the growth in Savings by 22.76% or IDR6.56 trillion, and the growth in Deposits by 19.41% or IDR5.52 trillion.

The total assets in 2024 were IDR118.14 trillion, an increase of 13.76% compared to 2023, which was IDR103.85 trillion. Equity in 2024 amounted to IDR12.53 trillion, an increase of 3.09% compared to 2023, which was IDR12.15 trillion.

Obstacles Faced by Banks and Efforts to Overcome Them

Although showing good performance, the Bank also faces various challenges. These challenges include the need to improve human resource capabilities, especially in business and business support areas, to drive business growth. To overcome these challenges, the Bank has a strategy to fulfill adequacy and enhance personnel competencies, particularly in business areas, as well as to refine the implementation of the performance management system and fulfill supporting tools.

Another challenge relates to digital banking technology infrastructure, IT security, and the competence of its human resources. To address these challenges, the Bank implements the Perfect-I strategy, which focuses on strengthening the organization, improving IT policies, optimizing the core banking system, better infrastructure management, developing innovative business applications, and enhancing IT system security.

Suboptimal marketing activities are also one of the challenges faced by the Bank. To overcome this, the Bank has a strategy to carry out continuous promotional activities by following and adapting to National Holidays themes and supporting Government Programs by conducting comprehensive financial education and literacy activities for specific customer categories/groups.

Important Things to Happen in The Future and Business Prospects

The global economy is expected to remain stable despite facing various challenges. Post-pandemic, the global economy has shown resilience, but disparities still affect its potential for economic performance improvement in the coming years. One of the key factors influencing global economic performance is inflation. Although inflation rates in most countries have approached central bank targets, price pressures persist in certain nations. Additionally, the escalation of geopolitical conflicts and regional tensions, advancements in artificial intelligence (Al) disrupting the technology and production sectors, and extreme climate changes affecting energy and food supply chains have significantly impacted the global economy.

To support economic activities, central banks in various countries have implemented policies such as interest rate cuts, which are expected to stimulate the economy, as well as fiscal policy adjustments in response to monetary policy easing. In this context, the International Monetary Fund (IMF) projects that global economic growth in 2025 will continue to face various challenges that may hinder its acceleration.

Amid various global economic challenges, Indonesia's economic growth in 2025 is projected to reach 5.2%, driven by stable domestic demand and increased investment. Controlled inflation and heightened economic activity leading up to the elections and religious holidays are expected to further boost the economy. The financial services industry plays a crucial role in supporting this growth, with the sector anticipated to continue expanding alongside rising investments.

The positive outlook for Indonesia's economic growth aligns with projections for credit disbursement and Third-Party Funds (DPK) in the banking sector, which are expected to record stable growth in 2025. This growth is supported by macroeconomic stability and sustained domestic consumption. Bank lending is expected to continue expanding at a moderate pace, with

banks likely focusing on high-potential sectors such as MSMEs, infrastructure, and the technology and digital sectors, which have gained significant attention in recent years. According to Bank Indonesia's projections, bank credit is expected to grow by approximately 11%-13%, driven by increased demand for business capital in line with the recovery of the domestic economy and rising consumer spending. A more flexible monetary policy and relatively stable interest rates could also support credit expansion, although risks related to inflation and global uncertainties must still be carefully monitored.

Based on global and national economic conditions, as well as the future development of the banking industry, Bank Jatim remains highly optimistic about its long-term prospects. This optimism stems from various opportunities that can be leveraged to achieve long-term goals. These opportunities include:

- The shift in consumer behavior towards utilizing banking technology.
- 2. The demographic landscape of the millennial generation, which consists of active internet and e-commerce users, as well as the potential for digital economy and finance.
- 3. The positive climate of sustainable economic growth in Fast Java.
- The significant market potential of Bank Jatim, particularly among Civil Servants (PNS), the Islamic economic ecosystem, local and private government ecosystems, and the MSME ecosystem.
- Regional economic development programs within East Java Province.
- The utilization of Artificial Intelligence (AI) and emerging technologies to enhance operational efficiency and customer experience.
- 7. Collaboration with the creative and digital industries.

Based on the available opportunities, the formulation of Bank Jatim's business development strategy for 2025 is focused on the following aspects:

- Development and strengthening of information technology security infrastructure.
- 2. Market deepening by leveraging technology and optimizing the role of branch networks, including financial agents.
- Synergy with various parties, particularly the government, to drive performance achievements and contribute to the economy.
- Optimization of digital-based and environmentally friendly products/services.

Corporate Governance

The implementation of Corporate Governance at Bank Jatim consistently adheres to applicable regulations. The application of good corporate governance (GCG) fosters strong business performance within the Bank's operations. In its efforts to establish robust and sustainable corporate governance, Bank Jatim applies GCG principles based on the ETAK concept (Ethics, Transparency, Accountability, and Sustainability). This approach aims to ensure that the bank is managed with principles that uphold business ethics, information transparency, clear accountability, and sustainability in its operations.

Ethics in Bank Jatim's governance encompass the application of moral values and integrity in every aspect of banking operations. Business ethics are implemented through the Code of Conduct, Anti-Fraud Policy, and Whistleblowing System. The Code of Conduct applies to all management and employees in carrying out banking activities and in interactions between Board of Commissioners, Board of Directors, employees, and all stakeholders. The Bank requires the signing of an Integrity Pact, which must then be implemented to the fullest extent. The successful implementation of the Code of Conduct is the responsibility of all leaders within their respective business units.

In order to prevent operational deviations within the Bank, particularly fraud that could harm customers or the bank itself, it is essential to enhance the effectiveness of internal controls as part of efforts to minimize fraud risks, including implementing an anti-fraud strategy. The fraud control system has been implemented in accordance with the anti-fraud strategy guidelines. Every fraud incident receives special attention in its resolution, and Bank Management requires all relevant internal stakeholders to be aware of fraud prevention. Continuous efforts are made to foster anti-fraud awareness through a zero-tolerance policy toward fraud. The Bank has conducted Whistleblowing System awareness campaigns alongside the dissemination of anti-fraud strategy implementation, as well as during exit meetings for audit results and employee briefings, including for new employees.

Regarding transparency, Bank Jatim is committed to maintaining transparency across all operational aspects, including providing information to stakeholders. The Bank has provided contact details through its website or Annual Report, allowing stakeholders to submit complaints, suggestions, or potential violations of their rights. In addition to the annual report, the Bank has disclosed corporate information through quarterly reports and financial statements, which can be accessed on the Bank's website. The public can transparently access all financial and non-financial reports published by Bank Jatim through various available channels in a timely, complete, and accurate manner.

Bank Jatim utilizes various communication channels for both internal and external parties to build the company's image through print media, electronic media, broadcast media, display media, and others. To facilitate public access to the latest information about the company, Bank Jatim maintains a corporate website at www.bankjatim.co.id, which also serves as a service portal. The website provides detailed information about Bank Jatim, including its history, organizational structure, vision and mission, management, network, achievements, funding products, credit products, and services for both conventional and Sharia banking. Additionally, the website contains information on CSR distribution and the latest news or updates about Bank Jatim.

To maintain the trust of shareholders and stakeholders, the Investor Relations team at Bank Jatim directly engages with investors, analysts, and shareholders to present the Bank's performance. Bank Jatim remains committed to transparency in reporting, ensuring that both periodic and incidental reports are submitted to regulators in a timely manner in accordance with applicable laws and regulations.

Regarding accountability, all Bank organs have carried out their duties and responsibilities effectively. Throughout 2024, the Board of Directors has fulfilled its duties, obligations, and responsibilities properly. The main tasks of the Board of Directors during 2024 included drafting the Bank's Business Plan, implementing IT strengthening projects and digital banking development, managing assets and finances, conducting Board of Directors meetings as well as joint meetings with the Board of Commissioners, organizing the Annual General Meeting of Shareholders for the 2023 financial year held in 2024, overseeing and improving internal business processes, implementing Good Corporate Governance in all business activities, distributing Corporate Social Responsibility funds through various Bank Jatim Cares programs, and carrying out other tasks related to the Bank's management.

Throughout 2024, the Board of Commissioners has performed its duties and responsibilities in overseeing management policies and the Bank's overall governance. The Board of Commissioners has issued 15 (fifteen) approval letters under its authority, as stipulated in the Bank's Articles of Association and applicable regulations. Additionally, throughout the year, the Board of Commissioners has provided recommendations and carried out its duties through various forums, including Board of Commissioners meetings, meetings with committees under the Board of Commissioners, and on-site visits.

To ensure the implementation of sustainability, as a financial institution playing a crucial role in regional economic growth, Bank Jatim is committed to integrating sustainability principles into its operations based on three main pillars: economic, social, and environmental aspects. In the economic aspect, Bank

Jatim consistently applies the principle of prudence in credit distribution. The Bank provides credit to business sectors that meet the Sustainable Business Activity Criteria (KKUB), prioritizing efficiency and effectiveness in the sustainable use of natural resources. Additionally, when granting credit, the Bank pays close attention to Environmental Impact Analysis (AMDAL), particularly for large or high-risk companies applying for loans.

Regarding the social aspect, Bank Jatim is committed to providing the best products and services, including ensuring equal treatment for all customers. The bank guarantees that all consumers receive equal services without discrimination based on background, ethnicity, race, gender, religion, political views, or other factors. For employees, Bank Jatim is dedicated to providing equal employment opportunities, ensuring fair chances for skill development, career advancement, remuneration, and other benefits. For the community, Bank Jatim's operations have had a positive impact. The bank directly benefits society by offering various banking products and services across all districts and cities in East Java. As a regionally owned enterprise, Bank Jatim also contributes to the economic development of the area. Indirectly, the bank supports communities through the implementation of Corporate Social and Environmental Responsibility (TJSL) programs.

Bank Jatim strives to actively participate in environmental conservation efforts. This commitment is reflected in various environmental sustainability initiatives. The bank continuously seeks to preserve nature by using eco-friendly materials and equipment to support its operations. One such effort is replacing conventional lighting with LED lights in office buildings, as these materials are more environmentally friendly.

To evaluate the effectiveness of corporate governance implementation, Bank Jatim conducts periodic GCG Assessments in accordance with SEOJK 13/SEOJK.03/2017, issued on March 17, 2017, regarding Corporate Governance Implementation for Commercial Banks. The self-assessment results for the first and second semesters of 2024 yielded a rating of 3, indicating that corporate governance implementation is adequate or good but still has room for improvement and strengthening. The assessment results are followed up to enhance the continuous and effective implementation of good corporate governance.

Performance Assessment of Committees under The Board of Directors

In carrying out their respective duties and responsibilities, the Board of Directors is supported by seven committees under its supervision, which include:

- 1. Asset Liability Committee (ALCO);
- 2. Risk Management Committe;
- 3. Personnel Management Committee;
- 4. Information Technology Committee;
- 5. Credit Committee;
- 6. Credit Policy Committee;
- 7. Product Committee

Throughout 2024, the Board of Directors assessed that these committees effectively fulfilled their duties and responsibilities.

Changes in The Composition of Members of The Board of Directors

During 2024, there were changes in the composition of the Board of Directors. These changes were made based on the Bank's needs. The composition changes are as follows:

COMPOSITION OF THE BOARD OF DIRECTORS BEFORE THE 2023 FISCAL YEAR ANNUAL GMS

Before the 2023 Fiscal Year Annual GMS, the Board of Directors of Bank Jatim consisted of seven members, including one President Director and six Directors, as follows:

Busrul Iman : President Director
Tonny Prasetyo : Director of Compliance

Edi Masrianto : Director of Finance, Treasury & Global

Services

R. Arief Wicaksono : Director of Micro, Retail & Medium

Enterprises

Zulhelfi Abidin : Director of IT & Digital

Eko Susetyono : Director of Risk Management

Arif Suhirman : Director of Operations

COMPOSITION OF THE BOARD OF DIRECTORS AFTER THE 2023 FISCAL YEAR ANNUAL GMS

On February 7, 2024, the 2023 Fiscal Year AGMS decided to dismiss Tonny Prasetyo as Director of Compliance and approved the appointment of Umi Rodiyah as the Bank's Director of Compliance. Thus, the composition of Bank Jatim's Board of Directors after the 2023 Fiscal Year AGMS consists of seven (7) members, as follows:

Busrul Iman : President Director

Edi Masrianto : Director of Finance, Treasury & Global

Services

R. Arief Wicaksono : Director of Micro, Retail & Medium

Enterprises

Zulhelfi Abidin : Director of IT & Digital

Eko Susetyono : DirektDirector of Risk Management

Arif Suhirman : Director of Operations
Umi Rodiyah : Director of Compliance

COMPOSITION OF THE BOARD OF DIRECTORS AFTER THE 2024 FISCAL YEAR EXTRAORDINARY GMS

On December 11, 2024, the Extraordinary General Meeting of Shareholders (EGMS) decided to change the nomenclature of Bank Jatim's Board of Directors as follows:

| Previous Nomenclature | New Nomenclature |
|--|--|
| President Director | President Director |
| Director of Micro, Retail & Medium Enterprises | Director of Micro, Retail Business & Sharia Banking |
| Director of Risk Management | Director of Risk Management |
| Director of IT & Digital | Director of IT, Digital & Operations |
| Director of Operations | Director of Medium, Corporate Business & Network |
| Director of Finance, Treasury & Global Services | Director of Finance, Treasury & Global Services |
| Director of Compliance | Director of Compliance |

Thus, the composition of Bank Jatim's Board of Directors after the nomenclature change is as follows:

Busrul Iman : President Director

Edi Masrianto : Director of Finance, Treasury & Global Services
R. Arief Wicaksono : Director of Micro Business, Retail and Sharia Business

Zulhelfi Abidin : Director of IT, Digital & Operations Eko Susetyono : Director of Risk Management

Arif Suhirman : Director of Medium Business, Corporate & Network

Umi Rodiyah : Director of Compliance

Closing

The Board of Directors expresses its gratitude to all shareholders, customers, business partners, and stakeholders for their trust and support in Bank Jatim. We also extend our highest appreciation to the entire management team and employees for their dedication and hard work in achieving the company's targets.

We hope this report provides a clear overview of Bank Jatim's performance and the strategic direction we will pursue in the future. May Bank Jatim continue to grow and bring greater benefits to the economy and society.

Surabaya, April 29, 2025 On behalf of the Board of Directors

Busrul ImanPresident Director

Board of Directors

From Left to Right

Zulhelfi Abidin : Director of IT, Digital & Operations

R. Arief Wicaksono : Director of Micro Business, Retail and Sharia Business

Busrul Iman : President Director



Edi Masrianto : Director of Finance, Treasury & Global Services

Umi Rodiyah : Director of Compliance

Arif Suhirman : Director of Medium Business, Corporate & Network

Eko Susetyono: Director of Risk Management



The Board of Commissioners' Report

Dear Shareholders and Stakeholders,

We extend our gratitude to God Almighty for His blessings and grace, Bank Jatim was able to record strong performance in 2024. The Board of Commissioners extends its appreciation to the Board of Directors for maintaining and delivering solid performance amid global uncertainty caused by geopolitical dynamics.

On this occasion, the Board of Commissioners presents its supervisory report and advisory role to the Board of Directors throughout 2024. This report will include assessments of the Board of Directors' performance, views on the business prospects prepared by the Board of Directors, views on the Bank's corporate governance implementation, as well as the composition and changes in the members of the Board of Directors and Board of Commissioners. Herewith, we present the Board of Commissioners' supervisory report and advisory role regarding the management of the Bank for the 2024 financial year.

Performance Assessment of Board of Directors

Before presenting the Board of Commissioners' assessment on the Board of Directors' performance achievements, the Board of Commissioners will first outline the frequency and methods of providing advice to the Board of Directors, as well as the Board of Commissioners' oversight of the formulation and implementation of strategic alternatives.

Advice from the Board of Commissioners to the Board of Directors was provided both formally and informally through various means, including online and offline meetings, as well as in written form. Formal advice was delivered through Joint Meetings of the Board of Commissioners and the Board of Directors, while informal advice was given during on-site visits and sharing sessions. Throughout 2024, the Board of Commissioners held 18 (eighteen) joint meetings with the Board of Directors.

The Board of Commissioners has provided recommendations and carried out its duties and responsibilities accordingly. In 2024, the Board of Commissioners has issued 15 (fifteen) approval letters within its authority as stipulated in the Articles of Association and applicable regulations. Some of these approvals include the following.

- Approval for the Implementation of the Annual General Meeting of Shareholders for the Fiscal Year 2023 of PT Bank Pembangunan Daerah Jawa Timur Tbk.
- 2. Approval for the Preparatory Briefing for the Fit & Proper Test by the Financial Services Authority for Prospective Members of the Sharia Supervisory Board.
- Approval of the Key Performance Indicators (KPI) for the Board of Directors for 2023.
- 4. Approval of the 2024 Audit Plan.
- 5. Approval of the Corporate Action Plan for Capital Investment by Bank Jatim in Bank Lampung.
- 6. Approval of the Key Performance Indicators (KPI) for the Sharia Supervisory Board for 2023.
- Approval of the Standard Operating Procedure (SOP) for the Work of the Board of Directors.
- 8. Approval of Adjustments to the 2024 Bank Jatim Business Plan.
- Approval of the Product Activity Policy (KPA) for Anti-Money Laundering (APU), Counter-Terrorism Financing (PPT), and Prevention of Financial Crimes (PPPSPM).
- 10. Approval of the Revision of the 2024 Bank Jatim Business
- Provision of Financing Facilities to Amal Usaha Muhammadiyah, Universitas Muhammadiyah Surabaya.
- Acceleration of the Appointment of an Independent Consultant in Relation to the Planned Formation of a Banking Business Group (KUB) with Bank Sultra and Bank
- 13. Approval of the 2025 Bank Jatim Business Plan.
- Approval and Appointment of a Public Accountant (AP) and/or Public Accounting Firm (KAP) to Audit the Financial Statements of PT Bank Pembangunan Daerah Jawa Timur Tbk for 2024.
- Provision of Year-End 2024 Variable Compensation for Management, the Sharia Supervisory Board, and Committees of PT Bank Pembangunan Daerah Jawa Timur Tbk.

The Board of Commissioners consistently carries out its duties, obligations, and responsibilities in overseeing the formulation of alternatives, the determination, and the implementation of the Bank's strategies in accordance with the Company's Articles of Association and applicable laws and regulations. The supervision of strategy formulation is carried out by overseeing

the preparation of the Bank's Business Plan (RBB) and approving the Corporate Plan and Business Plan. Meanwhile, supervision of strategy implementation is conducted through monitoring, advising, and guiding the Board of Directors in executing the Bank's business activities



In assessing the performance of the Board of Directors, the Board of Commissioners considers several aspects as the basis for evaluation. These aspects include economic conditions, performance achievements—covering operational performance, financial performance, and the company's soundness level. The assessment of the Board of Directors' performance can be presented as follows.

Global Economic Conditions

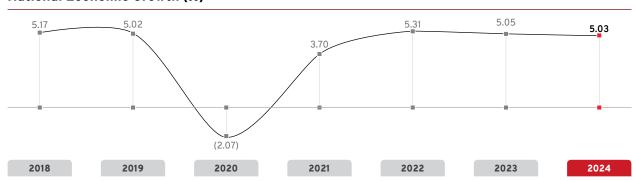
The global economic conditions in 2024 were confronted with various challenges, particularly related to geopolitical tensions due to the ongoing Russia-Ukraine conflict, as well as the reelection of President Donald Trump with his America First policies. These factors posed a risk of increasing fragmentation in global trade and investment, as well as heightened uncertainty in global financial markets, which affected global economic growth.

The divergence in economic growth patterns among countries is expected to persist as economic and trade fragmentation continues to intensify in the future. The World Economic Outlook report by the IMF, released in January 2025, revised economic growth projections for advanced economies—including Japan and the United Kingdom—downward compared to previous estimates. However, the U.S. economy is expected to remain strong, supported by improvements in employment conditions, rising domestic demand, and inflation stabilization. This has influenced market expectations regarding the Federal Reserve's interest rates (Fed Funds Rate), which are now anticipated to be lower than previous estimates.

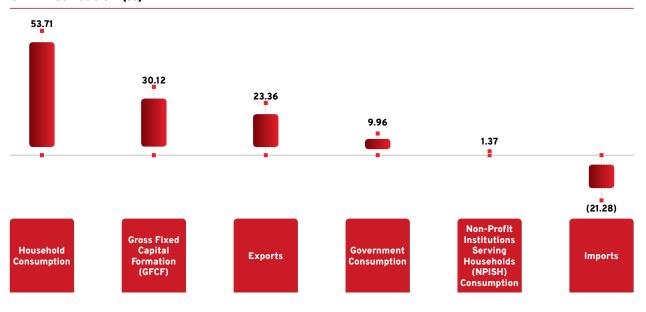
National Economic Conditions

Amid the dynamics of global economic conditions, the national economy in 2024 grew cumulatively by 5.03%, driven by domestic demand, particularly from the household sector, as well as the support of a responsive economic policy mix.

National Economic Growth (%)



GDP Distribution (%)



The Five Largest Economic Sectors



The structure of the national economy is still supported by the processing industry, trade, agriculture, construction, and mining & quarrying sectors. Cumulatively, all economic sectors have grown positively, although some sectors experienced lower growth compared to the previous year. The highest growth occurred in the Other Services sector, while the lowest growth was in the agriculture, forestry, and fisheries sectors, influenced by climate and weather factors.

Various accommodative economic policy mixes were established by the government to continue driving the acceleration of inclusive and sustainable economic growth while maintaining stability in the face of increasingly complex global challenges throughout 2024 and 2025. Therefore, the projection of macroeconomic assumptions indicates resilient performance, although it tends to be restrained.

Prospects and Economic Potential of The Region

Although overshadowed by global and national economic conditions that tend to be restrained, various institutions project that the regional economy of East Java Province will remain resilient until the end of 2024, and even experience growth in the following year.

Economic Projection of East Java Province

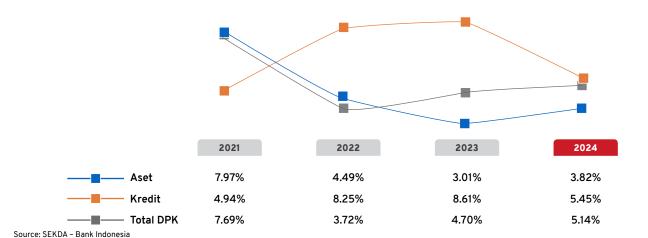
| Institutions | Projection (%) | | |
|-----------------------------|----------------|-------------|--|
| | 2024 | 2025 | |
| Bank Indonesia Jawa Timur | 4.70 - 5.50 | 4.90 - 5.70 | |
| Bappeda Provinsi Jawa Timur | - | 4.95 - 5.20 | |
| FEB Universitas Brawijaya | 5.13 - 5.25 | 5.43 - 5.63 | |
| FEB Universitas Airlangga | 5.17 - 5.49 | 5.27 - 5.49 | |

Source: Regional Development Plan of East Java Province 2025 - 2026

In order to achieve the targeted economic growth as mentioned, the development direction is planned to be realized through 5 (five) priority developments as outlined in the 2025 – 2026 Regional Development Plan (RPD) of East Java Province, which consists of:

- Development of globally competitive Human Resources (HR), as well as acceleration of extreme poverty alleviation in the 3T (Frontier, Outermost, and Disadvantaged) areas;
- Development of growth center areas, such as strategic urban areas, environmentally friendly industrial zones, research and technology-based innovation industries, strategic tourism areas, and agricultural areas supporting food self-sufficiency;
- Acceleration of development based on green and circular growth, as well as strengthening strategic conservation in the development of multi-infrastructure and maritime backbone, capable global/major ports to reduce logistics and production costs, and enhance industrial competitiveness in Java;
- 4. Development of supporting infrastructure, such as the development of multi-infrastructure connectivity backbone and feeders, as well as maritime backbone integrating strategic areas; development of connectivity routes between regions and special logistics routes, development of electrical and digital infrastructure, strengthening urban infrastructure, and improving access and quality of basic infrastructure; and
- Completion of the Detailed Spatial Plan (RDTR) for districts/ cities, spatial planning considering disaster risks, especially risk mitigation in urban and rural areas, and strengthening disaster resilience and climate change, particularly in urban areas and strategic areas.

The trend in the banking industry performance in East Java Province in 2024 (% yoy) tends to be fluctuating compared to the performance of the banking industry and BPD SI. The loan disbursement performance of the banking industry in East Java Province showed a decline, while the banking asset performance in East Java Province aligns with the trend of relatively increased third-party fund (DPK) collection.



The development of digital technology and changes in public preferences for transactions have accelerated the transformation of the banking industry landscape as a whole. This has impacted the trend of declining numbers of bank branches and financing companies, particularly in the East Java

Performance Achievements

Province.

Amid these economic conditions, the Board of Commissioners is of the opinion that the Board of Directors successfully navigated challenges and opportunities, achieving strong performance in 2024.

On a Bank Only basis, Bank Jatim's performance in 2024 includes, among others, on the Conventional side, the total disbursement of Micro Segment Loans in 2024 amounted to IDR9.33 trillion, an increase of 39.77% compared to 2023, which was IDR6.67 trillion. The total disbursement of Retail and Medium Segment Loans in 2024 reached IDR11.06 trillion, an increase of 40.41% compared to 2023, which was IDR7.88 trillion. The total disbursement of Corporate Segment Loans in 2024 was IDR7.35 trillion, an increase of 8.69% compared to 2023, which was IDR6.76 trillion. The total disbursement of Consumer Loans in 2024 was IDR33.37 trillion, an increase of 10.29% compared to 2023, which was IDR30.26 trillion.

In the Sharia segment, the total collection of Third-Party Funds (DPK) in 2024 amounted to IDR2.93 trillion, an increase of 12.49% compared to 2023, which was IDR2.60 trillion. The increase in DPK collection mainly came from the growth of Giro IB Barokah (Mudharabah) by 2,166.86%, or IDR38.70 billion. The total loan disbursement in 2024 was I DR2.67trillion,anincreaseof21.85%comparedto2023,whichwas IDR2.19 trillion.

From a Profitability Perspective, Bank Jatim recorded positive growth through the end of 2024. In 2024, the total net interest and sharia income amounted to IDR5,476.918

million, an increase of 10.62% compared to 2023, which was IDR4,950.932 million.

Overall, Bank Jatim has met the expectations of its stakeholders. Various targets set have been realized in 2024. The total assets reached 96.33%, with a realization of IDR102.07 trillion in 2024, slightly below the target due to the decline in current accounts and time deposits. The credit disbursement achievement was 95.85%, with a realization of IDR64.06 trillion in 2024. Third-party funds in 2024 amounted to IDR77.50 trillion, achieving 85.39%, in line with the decrease in current accounts and time deposits. However, third-party funds from savings grew by 9.18% YoY as an effort to increase low-cost funds.

In terms of revenue, interest income achievement was 100.19%, with a realization of IDR8.03 trillion in 2024. The pre-tax profit achievement for the year in 2024 was 81.92%, with a realization of IDR1.65 trillion, which was below target, due to an increase in operational costs beyond interest expenses.

On a consolidated basis, Bank Jatim's performance in 2024 includes, among others, The total loan disbursement in 2024 amounted to IDR75.35 trillion, an increase of 37.60% compared to 2023, which was IDR54.76 trillion. The total loan disbursement to MSME debtors in 2024 was IDR20.94 trillion, an increase of 40.27% compared to 2023, which was IDR14.93 trillion. The total loan disbursement to non-MSME debtors in 2024 was IDR54.42 trillion, an increase of 36.61% compared to 2023, which was IDR39.83 trillion.

The total collection of Third-Party Funds (DPK) in 2024 was IDR90.01 trillion, an increase of 15.11% compared to 2023, which was IDR78.20 trillion. The increase in DPK mainly came from the growth in savings, which increased by 22.76% or IDR6.56 trillion, and from the growth in time deposits, which increased by 19.41% or IDR5.52 trillion.

The total assets in 2024 amounted to IDR118.14 trillion, an increase of 13.76% compared to 2023, which was IDR103.85 trillion. Equity in 2024 amounted to IDR14.60 trillion, an increase of 20.15% compared to 2023, which was IDR12.15 trillion.

In addition to operational and financial performance, the Bank's Soundness Level is also one of the considerations for the Board of Commissioners in assessing the performance of the Board of Directors. The Bank conducts a self-assessment of its Soundness Level using a Risk-Based Bank Rating approach, guided by the Financial Services Authority Regulation No. 4/POJK.03/2016 concerning the Assessment of Commercial Bank Soundness Level. The assessment of the Bank's Soundness Level is conducted based on risks and performance, which can be observed from the final rating result (Composite Rating). The Bank Soundness Level assessment applies a risk-based bank rating approach covering four risk factors: Risk Profile, Good Corporate Governance (GCG), Earnings, and Capital.

The results of Bank Jatim's individual Soundness Level Self-Assessment as of December 31, 2024, place the Bank in Composite Rating 2 (Sound). This reflects the Bank's overall sound financial condition, demonstrating its capacity to withstand significant negative impacts from changes in business conditions and other external factors. This is evidenced by the favorable ratings across key assessment factors, including Risk Profile, Governance Implementation, Earnings, and Capital. In cases where weaknesses are identified, they are generally not material.

View on the Business Prospects Prepared by the Board of Directors

Global economic challenges are marked by rising debt burdens, inflation threats, and geopolitical tensions. The World Economic Forum (WEF) identifies the current global context as turbulent, involving: the impact of the Russia–Ukraine war, risks to economic recovery, economic divergence, erosion of social cohesion, geopolitical tensions, risks of climate action failure and secure digitalization. The World Uncertainty Index, which stood at 26.50 in Q4 2022, had declined to 17.90 by Q3 2024, prior to the Gaza war on October 7, 2024.

On the other hand, Indonesia's domestic economic challenges include increasing subsidies (pertalite, diesel, pertamax, biodiesel, LPG), direct cash assistance and other social support programs, easing political and social tensions, high youth unemployment, slow-paced recovery, growth remaining around 5% through 2024, and weakened political and economic institutions.

The direction of digitalization development in the banking industry is expected to accelerate, especially following the issuance of the Financial Services Authority Regulation (POJK) Number 12/POJK.3/2021 concerning Commercial Banks, which accommodates Digital Banks. Globally, the dynamics of the financial and digital banking industries are being responded to with the emergence of neobanks.

After taking into account the economic conditions, the Board of Commissioners is confident that the business prospects prepared by the Board of Directors are appropriate. The Board of Commissioners believes that Bank Jatim will be able to seize the opportunities arising from shifts in public behavior caused by technological disruption, particularly in the use of banking technology. This is also supported by the large number of millennials and Generation Z in East Java, who are active users of the internet and e-commerce, as well as the increasingly dominant digital economy and finance potential. Synergy and collaboration with various parties—both government and financial/non-financial industries—along with the still significant market potential such as civil servants (PNS) and the growing MSME sector, are also opportunities for Bank Jatim.

Views on the Implementation of Bank Governance

The implementation of good governance principles is essential for building investor and stakeholder trust, lowering the cost of capital, reinforcing the capital market and financial services sector, creating more job opportunities, and promoting economic growth aligned with sustainable development principles. Through the adoption of strong governance practices, Bank Jatim aims to enhance its competitiveness within the banking sector and make a meaningful contribution to environmental sustainability and social wellfare.

The implementation of good governance can be driven from two sides: ethics and regulations. The ethical-driven approach comes from the awareness of the bank's management and employees to practice governance that prioritizes the long-term sustainability of the company, protects the interests of shareholders and stakeholders, and avoids short-term profit-driven practices. On the other hand, the regulatory-driven approach mandates the company to comply with governance practices required by applicable laws and regulations. Both approaches complement each other in contributing to the creation of a healthier business environment.

The Board of Commissioners consistently carries out its supervisory function to ensure that the management of the Bank, as conducted by the Board of Directors, complies with prevailing laws and regulations while providing the necessary advice or opinions on every strategic action or activity to

achieve the Bank's objectives. The Board of Commissioners believes that GCG implementation within the Company has been effectively carried out. This is reflected in the following GCG components.

Risk Management

In implementing risk management, the Bank consistently complies with applicable regulations and laws. The Bank's risk management is governed by a Product and Activity Policy (KPA) and a Risk Management Standard Operating Procedure (SOP), which are prepared by referring to the Financial Services Authority Regulation (POJK), Basel provisions, and banking best practices. This risk management policy is reviewed regularly to anticipate changes in business conditions, regulations, and the Bank's internal conditions.

The Bank has also developed a Recovery Plan to address potential financial issues that may arise. This Recovery Plan document outlines various recovery option mechanisms aimed at preventing, restoring, and improving the Bank's financial condition and business continuity in the event of a financial crisis that may disrupt the Bank's operations, in accordance with Financial Services Authority Regulation Number 5 of 2024 concerning the Determination of Supervision Status and Handling of Issues in Commercial Banks.

The risk management framework and governance at the Bank consist of the Board of Commissioners, which performs the risk oversight function through the Audit Committee and the Risk Monitoring Committee, while the Board of Directors carries out the risk policy function through the Risk Management Committee. At the operational level, the Risk Management Unit (SKMR) and the Compliance Unit (SKK), together with the business units, are responsible for performing risk identification, risk measurement, risk mitigation, and risk control functions.

The duties, responsibilities, and authorities of the Board of Commissioners in overseeing the Bank's Risk Management activities include the following:

- Ensuring that the implementation of Risk Management is adequate and aligned with the Bank's characteristics, complexity, and Risk Profile;
- Having a sound understanding of the types and levels of risks inherent in the Bank's business activities;
- Approving the Risk Management policy, including the strategy and risk management framework established in accordance with the Bank's risk appetite and risk tolerance;
- 4. Evaluating the Risk Management policy and Risk Management strategy at least once a year, or more frequently in the event of circumstances that may significantly impact the Bank's business activities; and

 Evaluating the accountability of the Board of Directors and providing recommendations for improvement in the implementation of Risk Management policies on a regular basis, to ensure that the Board of Directors effectively manages the Bank's activities and risks.

The Board of Commissioners has actively conducted identification, measurement, monitoring, and control of risk through a self-assessment method. To support the self-assessment process, the following components can be explained:

- Bank Soundness Level is assessed using a risk-based bank rating (RBBR) approach on an individual basis, covering the assessment of Risk Profile, Governance, Profitability, and Capital. Throughout 2024, Bank Jatim submitted the Bank Soundness Level report on an individual basis for the reporting periods of Second Semester 2023 and First Semester 2024 to the Regulator in a timely manner.
- Individual Risk Profile covering the management of 8 types of risks (Credit, Market, Liquidity, Operational, Legal, Strategic, Compliance, and Reputational Risks). Throughout 2024, Bank Jatim submitted the results of its individual Risk Profile self-assessment for the reporting periods of Q4 2023 and Q1, Q2, and Q3 2024 to the Regulator in a timely manner.
- Internal Capital Adequacy Assessment Process (ICAAP)
 report on an individual basis. Throughout 2024, Bank
 Jatim submitted its ICAAP report for the Second Semester
 of 2023 and the First Semester of 2024 to the Regulator in
 a timely manner.
- 4. Interest Rate Risk in the Banking Book (IRRBB) report. Throughout 2024, Bank Jatim submitted the IRRBB report on an individual basis for the reporting periods of Q4 2023 and Q1, Q2, and Q3 2024 to the Regulator in a timely manner.
- Risk-Weighted Asset (RWA) Calculation Report for Credit Risk, Market Risk, and Operational Risk.
- Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR) Calculation Reports.
- 7. Leverage Ratio Compliance Report.
- 8. Recovery Plan Document.
- 9. Resolution Plan Document.

The implementation of Risk Management is carried out in alignment with the Enterprise Risk Management (ERM) framework. This framework provides the foundation for a proactive and forward-looking risk management process, aimed at ensuring sound and sustainable business growth, as well as comprehensive capital management. Within the ERM framework, risks are managed in an integrated manner by aligning the Bank's risk appetite with its business strategy.

The primary goal of implementing ERM is to help the Bank reach its objectives and Business Plan (RBB) while upholding prudential principles, ensuring robust financial performance, and adhering to relevant regulations. This is accomplished by consistently promoting a solid Risk Culture, which acts as the foundation for control mechanisms within the ERM framework. Furthermore, the Bank develops risk mitigation strategies to ensure that risk exposures stay within the defined risk appetite. The ERM framework refers to and is aligned with the scope of risk management as defined by the OJK, which includes at a minimum the following elements:

- Active oversight by the Board of Commissioners through the Risk Monitoring Committee, and by the Board of Directors through the Risk Management Committee;
- 2. Adequacy of policies, procedures, and limit-setting;
- 3. Adequacy of risk identification, measurement, monitoring, and control processes, including the risk management information system; and
- A sound internal control system implemented at all levels of the organization and work units, in accordance with the Bank's size and business complexity.

In accordance with OJK regulations, there are eight (8) types of risk comprising credit risk, market risk, liquidity risk, operational risk, legal risk, strategic risk, compliance risk, and reputational risk. Pursuant to OJK Regulation No. 18/POJK.03/2016 concerning the Implementation of Risk Management for Commercial Banks, Article 23 stipulates the obligation for banks to submit a Bank Risk Profile Report to OJK every three (3) months, addressed to various levels of management including the Board of Commissioners and the OJK.

In addition, the Bank reviews audit findings as part of the risk evaluation process to mitigate potential risks. The result of Bank Jatim's Risk Profile self-assessment as of December 2024 was assigned a Composite Rating of 2 (low), with an Inherent Risk Rating of "Low to Moderate" and a Risk Management Quality Rating of "Fair." The Board of Commissioners, through the Risk Monitoring Committee, concluded that the adequacy of risk management is functioning effectively and sufficiently, as reflected in the following:

- The adequacy of Risk Management policies and procedures and the effective establishment of risk limits, which include: the determination of risk measurement methods and risk management information systems, setting and enforcing risk limits, determining risk rating assessments, preparing contingency plans for worst-case scenarios, and establishing internal control systems in the implementation of risk management; and
- The adequacy of the processes for identifying, measuring, monitoring, and controlling risks, and the adequacy of the Risk Management Information System (RMIS) in each work unit at both the Head Office and Branch Offices, in accordance with the Bank's business size and complexity.

Internal Control System

The Internal Control System (ICS) is a monitoring framework consistently implemented by the Bank's management. The successful implementation of ICS functions is a crucial element of management and forms the basis for stable and secure operations. It also assists Bank management in protecting the Bank's assets, improving adherence to applicable laws and regulations, and minimizing the risk of losses, irregularities, and breaches of prudential standards.

Bank Jatim implements the Internal Control System for Risk Management functions by adopting the Three Lines Model, where its implementation is a shared responsibility across the first, second, and third lines of defense. The ICS for risk management refers to the overall ICS framework, which includes the following:

- An effective ICS that refers to established policies and procedures, and the consistent and continuous application of an adequate segregation of duties (four eyes principle);
- A comprehensive ICS in the implementation of risk management;
- 3. Periodic reviews of the risk management implementation;
- 4. The results of the Risk Management review conducted by the Risk Management Unit (SKMR) are reported to the Board of Commissioners, Board of Directors, Director of Risk Management, Audit Committee, and the Internal Audit Unit (SKAI), and serve as input for enhancing the risk management framework:
- Remedial actions on findings from both internal and external audits are monitored by SKAI. Any unresolved audit findings are reported by SKAI to the Board of Directors for necessary corrective action; and
- The level of responsiveness to any weaknesses and/or violations of applicable internal and external regulations.

The implementation of a reliable and effective Internal Control System (ICS) is the responsibility of all parties across all work units and organizational levels within the Bank, which includes the following:

- The Board of Commissioners is responsible for supervising the overall implementation of internal controls, including oversight of policies established by the Board of Directors related to internal controls;
- The Board of Directors is responsible for establishing and maintaining an effective ICS and ensuring its secure and reliable operation in accordance with the Bank's internal control objectives. The Director overseeing compliance and risk management plays an active role in preventing irregularities by formulating policies related to prudential principles and conducting awareness programs for employees;
- The Internal Audit Unit (SKAI) evaluates and actively contributes to the continuous improvement of ICS effectiveness, particularly concerning Bank operations

that have the potential to cause losses in achieving the Bank's established objectives. SKAI also ensures the independence of internal audit implementation through proper reporting lines and enhances the competence of internal auditors, especially regarding risk assessment practices and application;

- 4. Each officer and employee understands and implements the ICS established by management, recognizing that effective internal control enhances individual responsibility, fosters a strong Risk Culture and Compliance Culture, and accelerates the identification of unsound banking practices and organizational issues through an efficient early warning system:
- External parties such as the OJK, Bank Indonesia, external auditors, and the Bank's customers also have a vested interest in the implementation of a reliable and effective ICS.

The Board of Directors conducts regular reviews of branch operational performance reports by assessing performance results and audit findings, including matters related to ICS deficiencies, inaccuracies in financial reporting, or other irregularities (fraud).

The Board of Commissioners and the Board of Directors offer guidance based on audit reports evaluating the adequacy of the ICS as carried out by SKAI, and they convene regular coordination meetings to address operational challenges and performance-related issues, including discussions of internal audit findings for the relevant period. The Board of Commissioners has concluded that the adequacy of the ICS is functioning effectively and remains sufficient.

Whistleblowing System

The successful implementation of a comprehensive anti-fraud strategy heavily depends on the commitment and dedication of the Board of Commissioners and the Board of Directors in fostering an anti-fraud culture and awareness across all levels of the Bank's organization. One of the key initiatives is the establishment of a written commitment called the Anti-Fraud Declaration, which is signed by the Board of Commissioners, the Board of Directors, and all employees within the Bank's organizational structure. Regarding the implementation of the Whistleblowing System (WBS), the Board of Commissioners plays a crucial role in reviewing the results of special audit reports derived from WBS reports.

Preventive actions, detection, and identification of potential risks serve as an early warning system (EWS) for operational processes. The identification of findings that indicate fraud is integrated into whistleblowing policies and mechanisms. This mechanism is expected to enable early detection of violations, enhance employee, customer, and stakeholder participation in reporting misconduct, and serve as an early warning signal for potential violations.

As a form of Bank Jatim's commitment to implementing an anti-fraud strategy, a whistleblowing mechanism, and ensuring protection for whistleblowers acting in good faith, the Bank is obligated to:

- 1. The Bank is obliged to protect whistleblowers.
- 2. The protection provided by the Bank to whistleblowers is intended to encourage whistleblowers to report fraud complaints clearly, in detail, and transparently.
- 3. Whistleblower protection includes protection of the whistleblower's identity and the contents of the report.
- 4. The Bank is committed to protecting whistleblowers who act in good faith and will comply with all relevant laws and regulations as well as applicable best practices in implementing whistleblower protection.
- 5. All fraud complaint reports will be kept confidential and secure by the Bank, and whistleblowers can obtain information regarding the progress of their reports.
- The Bank provides protection to internal bank employee whistleblowers from dismissal, demotion, discrimination, intimidation, and other protections in accordance with applicable laws and regulations.

Bank Jatim will continue to enhance employee and stakeholder awareness and encourage the reporting of violations through the whistleblowing mechanism to create a clean and integritydriven work environment. In line with this commitment, the following steps have been taken:

- 1. Implementing the Anti-Fraud Strategy (SAF) program, including surprise audits (Operational and Credit).
- Conducting socialization sessions on the implementation of the anti-fraud strategy and whistleblowing system during audit exit meetings and for employees, including new hires.
- 3. Providing training on the anti-fraud strategy and whistleblowing system as part of the employee promotion program curriculum.
- 4. Developing the SAF system.

The Board of Commissioners believes that the management of the Whistleblowing System at Bank Jatim has been running effectively. In 2024, there were 15 (fifteen) reports that met the fraud criteria through the whistleblowing mechanism. As of December 31, 2024, 3 (three) reports remain under processing.

Sustainabillity Governance

As one of the regional banks playing a crucial role in the economy, Bank Jatim is committed to implementing sustainable governance to ensure responsible business operations in economic, social, and environmental aspects. Bank Jatim supports sustainable development by adopting sustainable finance in accordance with applicable regulations. This commitment is realized through the formulation of a Sustainable Finance Action Plan (RAKB). The priority of Sustainable Finance implementation at Bank Jatim includes the development of sustainable financial products and services as well as the enhancement of internal bank capacity.

As a concrete step in actively conducting sustainable business operations, Bank Jatim focuses its business activities on economic, environmental, and social aspects, as outlined in the RAKB. The Board of Directors has delegated authority related to policy formulation and strategy regarding economic, environmental, and social topics faced by the company, along with their impacts, to the Vice President of Strategic Planning and Performance Management, who is responsible for implementing sustainable finance at Bank Jatim.

In carrying out its duties, the Vice President of Strategic Planning and Performance Management is supported by the Vice President of Risk and Corporate Management as Deputy Project Manager, as well as the Assistant Vice President (AVP) of Strategic Planning and the Chief Marketing Officer (CMO) as Implementation Coordinators. Furthermore, the Strategic Planning and Management Division is accountable to the Supervisor, namely the Director of Bank Jatim, who is responsible for guiding, overseeing, and ensuring the achievement of the objectives of the Sustainable Finance Action Plan (RAKB). Bank Jatim evaluates the RAKB annually, with the findings presented to the Board of Directors and reported to the Board of Commissioners. The Board of Commissioners, assisted by the Audit Committee, the Remuneration and Nomination Committee, and the Risk Monitoring Committee, actively oversees the implementation of the RAKB, conducts periodic evaluations of its progress, and provides guidance and recommendations to ensure its successful execution.

Performance Assessment of Committees Under The Board of Commissioners

In order to improve the role of the Board of Commissioners in carrying out its supervisory function, the Board of Commissioners is assisted by 3 (three) committees, namely:

- 1. Audit Committee
- 2. Remuneration and Nomination Committee
- 3. Risk Monitoring Committee

The performance evaluation procedure for the Committees under the Board of Commissioners involves a periodic (annual) assessment conducted by the Board of Commissioners to evaluate the effectiveness of these Committees under the Board of Commissioners.

The evaluation criteria for the Committees under the Board of Commissioners are based on Key Performance Indicators (KPIs) set for each Committee. The KPIs consist of three (3) aspects: Active Supervision, Passive Supervision, and Competency Development. The Board of Commissioners assessed that throughout 2024, the Committees have carried out their duties and responsibilities effectively, worked independently, and provided valuable input and recommendations to the Board of Commissioners.

Changes in The Composition of The Board of Commissioners Perubahan Komposisi Dewan Komisaris

Throughout 2024, there have been changes in the composition of the Board of Commissioners. These changes were made based on the Bank's needs. The changes in the composition of the Board of Commissioners are as follows:

COMPOSITION OF THE BOARD OF COMMISSIONERS BEFORE THE ANNUAL GMS FOR THE 2023 FISCAL YEAR

The composition of the Board of Commissioners before the Annual GMS for the 2023 Fiscal Year consisted of four (4) members, comprising three (3) Independent Commissioners and one (1) Commissioner, as follows:

Adhy Karyono : Commissioner

Candra Fajri Ananda : Independent Commissioner
Muhammad Mas'ud : Independent Commissioner
Sumaryono : Independent Commissioner

COMPOSITION OF THE BOARD OF COMMISSIONERS AFTER THE ANNUAL GMS FOR THE 2023 FISCAL YEAR

On February 7, 2024, the Annual GMS for the 2023 Fiscal Year decided to honorably dismiss the late Suprajarto as President Commissioner and Candra Fajri Ananda as Independent Commissioner of the Bank. As a result, the composition of the Board of Commissioners after the Annual GMS for the 2023 Fiscal Year consisted of three (3) members, comprising two (2) Independent Commissioners and one (1) Commissioner, as follows:

Adhy Karyono : Commissioner

Muhammad Mas'ud : Independent Commissioner
Sumaryono : Independent Commissioner

COMPOSITION OF THE BOARD OF COMMISSIONERS AFTER THE EXTRAORDINARY GMS FOR THE 2024 FISCAL YEAR

On September 26, 2024, the Extraordinary GMS approved and appointed Dadang Setiabudi as an Independent Commissioner of the Bank. Thus, the composition of the Board of Commissioners after the EGMS consisted of four (4) members, comprising three (3) Independent Commissioners and one (1) Commissioner, as follows:

Adhy Karyono : Commissioner

Muhammad Mas'ud: Independent CommissionerSumaryono: Independent CommissionerDadang Setiabudi: Independent Commissioner

Closing

On this occasion, the Board of Commissioners would like to express its gratitude and appreciation to the Board of Directors, management, and all employees. The Board of Commissioners extends its highest appreciation for the performance achievements in the 2024 fiscal year. The Board of Commissioners also expresses its gratitude for the trust given by the shareholders to be an important part of Bank Jatim's business journey. To all other stakeholders, the Board of Commissioners extends its thanks for the cooperation that has been established thus far. Moving forward, the Board of Commissioners sincerely hopes that all levels of the Bank can continue to formulate appropriate strategies and lead the Bank toward even better growth.

Surabaya, April 29, 2025 On behalf of the Board of Commissioners

Adhy Karyono

Commissioner

Muhammad Mas'ud

Independent Commissioner

Dadang Setiabudi

Independent Commissioner

Sumaryono

Independent Commissioner

Board of Commissioners

From Left to Right

Adhy Karyono : Commissioner

Muhammad Mas'ud: Independent CommissionerDadang Setiabudi: Independent CommissionerSumaryono: Independent Commissioner





Responsibility of 2024 Annual Report

We, the undersigned, state that all information in the 2024 Annual Report of PT Bank Pembangunan Daerah Jawa Timur Tbk. has been published in complete version, and we are fully responsible for the accuracy of the contents of this report.

This statement was made with actual facts.

Surabaya, April 2025

Board of Directors

Busrul Iman

President Director

Umi RodiyahDirector of Compliance

Eko Susetyono

Director of Risk Management

Director of Risk Management Director of IT, Digital & Operations

· ,) \

Edi Masrianto

Director of Finance, Treasury & Global Services R. Arief Wicaksono

Director of Micro Business, Retail and Sharia Business

Arif Suhirman

Director of Medium Business, Corporate & Network

Board of Commissioners

Adhy Karyono

Commissioner

Muhammad Mas'ud

Independent Commissioner

Dadang Setiabudi

Independent Commissioner

Sumaryono

Independent Commissioner





Corporate **Identity**



Company Name

PT Bank Pembangunan Daerah Jawa Timur Tbk.



Q Stock Code

BJTM



Legal Basis of Establishment

Notarial Deed Anwar Mahajudin No. 91 dated August 17, 1961 and strengthened by the Decree of the Minister of Fownershipinance Number BUM.9-4-5 dated August 15, 1961.



Nick Name

Bank Jatim



Date of Establishment

August 17, 1961



Ownership

East Java Provincial Government (51,13%) 38 District/City Government (28,35%) Society (20,52%)



Number of Employees

As of December 2024, 7,366 people (including outsourced personnel)



Business Fields

Finance



Listing on The Indonesia Stock Exchange

July 12, 2012



Authorized Capital

IDR9,000,000,000,000



Issued and Fully Deposited Capital

A total of 15,015,498,082 shares with a par value of IDR3,753,874,520,500



Company's Address



Head Office

Jalan Basuki Rachmad 98 - 104, Surabaya 60271



Corporate Secretary

Wioga Adhiarma Aji Corporate Secretary Kantor Pusat Bank Jatim Jl. Basuki Rachmat

no. 98-104 Surabaya Email: corsec@bankjatim.co.id



Investor Relation

Derry Widya Ariyanta Corporate Secretary Kantor Pusat Bank Jatim JI. Basuki Rachmat no. 98-104 Surabaya

Email: iru@bankjatim.co.id



Contact Address

Call Center : 14044 SMS Banking: 3366

: (031) 5310090-Telp

5310099

Faks. : (031) 5310838 Email : info@bankjatim.co.id Website : www.bankjatim.co.id, www.bankjatim.id



Social Media



(O) @bankjatim



bankjatim



@bank_jatim



bank jatim



Office Network Data



Head Office



Branch Offices



Sub-Branch Offices



Cash Offices



Payment Point



ATMs



CRM



Car Cash ATM



Sharia Service Offices

Name and Address of Branch Office and Sharia Branch Offices

| | | Branch Office | | |
|---------------------------|--|---|----------------------------------|---|
| Name | Address | Phone | Fax | Email and Web |
| Surabaya a Main Branch | Jl. Basuki Rakhmad 98-104, Surabaya | (031) 5310090-99 | (031) 5470159 | Bankjatim.cabut@gmail.com www.bankjatim.co.id |
| Banyuwangi Branch | Jl. Basuki Rahmat no. 156 Banyuwangi | (0333) 421755/ 426755 | (0333) 421555 | umumsdmbanyuwangi@gmail.com www.bankjatim.co.id |
| Jember Branch | Jl. A. Yani no. 3A RT 01 RW 03 Patrang Jember 68137 | (0331) 484605-07 | (0331) 428376/ 481502 | akuntansi.bpdjember@gmail.com www.bankjatim.co.id |
| Malang Branch | Jl. Jaksa Agung Suprapto 26- 28 Malang | (0341) 321961 | (0341) 325085/ 365212 | bankjatim_malang@yahoo.com www.bankjatim.co.id |
| Madiun Branch | Jl. Jawa No. 43 Madiun | (0351) 464432/ 459202/476328/ 476315 | (0351) 463665/ 491499 | bankjatim_madiun@yahoo.com www.bankjatim.co.id |
| Kediri Branch | JI. P. Kusuma Bangsa No. 122 Kediri | (0354) 680270 | (0354) 682924 | bankjatimkediri@gmail.com umum.bjkediri@gmail.com www.bankjatim.co.id |
| Pamekasan Branch | Jl. Panglima Sudirman No. 5 Pamekasan | (0324) 322451/ 322923 | (0324) 322932 | bankjatim.pamekasan@gmail.com www.bankjatim.co.id |
| Bojonegoro Branch | Jl. Mastrip 70 Bojonegoro | (0353) 882137/ 889753 | (0353) 881028/ 891772 | bankjatim_bojonegoro2004@yahoo. com www.bankjatim.co.id |
| Lumajang Branch | Jl. Alun-alun Barat 4 Lumajang | (0334) 881683/ 882111 | (0334) 882830 | bankjatimImj@gmail.com www.bankjatim.co.id |
| Ngawi Branch | Jl. Yos Sudarso 32 Kel. Margomulyo Kec. Ngawi Kab. Ngawi | (0321) 862217 | (0321) 861952 | bankjatim.ngawi@gmail.com umum.bankjatimngawi@gmail.com www.bankjatim.co.id |
| Jombang Branch | Jl. K.H. Wakhid Hasyim 36, Kec. Jombang, Kab. Jombang | (0321) 862217 | (0321) 861952 | bankjatim.jombang@gmail.com www.bankjatim.co.id |
| Kraksaan Branch | Jl. Raya PB. Sudirman 144, Kraksaan | (0335) 841382/ 843184 | (0335) 841124/ 842451 | bankjatim_kraksaan@yahoo.com www.bankjatim.co.id |
| Probolinggo Branch | Jl. Soekarno-Hatta 311 Kel. Tisnonegaran Kec. Kanigaran Kota Probolinggo | (0335) 422552/ 421879 | (0335) 422314 | bjprob@gmail.com www.bankjatim.co.id |
| Blitar Branch | JI. HOS Cokroaminoto 36-38, Blitar | (0342) 801462/ 806089/807333 | (0342) 802262/ 801353 | bankjatimblitar@gmail.com www.bankjatim.co.id |
| Tulungagung Branch | Jl. I Gusti Ngurah Rai 1, Tulungagung | (0355) 321105/ 321106/327581 | (0355) 321104/ 320407 | bankjatim.tulungagung@gmail.com www.bankjatim.co.id |
| Tuban Branch | Jl. Basuki Rakhmad 13 Tuban | (0356) 322725 | (0356) 321169 | bankjatimtuban017@gmail.com www.bankjatim.co.id |
| Mojokerto Branch | JI. A. Yani No. 20, Mojokerto | (0321) 321261/ 323002 | (0321) 396112/ 395950/ 395501 | umum.mojokerto@gmail.com www.bankjatim.co.id |
| Sumenep Branch | JI. Trunojoyo 49 Sumenep | (0328) 662557/ 662487 | (0328) 665780 | bjsumenep018@gmail.com www.bankjatim.co.id |
| Sampang Branch | Jl. K.H. Wakhid Hasyim 111, Sampang | (0323) 321226/ 323400/325004 | (0323) 321493/ 325006 | bankjatim_sampang@yahoo.com bjtmsampang@gmail.com www.bankjatim.co.id |
| Bangkalan Branch | Jl. K.H. Moh. Kholil 38 Demangan Bangkalan | (031) 3095502/ 3093416/3099085 | (031) 3095722 | bankjatim_bangkalan@yahoo.com www.bankjatim.co.id |
| Pasuruan Branch | JI. Pahlawan No. 18 Pasuruan | (0343)421061/ 411609/426086/431957 | (0343) 426085/ 432797 | bankjatim_pasuruan@yahoo.com www.bankjatim.co.id |
| Nganjuk Branch | Jl. Gatot Subroto 8 Nganjuk | (0358) 325100/ 325101/323910 | (0358) 324420 | bankjatim_nganjuk@yahoo.com www.bankjatim.co.id |
| Trenggalek Branch | Jl. Panglima Sudirman No. 145 Trenggalek | (0355) 791676/ 791675 | (0355) 792945 | bankjatim_trenggalek@yahoo.com www.bankjatim.co.id |
| Ponorogo Branch | JI. Diponegoro No. 42-44 Ponorogo | (0352) 461157/ 461158/ 484222 | (0352) 484260/ 485485 | bankjatim020@gmail.com www.bankjatim.co.id |
| | | | | |

| Branch Office | | | | |
|---------------------------------|--|---|-----------------------------|---|
| Name | Address | Phone | Fax | Email and Web |
| Pacitan Branch | Jl. A. Yani No. 82 Pacitan | (0357) 881320/ 881321 | (0357) 882889/ 886456 | cabang_pacitan@bankjatim.co.id www.bankjatim.co.id |
| Gresik Branch | Jl. Dr. Sutomo 181, Gresik | (031) 3982311 /3982313/3980580 | (031) 3973976/ 3990937 | bankjatim_gresik@yahoo.com bankjatim.gresik@gmail.com www.bankjatim.co.id |
| Sidoarjo Branch | Jl. Jend. A. Yani 29 Sidoarjo | (031) 8956108/ 8956109 | (031) 8921631 | bankjatim_sidoarjo@yahoo.com www.bankjatim.co.id |
| Lamongan Branch | Ruko Permata Lamongan Jl. PB Sudirman No 72 Lamongan | (0322) 321810/ 322769/311633/ 318508 | (0322) 321494 | bankjatimlamongan28@gmail.com www.bankjatim.co.id |
| Situbondo Branch | Jl. Basuki Rahmat 235 Situbondo | (0338) 674982/ 672123/ 674983 | (0338) 672017 | bankjatim_situbondo@yahoo.com www.bankjatim.co.id |
| Bondowoso Branch | Jl. Letnan Karsono No.1 Bondowoso | (0332) 427456/ 427447 | (0332) 423524 | bankjatim_bondowoso@yahoo.com www.bankjatim.co.id |
| Magetan Branch | Jl. Pahlawan No. 2 Magetan | (0351) 895378/ 891441/ 895333 | (0351) 894715/ 895384 | bankjatim.magetan@gmail.com www.bankjatim.co.id |
| Dr. Soetomo Branch Surabaya | Jl. Airlangga No. 1-9 Surabaya | (031) 99453111/ 5012107 | (031) 5020121 | bj.sutomo@gmail.com www.bankjatim.co.id |
| Perak Branch Surabaya | Jl. Perak Timur 262-264 Surabaya | (031) 3282635-37 | (031) 3282508/ 3299063 | bankjatim_perak@yahoo.com www.bankjatim.co.id |
| Kangean Branch | Jl. Sriwijaya No. 431 Kec. Arjasa Kep. Kangean Sumenep | (0327) 312200/ 312030/ 312161 | (0327) 312040 | bankjatim034@yahoo.co.id www.bankjatim.co.id |
| Jakarta Branch | Jl. Thamrin Boulevard CT.LD1 No.1 CT.LD02 Jakarta Pusat | (021) 29625615-17 | (021) 29625618 | cabangjakarta.umum@gmail.com www.bankjatim.co.id |
| Batu Branch | Jl. Panglima Sudirman No. 88 Kel. Pesanggrahan Kec. Batu Batu | (0341) 511205/ 511206 | (0341) 590522 /598550 | bankjatimbatu@gmail.com umumbankjatimbatu@gmail.com www.bankjatim.co.id |
| Bawean Branch | Jl. Kawedanan No. 3, Sangkapura Bawean | (0325) 422470/ 422770/423801/ 421558 | (0325) 422471 | bpdjatim.bawean@gmail.com www.bankjatim.co.id |
| Pare Branch | Jl. Kusuma Bangsa No. 6 Pare | (0354) 397850/ 397851 | (0354) 392799 | bankjatimpare042@gmail.com www.bankjatim.co.id |
| HR. Muhammad Surabaya Branch | JI. HR. Muhammad No. 29 Surabaya | (031) 99147557/ 99141887 | (031) 99147868/ 99147763 | bjtm.hrm@gmail.com www.bankjatim.co.id |
| Kepanjen Branch | JI. Kawi No. 28, Kepanjen | (0341) 398140 | (0341) 398141 | bankjatim_kepanjen@yahoo.co.id www.bankjatim.co.id |
| Batam Branch | Komplek Ruko Centre Park Blok A No.1 Kel. Taman Baloi Kec. Batam Kota Kota Batam | (0778) 8071030 | (0778) 7602059 | bankjatimcabangbatam@gmail.com www.bankjatim.co.id |

| Sharia Branch Office | | | | |
|---------------------------|--|------------------------|----------------------------|--|
| Name | Address | Phone | Fax | Email and Web |
| Surabaya Sharia Branch | Jl. Dr. Soetomo No. 37 Surabaya | (031) 99543971 | (031) 99543971 | umum.kcssurabaya@gmail.com www.bankjatim.co.id |
| Kediri Sharia Branch | Jl. Diponegoro No. 50B Kediri | (0354) 7418278/7418279 | 7418277/7418424 | bankjatimsyariah_kediri@yahoo.com www.bankjatim.co.id |
| Malang Sharia Branch | Jl. Soekarno Hatta Grand Ruko Kav. 13-14 Malang | (0341) 491333/492333 | (0341) 2996502/2996503 | bankjatimsyariahmalang@gmail.com www.bankjatim.co.id |
| Gresik Sharia Branch | JI. R.A. Kartini No. 220 – 222 Gresik | (031) 3982011 | (031) 3982027 | bankjatimsyariah_gresik@yahoo.com www.bankjatim.co.id |
| Madiun Sharia Branch | Jl. Hos Cokroaminoto No. 128 Kota Madiun | (0351) 476677 | (0351) 476666 | jatimsyariahmadiun@gmail.com www.bankjatim.co.id |
| Jember Sharia Branch | Jl. Gajah Mada 278 Jember | (0331) 410614 | (0331) 410613 | bjsyariahjember@gmail.com www.bankjatim.co.id |
| Sidoarjo Sharia Branch | Jl. Sunanjar Priyo Sudarmo No. 138-148 Blok A-B Sidokare Sidoarjo | (031) 8924148/8925898 | (031) 99704074/99704084 | bankjatimsyariah.cabangsidoarjo@ gmail.com www.bankjatim.co.id |

Company **Brand**

LOGO MEANING:



The inspiration for the formation of the Bank Jatim logo is the Garuda Bird's wings flapping upwards as a sign of being ready to fly. The Garuda bird is the national symbol of Indonesia. In Javanese mythology, the Garuda Bird is the "Bird of Life" or bird of life that brings glory. Wings are aerodynamic limbs and act as a counterweight when flying. This function is to be reflected in the logo of Bank Jatim with the hope that Bank Jatim can fly high towards the desired goals, and there is a balance between funds obtained from the public / government and channeled in the form of credit / financing so as to create a populist economy.

The First is the Brand Personality of Bank Jatim, which is reflected in 5 (five) Wings on the Bank Jatim logo. The Five Wings represent 3 (three) Pillars and 2 (two) main bases of banking. The three banking pillars include Agent of Development, Institutional Endurance and Services. The two pillars of banking include good corporate governance and risk management.

FEATHERS





5 Spirits of Bank Jatim



PARTNERSH



ERVICE





3 Pillars and 2 Main Foundations of Banking

3 PILLARS

- Agent of Development
- · Institutional Endurance
- Services

2 MAIN FOUNDATIONS OF BANKING

- Good Corporate Governance
- Risk Management

Company **Brief History**

PT Bank Pembangunan Daerah Jawa Timur Tbk ("Bank") was established under the name PT Bank Pembangunan Daerah Djawa Timur on August 17, 1961 in Surabaya with the legal basis of establishment based on deeds drawn up by Notary Anwar Mahajudin, No.91 dated August 17, 1961, which equipped with an operational basis for the Decree of the Minister of Finance No. BUM. 9-4-5 dated August 15, 1961.

With the existence of Law no. 13 of 1962 concerning the Basic Provisions for Regional Development Banks, which require that Regional Development Banks be established by a Regional Government Regulation, the East Java Regional Government issued Regional Regulation No. 2 of 1976 dated July 10, 1976. Based on the regional regulation, the status of the Regional Development Bank from a Limited Liability Company was changed to a Regional Owned Enterprise and the change in the name of PT Bank Pembangunan Daerah Djawa Timur was changed to Bank Pembangunan Daerah Jawa Timur.

Operationally and in line with its development, in 1990 the East Java Regional Development Bank upgraded its status from a Commercial Bank to a Foreign Exchange Commercial Bank, this was stipulated by the Decree of the Board of Directors of Bank Indonesia No. 23/28 / KEP / DIR dated August 2, 1990.

To strengthen capital, on December 29, 1994, East Java Provincial Regulation No. 26/1994 was enacted concerning the First Amendment to East Java Provincial Regulation No. 9/1992 concerning the East Java Regional Development Bank, by changing the capital structure / ownership.

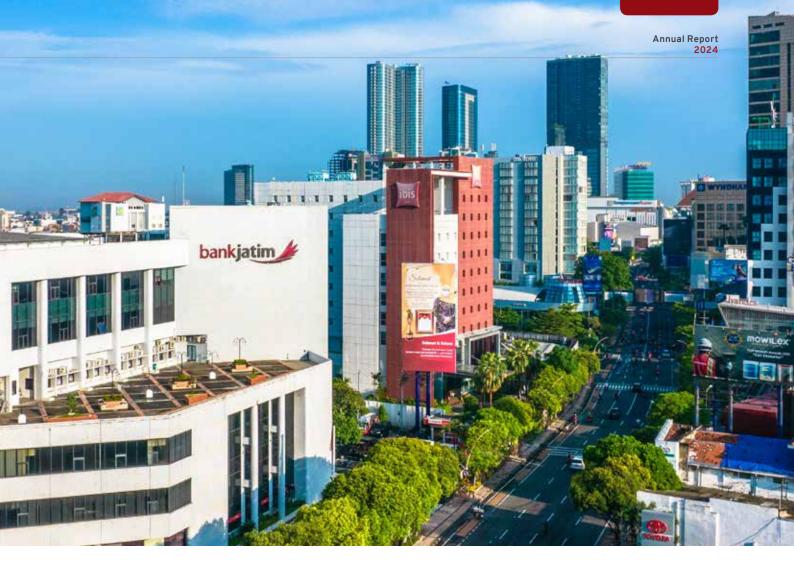
Based on Article 2 of the Minister of Home Affairs Regulation No. 1 of 1998 concerning the Form of a Regional Development Bank Legal Entity, then on March 20, 1999 the Regional Representative Council (DPRD) of the Province of the East Java Province ratified the Regional Regulation of the Province of East Java No. 1 of 1999 concerning Changes in the Legal Entity of the East Java Regional Development Bank from a Regional Company (PD) to a Limited Liability Company (PT) of the East Java Regional Development Bank which on August 19, 2016 has been amended according to theRegionalRegulationoftheProvince of East Java No. 7 of 2016 concerning Amendments to the Regional Regulation of the Province of East Java Province No. 1 of 1999 concerning the Change in the Legal Entity of the East Java Regional Development Bank from a Regional Company to a Limited Liability Company at the East Java Regional Development Bank.



This change in status of legal form was based on the notarial deed No.1 dated May 1, 1999 of R. Sonny Hidayat Julistyo, S.H., which has been approved by the Minister of Justice of the Republic of Indonesia in Decision Letter No.C2.8227. HT.01.01. TH.99 dated May 5, 1999 and was published in the State Gazette of the Republic of Indonesia No.42, dated May 25, 1999 in Supplement of the Republic of Indonesia No.3008/1999,thenlaterofficiallybecame PT Bank Pembangunan Daerah Jawa Timur.

The Sharia Operating Unit started its commercial operations on August 21, 2007 in accordance with the approval letter from Bank Indonesia No. 9/75/ DS/Sb dated April 4, 2007 for the establishment of the Bank's Sharia Unit.

In line with the economic growth and to comply with the requirement to be Regional Champion BPD, with one of the indicators is to strengthen the capital structure, an amendment of Article of Associations was taken based on Extraordinary General Meetings of Shareholders Decision Deeds No.89 dated April 25, 2012 of Fathiah Helmi, S.H., Notary in Jakarta and granted approval from Ministry of Law and Human Rights based on decree No.AHU-22728. AH.01.02. Tahun 2012 dated April 30, 2012, registered on the Company list according to Limited



Company Law with registration No.AHU0038044. AH.01.09 Tahun 2012 dated April 30, 2012, as well as by Decision Letter of the Capital Market and Financial Institutions Supervisory Agency (BAPEPAMLK) dated November 29, 2012 that declared effective registration statement to become a public company and changed its name to PT Bank Pembangunan Daerah Jawa Timur Tbk.

Bank Jatim made several amendments to the Articles of Association as approved at the 2024 Extraordinary General Meeting of Shareholders (EGMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk. based on Deed of Resumption of Board Resolution No. 107, dated October 30, 2024, and approval from the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-AH.01.03-0207457, dated November 5, 2024, concerning the acceptance of amendments to the Articles of Association of PT Bank Pembangunan Daerah Jawa Timur Tbk.

DESCRIPTION OF NAME CHANGE

Following a brief history description, PT Bank Jatim has changed its name 3 (three) times since it was first established, from the name PT Bank Pembangunan Daerah Jawa Timur to Bank Pembangunan Daera Jawa Timur in 1976 based on Regional Regulation no of 1976 dated July 10, 1976. Then it changed to PT Bank Pembangunan Daerah Jawa Timur based on the Decree of the Minister of Justice of the Republic of Indonesia Number C2- 8827.HT.01.01. Th.99 dated May 5, 1999, and the State Gazette of the Republic of Indonesia dated May 25, 1999 Number 42, Supplement to the State Gazette of the Republic of Indonesia Number 3008/1999. Finally changed to PT Bank Pembangunan Daerah Jawa Timur Tbk according to the Letter of the Minister of Law and Human Rights of the Republic of Indonesia Number AHUAH.01.10-31887 dated August 31, 2012, and became a Public Company by listing 20% shares on the Indonesia Stock Exchange with the Ticker Code or BJTM Stock Code.



To become a BPD Bank that contributes significantly to regional economic growth in a sustainable manner as well as a BPD that has a competitive advantage so that it is able to compete and even outperform other banks, especially Regional Development Banks

The Bank in carrying out its business activities is focused on increasing the acceleration of performance growth and the Bank continues to transform so that it remains relevant in its efforts to grow above the average banking industry. In an effort to accelerate performance growth, it is supported by Human Resources (Human Capital), which is one of the Bank's strategic resources to be continuously nurtured and developed so that it has the capacity and capability to produce superior performance in competition, especially against Regional Development Banks.



MISSION

- Accelerating performance and healthy business transformation into a digital bank with highly competitive human resources;
- Contributing to the economic growth of East Java;
- Applying sustainable finance principles.

Review of The Vision and Mission by The Board of Commissioners and The Board of Directors

In order to ensure the alignment of Bank Jatim's Vision and Mission over time, Bank Jatim continuously reviews its Vision and Mission periodically. In 2024, Bank Jatim's Vision and Mission were discussed by the Board of Commissioners and Board of Directors during the final presentation of the Corporate Plan 2024-2028 preparation and were deemed still relevant to the current conditions. The discussion of Bank Jatim's Vision and Mission was also conducted by the Board of Commissioners and Board of Directors during a joint meeting for reviewing Bank Jatim's performance.

The Bank continues to innovate more diverse digital banking products and services so that the products are easily accessible and can meet the expectations of the community, especially in the East Java region.

In order to contribute to the economic growth of East Java, the Bank has a duty to continue to strive to participate in developing MSMEs and contribute to strategic government projects as well as economic activities in the context of regional development.

In applying the principles of sustainable finance, the Bank in carrying out its business activities seeks to implement financial practices that are more environmentally friendly and prioritize financial transactions for environmentally friendly business projects.

Sustainable finance is defined as the overall support of the financial services industry for sustainable growth resulting from the harmony between economic, social and environmental interests.

Corporate Culture

EXELLENCE

Always provide and present everything exceeded expectations. In the other words, constantly develop and make improvements in all areas to achieve optimum added value, and the best results continuously. Key behaviors:

Fast & Simplicity

Always be responsive over the dynamics of change by meeting customer needs, and presenting customer friendly products and services, behavior guidelines:

- Always consistently take initiatives to offer and provide the best quick, precise, and easy solution.
- Always provide products and services which are accurate, safe, convenient, value added, and meet the standard that exceed customer expectations.
- Always simplify the existing problems to provide the best solution, quickly and precisely to the customer.

Agile & Business Savvy

Working fast, nimble, agile, responsive and proactive in capturing business opportunities, which is conducted by all employees with continuous improvement, behavior guidelines:

- Always seek and seize opportunities to contribute added value to the company growth continuously.
- Always work diligently in performing the tasks and proactive in capturing the opportunities exist.
- Always keep focused and be discipline in executing the priority tasks.
- Evaluating and monitoring both to the work process and the results of performance on a regular basis, to be able to identify opportunities for improvement.
- Always be patriotic, have a winning mentality and the courage to make a breakthrough.
- Have a flexible spirit which is appropriate to business environment and customer needs.

PROFESSIONAL

Performing and mastering duties and responsibilities, and commit to achieve optimal results, key behaviors:

Execution & Risk Taker

Carry out management decisions with the courage to take the necessary risks, behaviors guidelines:

- Accomplish the tasks completely, accurately and on time.
- Work smart, which is efficient and effective, by optimally utilizing resources to achieve maximum results.
- Manage work systematically through the process of planning, organizing, evaluating, and continuously monitoring as well.
- In an effort to provide the best results, have the courage to take necessary risks carefully, so as not to put the company interests aside.
- Have self-confidence over the opportunities and results.

Proactive & Accountable

Taking the initiative to carry out alternatives based on the principles and values, openly and responsibly, behaviors guidelines:

- Set a high standard as a benchmark of the performance, and to achieve the performance standard with best effort and full responsibility.
- · Always maintain a high working passion and spirit.
- Foster a sense of belonging and be responsible for every action and decision made.
- Be responsible to contribute in the achievement of the vision and mission of the Bank Jatim.

INTEGRITY

To be consistent in thought and behavior, be honest to themselves and others based on ethical values, key behaviors:

Honesty

Uphold honesty, sincerity, openness with regard to the principles of prudence, behaviors guidelines:

- Always speak and act on the truth, according to the fact and reality.
- Act honest, sincere, open, humble, simple, ethical, keep promises and commitments made, and to act appropriately in the right situation.
- Maintain a sincere intention and full compliance, act solely for the best interests of the Bank Jatim unconditionally, and without any ulterior motives.
- Maintain transparency in every action and decisionmaking, by providing relevant information correctly and accurately, while upholding the principles of privacy and confidentiality.
- Have the courage to recognize the limitations and mistakes, and be willing to make improvements.
- Be a role model in all circumstances, to serve, to accept criticism, and be willing to listen more.
- Comply with the rules, policies and procedures, and prevailing regulation wisely and responsibly.
- Make wise decisions in various situations by sticking to the applied rules and policies.
- Uphold the principles and stance which is believed to be right, and not easy to change, even under pressure or difficult situations.
- Work with dedication, protect the honor and interests of personal and the company, and always uphold the professional code of ethics.
- Avoid opportunities that enables the conflict of interest.
- Be a role model and benchmark for others by consistently doing what the talked.
- Use company property in a responsible manner.
- Make decisions objectively and free from pressure or influence from any party.
- Have the courage to put forward suggestions, opinions and criticism objectively and openly.

Trust

Mutual respect and open attitude among fellow members of the company based on confidence, honesty and good faith in the execution of the work, behaviors guidelines:

- Treat co-workers, customers and all stakeholders with respect and courtesy.
- Keep an empathetic communication between coworkers so as to create mutual understanding in interpersonal relationships.
- Create and maintain a conducive and comfortable climate of working environment.
- Carry out the mandate given with full commitment and responsibility to build a sustainable trust, and put any corporate interests above personal or group interests.
- Establishing cooperation between individuals and between work units to jointly strive to achieve organizational goals.
- Provide assistance and positive support for fellow coworkers, and contributes actively to achieve shared goals.
- Respect the differences between employees, and make the differences as a starting point to create synergy.



SYNERGY

Mutually beneficial cooperation undertaken with a commitment to increase the added value for both parties, key behaviors:

Respect

Implement mutual appreciation, respect and guide sincerely to uphold the values of decency, behaviors guidelines:

- Implement mutual appreciation, respect and guide sincerely to uphold the values of decency, behaviors guidelines.
- Always be positive think to others.
- · Respect and uphold honor of others.
- · Avoid self-destructive Behavior.
- Appreciate the uniqueness of themselves, develop and overcome weaknesses.

Collaboration

Together create added value to create growth and development of the company, behaviors guidelines:

- Be positive result oriented.
- Work together to achieve the shared goals and or agreements.
- · Very like to discuss and maintain effectiveness.
- · Have a high sense of belonging.
- Appreciate, give recognition, and have a high standard of work ethic.

INNOVATION

Creativity or the ability to produce something new and make something already become better continuously according to customer needs, key behaviors:

Eager to Learn

The behavior of employees which constantly improve their knowledge that enable the company to grow in a sustainable manner, behavior guidelines:

- Have a high curiosity, optimistic, sincere, consistent and visionary.
- Perform continuous improvement.
- Always be sensitive to customer needs, and proactively identify
- Constantly develop competency levels in order to meet the development and progress of the profession demands.
- Have a good work ethic to become a true learner.
- Have entushiasm to keep learning as a part of life, and carry out the process of changing Behaviour to be better.
- Like to meet new people, discuss, reflect, and make changes.

Creativity

Always create something new and develop ideas to achieve better results, behaviors quidelines:

- Be Innovative in creating opportunities to achieve beyond expectations performance.
- Be creative, innovative, proactive and responsive in providing the best solution.
- Always focus on providing services with specific added value as customer needs.
- Always be innovative and oriented to provide solutions which meet customer needs.
- Be empathetic to customer complaints and problems, and responsive to provide the best solution for each complaint.
- Have a strong stance and be intuitive.
- Be flexible, elaborative, imaginative, initiative, and selfconfident.
- Have broad interests and never get bored.

Business Activities

Business Activities According to the Articles of Association

Bank Jatim conducts business in the banking sector in accordance with Article 3 Paragraph 1 in the Articles of Association based on Deed of Resumption of Board Resolution No. 107, dated October 30, 2024, and approval from the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-AH.01.03-0207457, dated November 5, 2024, concerning the acceptance of amendments to the Articles of Association of PT Bank Pembangunan Daerah Jawa Timur Tbk. The purpose and objective of the Bank is to carry out business in the field of financial activities, particulary banking, in accordance with the provisions of the prevailing laws and regulations.



Primary Business Activities

To achieve the goals and objectives of Bank Jatim, the Company carries out its main activities as follows:

- a. Collect funds from the community in the form of deposits, such as current accounts, time deposits, certificates of deposits, savings, and/or other similar forms, both conventionally and based on sharia principles;
- b. Distribute funds in the form of loan or financing based on the sharia principles;
- c. Carry out activities in field of the payment system;
- d. Invest funds in other banks, borrow funds from, or lend funds to other banks, either with a letter, means of telecommunication, money order, check, or other instruments:
- e. Issue and/or carry out Securities transactions for the benefit of the Bank and/or Customer;
- f. Provide a safe place to store goods and securities;
- g. Carry out business activities in the form of foreign exchange;
- h. Carry out receivable transfer activities;
- i. Carry out goods and securities safekeeping activities;
- j. Carry out other with approval from the Financial Services Authority:
- Provide financing and/or carry out other activities including those based on the sharia principles in accordance with the applicable provisions;
- Commence other banking business in accordance with the prevailing laws and regulations, both in domestic and overseas.

Supporting Business Activities

To complement primary business activities, Bank Jatim also carries out the following supporting business activities:

- a. Purchase part of or all the collateral, either through an auction or outside of an auction based on voluntary handover by the collateral owner or based on the authority to sell outside of the auction from the collateral owner in which the debtor does not fulfill their obligations to the company, with a condition that the purchased collateral have to be immediately disbursed;
- Perform capital investments activities in financial services institutions or other companies that support the banking industry by fulfilling the provisions set by the Financial Services Authority;
- c. Perform temporary capital investments activities outside financial services institutions to overcome the consequences due to loan failures or financing failures, based on sharia principles, with the provision of withdrawing the investments;
- d. Collaborate with Financial Services Institutions and Non-Financial Institutions in providing financial services to Customers:
- Act as the founder of pension funds and manager of pension funds in accordance with the applicable pension fund regulations.

On-Going Business Activities

All business activities have been carried out by the Bank in accordance with the Articles of Association.

Products and Services

Bank Jatim's business activities include various savings products, loan products, and various conventional and sharia services which are described as follows:

Deposit Products

Rupiah Current Account

Giro or current account is a deposit that can be withdrawn at any time by using check/ transfer form and other payment order facilities, or by way of transfer. Bank Jatim's current account is online at all of its branches so that withdrawals and deposits can be made at all branches while Bank Jatim's check/transfer form in Rupiah can be cleared anywhere (Intercity Clearing).

Foreign Currency Current Account

Current accounts are deposits which can be withdrawn at any time by using a check/ bilyet giro, other means of payment orders or by book-entry. Bank Jatim current accounts are online at all Bank Jatim branches, so withdrawals and deposits can be made at all Bank Jatim branches and Bank Jatim checks/bilyet giro can be cleared anywhere (Intercity Clearing) with foreign currency (USD).

Rupiah Deposits

Deposits, or often referred to as time deposits, are a bank's product similar to savings services commonly offered to the public. Funds in deposits are guaranteed by the government through the Indonesia Deposit Insurance Corporation (IDIC) under certain terms and conditions.

Foreign Currency Deposits

Foreign currency deposits only accept funds in foreign currencies, such as USD, in accordance with banking regulations. The interest rates offered in foreign currency deposits are generally lower than the rates of Rupiah deposits.

Simpeda Savings

Simpeda is a Regional Development Deposit product that has been online in all Bank Jatim's branches. This product implements a daily-calculated interest rate which provides a lot of convenience and benefits at such a low cost. The total prize of IDR12.65 billion per year is drawn three times a year, twice for the national level and once for the regional level.

Siklus Savings

With this savings product, Bank Jatim contributes to the development of saving tradition as a means to manifest a prosperous family. This product is suitable for customers who do not want prizes but expect competitive interest. Micro and Small Enterprise Siklus Savings.

Micro and Small Enterprise Siklus Savings (SiUMI)

To foster the productive economic sector, specifically through the Micro, Small & Medium Enterprises, Bank Jatim launches the SiUMI (Micro and Small Enterprise Siklus Savings) Program consisting of SiUMI Savings and SiUMI Loans.

Fishermen Siklus Savings (SINYAL)

In line with the vision of the Central Government to actuate Indonesia as the World Maritime Axis, the Ministry of Maritime Affairs & Fisheries, in collaboration with the Financial Services Authority (OJK), launched the JARING (Reach, Synergy, and Guideline) program which is expected to give positive contribution to the maritime sector. In accordance with the role of Bank Jatim in supporting the government programs, it is necessary to develop and improve existing products to manifest a specific savings for those in the maritime sectors, especially fishermen.

Siklus Prioritas Savings

Siklus Prioritas Savings is aimed at Jatim Prioritas customers or customers who have a minimum fund of IDR250 million with relatively high interest rates. Various convenience and exclusive banking facilities are provided for the holders of Jatim Prioritas debit card, including health services, discounts at various merchants, exclusive event invitations, and so on.

Foreign Currency Siklus

One of the strategies pursued by Bank Jatim is to create a Foreign Currency Siklus Savings product with the applicable foreign currencies (USD and SGD). This program is expected to increase the growth of third-party funds' customers and/or outstanding third-party funds in general.

Hajj Savings

Bank Jatim's Hajj Savings is a savings product in the form of deposit which aims to specifically help alleviate the Muslim community, especially those wishing to take the Hajj pilgrimage to the Holy Land of Mecca to perform the fifth pillar of Islam.

Tabunganku

TabunganKu is a savings product for individuals with easy and simple requirements, which are jointly issued by Indonesian banks to foster the culture of saving and improve public welfare. This product is not subjected to administrative fees.

Simpanan Pelajar (SIMPEL)

This is a special savings for students from the level of elementary school to senior high school under the name of Student Savings/Simpanan Pelajar (SIMPEL). With a low initial and affordable follow-up deposits, SIMPEL is packaged to provide financial education and inclusion to encourage the saving culture from early age. SiMPEL is a savings product for students jointly issued by Indonesian banks with easy and simple requirements, and equipped with attractive features, to encourage saving culture from early age.

Simpanan Laku Pandai (SIPANDAI)

Simpanan Laku Pandai is Bank Jatim's savings product that allows the customers to conduct financial transactions without having to go to the Bank, and simply through the SiPandai Bank Jatim agent. Therefore, it is easier for people to connect with the Bank to obtain Financial Services.

Siklus Pension Savings

This is a savings product in the Rupiah currency aimed at customers of the pensioner segment and used as a means of receiving pension payment from pension fund disbursement companies (PT Taspen, PT Asabri, Pension Fund Companies, and other Pension Fund institutions partnering with Bank Jatim). This product can be opened at all Bank Jatim's office network, i.e. branch offices, subbranch offices, service offices, and functional Office.

Consumer Loans Products

1. Sub Consumer

Multiguna (Multipurpose) Loan

Consumptive sector loan facilities provided to members of the public who had a fixed income and other income, which could be used for all purposes as long as they did not conflict with applicable laws and regulations. The Bank provided Multipurpose loan facilities for the Board of Commissioners, Directors and Committee Members of Bank Jatim with procedures according to regulatory provisions and interest rates above the cost of funds (COF). The features of multipurpose loan products include:

- a. Multiguna Loan Employee
- b. Multiguna Loan Retired
- c. Multiguna Loan Pre Retirement Employees
- d. Multiguna Loan Pre Retirement ENT
- e. Multiguna Loan Contract Employee, First Aid, Honorary Employee and Village Apparatus
- f. Multiguna Loan Retirement Widow/ Widower
- g. Multiguna Loan Education

- h. Multiguna Loan Employee Professional Allowance/ Performance Allowance/Remuneration
- Multiguna Loan For the Board of Commissioners, Board of Directors, and Committee Members of Bank Jatim
- j. Multiguna Loan Retired Bank Jatim
- k. Multiguna Loan Indonesian Credit Card

Employee Loan & Personal Loan Car Allowance Program

1. Employee Loan

Loan facilities provided to Bank employees for all purposes as long as they did not conflict with laws and regulations.

2. Personal Loan Car Allowance Program (CAP)

Loan facilities that were used to procure official vehicles for Bank employees with certain positions, were provided in accordance with the provisions of the Bank's Car Allowance Program.

Motor Vehicle Loan

Motor Vehicle Credit (KKB) is a loan facility provided to prospective borrowers or debtors, either directly or indirectly, for the purchase/ownership of new or used motorized vehicles used either for consumptive purposes or to support business operations or refinancing.

2. Sub Property

Property Loan

The loan facility was provided to prospective borrowers or debtors for the purchase or ownership of property, including propertybacked consumer loans (Planted Houses/ Flats/ Apartments/Shop Houses/Office Houses) for both new and used purchases from developers or non-developers. Property loan Facilities include:

- a. Purchase or ownership of property.
- b. Renovation or construction of property on own land.
- c. For other consumption, it is a cash loan facility for other consumptive needs such as purchasing a vehicle, educational expenses, and others.
- d. Take Over, Take Over plus Top Up.
- e. Purchase or ownership of Bank auction property, a loan facility for the purchase or ownership of property auction results at the Bank.
- f. Purchase or ownership of family property, a loan facility that accommodated the purchase or ownership of property dedicated to your beloved family.

Cash Collateral Credit

Cash Collateral Credit (CCC) is a loan that is guaranteed by cash collateral in the form of Bank Deposits/Current Accounts/ Savings.

Gold Guarantee Loan

Gold Guarantee Loan is a loan that is guaranteed with cash collateral in the form of gold bullion, gold jewelry, gold coins and gold coins or in other forms that can be used as collateral.

Auction Mortgage Loan (KPR LELANG) and Milia Mortgage Loan (KPR MILIA)

1. KPR Lelang

A mortgage loan facility provided to finance collateral that has entered the auction process at Bank Jatim.

2. KPR MILIA (Millennial Young Entrepreneurs)
A mortage loan facility provided to Young Entrepreneurs aged 21-30 years.

Property-Backed Consumer Loan (KKBP)

A financing facility from Bank Jatim that can be used for various consumer needs, including building or renovating property, purchasing vehicles, education expenses, Hajj or Umrah pilgrimage, and other necessities.

Subsidized Home Ownership Loan (KPRS)

A home ownership loan facility under the program of the Ministry of Public Works and Public Housing of the Republic of Indonesia, provided to low-income individuals who meet the requirements for purchasing a landed or vertical subsidized house.

Corporate Credit and Syndication

Transactional Pattern Contractor Loan

Transactional Working Capital Loans for contractors were working capital loan facilities for contractors to complete a job based on a work contract with a certain ceiling, the repayment of which came from the payment of the relevant project terms.

Standby Loan Contractor Loans

The Contractor's Working Capital Loan with the Standby Loan pattern was a working capital loan facility for a Contractor to complete a job based on a Work Contract with a certain ceiling which could be disbursed revolving per project or work contract, and the repayment of the loan was sourced from the payment of the relevant Project term.

Installment General Working Capital Loan

Working Capital Loan Installment loan facility provided for working capital purposes where the disbursement can be done simultaneously and is non revolving in which the payment is made in installments.

Current Account Working Capital Loan

Current account working capital loan is a working capital financing facility given to the customers to fulfill the lack of their working capital, which expires within a maximum period of 1 year.

Investment Loan

Investment loan is a medium/long-term loan given to customers for purchasing capital goods and service for the purposes of rehabilitation and establishment of new businesses. The settlement of loans shall be sourced from the yields of business using the financed capital goods.

Property Construction Loan

Property Construction loan is a working capital loan facility provided by the Bank to the customers, specifically Developers who are in the process or will undergo a job on property projects.

Syndication Loan

Syndication Loan is a loan given to the debtors by 2 (two) or more Banks/NonBank financial institutions, with the same terms or conditions for all Syndication participants, which is agreed within a documentation and administrated by an institution called an agent.

Micro Credit/Loan

Jatim Micro Loans

A working capital and/or investment loan in the productive sector provided for business development to micro and small entrepreneurs, featuring several loan types, including:

- Jatim Micro Installment Working Capital & Investment Loan
- Jatim Micro Overdraft Loan
- Jatim Micro Sugar Delivery Order Loan
- Jatim Micro Village-Owned Enterprises Loa
- Jatim Micro Business Loan

Loan to Regional Public Service Agencies (Badan Layanan Umum Daerah – BLUD)

This is a loan facility given to Regional Work Units or each Work Unit within the Regional Work Units in the Regional Government aimed to provide services to the community in the form of goods and/or services which are sold without prioritizing profit and instead based on the principles of efficiency and productivity.

Receivable Financing Loan

Receivable Financing loan is a type of loan facility given to the holders of receivables/ bills whose returns are clear and can be confirmed. The receivable financing loan facility aims to provide assistance for the customers/prospective customers who are in need of working capital as their receivables/bills cannot be billed/disbursed yet at that time. The advantage of this loan is in its quick process.

Regional Government Loan

This loan facility is provided for the Regional Government within and outside the East Java Region in the form of investment loans. The loans can be used to finance the development of facilities and infrastructure as the Regional assets that can generate revenues for the repayment of loans, as well as to provide benefits for community services and/or working capital loan to cover the lack of Regional Cash Flow in the same year budget, with certain limit that can be disbursed in accordance with the regional financing needs. The advantage of this loan is that it can significantly accelerate the development in the region.

Trade Finance Loans

Loan facilities provided to debtors engaged in export and import with due observance of the aspects of sound lending.

Micro Business Loan (KUR)

A working capital and/or investment loan provided to individual debtors, business entities, and/or productive and feasible business groups that lack sufficient additional collateral. The program aims to improve MSME financing access with loan limits up to IDR 500 million, including the following types of KUR:

- KUR Super Mikro
- KUR Micro
- KUR Small
- KUR Special
- KUR Placement of Indonesian Migrant Workers (PMI)

Fintech Linkage Loan

A working capital loan provided to individual debtors and/or business entities for all types of productive businesses deemed feasible based on sound banking and credit principles through Fintech companies registered and licensed by the OJK.

Revolving Fund Loans (DAGULIR)

A non-permanent investment allocated by the East Java Provincial Government through an Implementing Bank, aimed at strengthening business capital for East Java residents, including individuals, business groups, and business entities, including cooperatives, domiciled in East Java.

Warehouse Receipt Subsidy Scheme (S-SRG)

A loan provided to farmers, cooperatives, and individual/ business entity entrepreneurs who own commodities, using warehouse receipts as collateral.

Retail Loan

Jatim's Retail and Medium Loan

Bank Jatim's Retail and Medium Loan is a productive loan facility with a loan ceiling of > IDR500 million up to IDR25 billion for the retail segment and above IDR25 billion up to IDR50 billion for the medium segment.

Linkage BPR Loan

A loan facility provided by Bank Jatim to micro and small entrepreneurs through Rural Banks (BPR) under Perbamida and Perbarindo, regardless of their APEX membership status.

Loan To Cooperatives For Their Members (KKPA)

A working capital loan provided by the Bank to cooperatives, both Primary and Secondary Cooperatives, for distribution to their members. Additionally, Bank Jatim collaborates with PTPN X and PTPN XI for the distribution of KKPA loans in the sugarcane sector.

Loan to Cooperatives (KKOP)

A working capital and/or investment loan granted by the Bank to cooperatives, both Primary and Secondary Cooperatives, to fulfill their institutional financial needs.

Loan BPR RC (Newspaper Account)

A loan facility provided to Rural Banks (BPR) for working capital needs, where withdrawals can be made at any time through an overdraft account up to a certain limit using checks or bank drafts.

Treasury Products

Telegraphic Transfer

Telegraphic transfer is a sale and purchase transaction on foreign currency in the form of general (non-cash) foreign exchange. Bank Jatim offers telegraphic transfer for USD, GBP, SGD, JPY, HKD, EUR, and CNY currencies. The types of telegraphic transfer transactions provided by the Bank are as follows:

Fx Today (Foreign Exchange Today)

FX Today transaction is a sale and purchase transaction on foreign currency with the time of delivery of funds conducted on the day/date of the transaction.

Bank Notes

Bank Notes is a sale and purchase transaction on foreign currency in the form of paper money or cash. The foreign currencies served by the Bank are:

- USD
- GBP
- EUR
- SGD
- JPY
- HKD
 CNY
- SAR
- AUD
- MYR

Deposit on Call

On-Call Deposits is a deposit of a certain nominal to the Bank carried out in accordance with the applicable provisions, with a period of less than 1 (one) month.

Trade Finance Product

Export

Bank Jatim could provide financing for customer export transactions from before delivery of goods (Pre Shippment Financing) to after delivery of goods (Post Shipment Financing).

Bank to Customer Transaction Ekspor

- 1. Documentary Collection
 - a. D/A: namely the service of forwarding documents on orders from the Exporter/ Seller to the bank to be billed for the payment to the Importer/Buyer bank through acceptance according to a certain agreed period of time.
 - b. D/P: the service of forwarding documents on orders from the Exporter/Seller to the bank to be billed for the payment to the Importer/Buyer bank on a show basis.
- 2. Letter of Credit (LC)

Advising Forwarding receipt of LC Master or Amendment LC to the recipient of the Export LC/ seller.

- 3. Transferable Letter of Credit
 - Carry out transferable LCs at the request of the Exporter of Bank Jatim customer as the first Beneficiary.
- 4. Takeover of Export Notes (Discount)
 - Post shipment financing services provided by Bank Jatim on the basis of the export documents presented and have complied with the LC (Complete and Comply with) provisions.
- Provide Assistance and Advisory services to the customers concerning international trade transactions conducted in a manner that guarantees the security of both customers and Bank Jatim.

Bank to Bank Transaction Ekspor

1. Forfaiting

It is export receivable sales transaction services between Bank Jatim and other banks.

Import

Bank Jatim provided solutions for import transactions to customers so that they could purchase goods more safely, because payment could be made after the goods arrive at the port or the billing document for the purchase of the goods is in accordance with the requirements.

Bank to Customer Transaction Impor

- Letter of Credit Issuing
 Issuance of the LC Master or Amendment LC for the benefit of the Importer/Buyer to the Advising Bank/Exporting Bank.
- Shipping Guarantee
 Import services in accelerating the process of releasing
 goods/ cargo releases at the port so that the imported
 goods can be used immediately, based on a letter of
 guarantee issued by Bank Jatim. This could provide
 benefits for importers, namely reducing or reducing the
 burden of warehouse rental costs/ demurrages that must
 be borne.
- Provide Assistance and Advisory services to the customers concerning international trade transactions conducted in a manner that guarantees the security of both customers and Bank Jatim.

Bank to Bank Transaction Impor

1. UPAS Financing

It is a transaction service for the purchase of imported debt by PT Bank Pembangunan Daerah Jawa Timur Tbk, in which Bank Jatim acts as Funding Bank for the Usance Payable at Sight transactions.

Domestic Transactions (SKBDN)

In the transaction of trade in domestic goods and services, of course, it also requires certainty of receipt of payments or even acceleration of receipt of payments. All of the above export and import solutions could be applied to domestic transactions.

Business Services

Bank Reference

Bank Reference is a statement issued by Bank Jatim which explains that the undersigned person/company is truthfully a customer of Bank Jatim. Bank References can be used by customers to participate in certain project auctions.

National Clearing

National Clearing is the credit funds transfer between Banks through clearing without the obligation to make physical paper (Paperless) exchanges. The transfer can be done within all regions of Indonesia.

Real Time Gross Settlement (RTGS)

RTGS-based fund transfer system enables the Bank to carry out various electronic transactions of fund payments/transfer instantly/online with an integrated settlement of transaction.

Inkaso Rupiah

Is the delivery of scripts (Cheques, Billet, Giro, Wesel) to Banks interested in getting payments because they cannot be settled through clearing facilities (Banks are interested outside the clearing area) using Rupiah currency.

Inkaso Valas

Is the delivery of scripts (Cheques, Billet, Giro, Wesel) to Banks interested in getting payments because they cannot be settled through clearing facilities (Banks are interested outside the clearing area) using forex currency (USD).

Giralization

Giralization is a payment made by the customers that is carried out automatically by the Bank by debiting the current account/ savings account of the relevant customers based on the debit order signed by the customers.

BPD Net Online

This is a transfer facility between BPDs throughout Indonesia that is incorporated in ATM Bersama in Real Time.

Jatim Electronic Transfer System (JETS)

Jatim Electronic Transfer Sistem (JETS) enables all transactions to be connected online; for example, transfers between BPRs or to commercial banks.

Jconnect Invest

JConnect Invest was a mobile-based online securities investment platform that could be downloaded on the Playstore and Appstore and integrated with distribution partners and the Ministry of Finance. The JConnect Invest application was registered with the Financial Services Authority and provided Retail Government Securities (SBN) investment products with offers on the primary market. Products that can be ordered through the Jconnect Invest application include:

- ORI (Obligasi Ritel Indonesia)
 One of the Government Securities (SBN) instruments
 offered to individuals or Indonesian Citizens through
 Distribution Partners in the Primary Market with a
 predetermined minimum volume.
- 2. SBR (Saving Bond Ritel)
 - A type of Government Bond (SUN) or SBN specifically offered to individuals or individuals whose nature is similar to savings or bank deposits, because they cannot be traded back on the secondary market.
- SR (Sukuk Ritel)
 Sharia investment products offered by the Government to individual Indonesian Citizens, as a safe, easy, affordable and profitable investment option.
- 4. ST (Sukuk Tabungan)
 Sharia investment products i

Sharia investment products issued by the Government to individual Indonesian citizens that are safe, easy, affordable, profitable, and shariacompliant which are similar in nature to savings or bank deposits, because they cannot be resold on the secondary market.

Remittance Transactions

This is a service from Bank Jatim to send funds in a foreign currency at home and abroad. This service makes it easier for the Customers to make transactions with business partners and family abroad. Remittance Transactions provide convenience and smoothness that can be carried out in Bank Jatim Branch Offices and Sub-Branch Offices throughout East Java, Jakarta, and Batam. This transaction serves foreign exchange transfers in USD, EUR, GBP, SGD, JPY, HKD, AUD, and CNY.

Institutional Services

Tax Services

Tax is one of the services provided by Bank Jatim to its customers. Tax Service is related to the status of Bank Jatim as an Operational Bank V (BO V) or as a Perception Bank (Tax Payment Bank). The Bank's online service system has been authorized by the Directorate General of Central Taxes and its validity is recognized. The types of tax services offered are as follows:

- Property Tax
- Customs for Land and Building Rights
- Other Regional Taxes
- Vehicle Tax
- Value-Added Tax (VAT)
- Income Tax
- · Non-Tax Revenue

Bill Payment

Bill payment is one of the services provided by Bank Jatim to its customers. This payment service can be performed through the Bank's Teller or through the entire e-Channel, and has been online throughout all Branches of the Bank. Various types of bill payments include:

- Water (PDAM) Bill Payment
- Electricity (PLN) Bill Payment
- Phone Bill Payment
- · Payment for Education Fees
- Internet Bill Payment
- Subscription TV Bill Payment
- Payment for Surabaya Container Terminal (TPS)
- Multi Finance Bill Payment
- · Credit Card Bill Payment
- Payment for Airline or Train Tickets
- E-Commerce Transactions Payment

Salary Payroll

Salary payroll is a type of services provided by Bank Jatim to its customers. The mechanism of salary payroll is by transferring certain amount of salary from a holding account on behalf of an institution or a company to a salary recipient's savings account.

Trade Transaction Services

Domestic Letter of Credit (SKBDN)

The domestic letter of credit (SKBDN) is an instrument issued by an issuing bank at the request of the buyer/applicant, which consists of the bank's commitment to pay a sum of money to the seller/ recipient if the issuing bank receives documents in accordance with the SKBDN requirements. SKBDN is used to support domestic trade transactions. Bank Jatim can serve the needs both from the sides of the applicant and recipient of the SKBDN.

Letter of Credit (L/C)

Letter of Credit is an instrument issued by a bank on behalf of one of its customers, which authorizes a person or a company as the recipient of said instrument to withdraw a money order from the bank or on one of its correspondent banks for the interest, based on the conditions/ requirements stated on the instrument.

Foreign Exchange Transfer (Remittance)

Bank Jatim provides Foreign Exchange Transfer Services to facilitate and simplify transactions for its customers. Foreign Exchange Transfers are unconditional payment orders sent from sending banks from within or outside the country to recipient banks in the form of Foreign Exchange at the request and for the interests of order givers, by using authenticated means (SWIFT, Tested Telex, and Tested Facsimile).

Export/Import Tax Receipt (Edi System)

EDI System aims to provide assistance in terms of export and import documents, namely the Goods Import Notification (PIB) and Goods Export Notification (PEB) services. Customs administration is able to process customs notification in the customs service computer system that can further be transmitted electronically; hence, the same data will immediately be available at the computer system of the Directorate General of Customs and Excise without having to undergo the re-entry process.

Sharia Financing Products

General Financing

Investment Financing is a facility provided to finance investments or procurement of capital goods that are not consumables up in one business cycle Working Capital Financing is a facility provided to finance and fulfill the working capital needs in order to perform the business activities and usually are consumables up in one production cycle, such as for the procurement of raw materials or to finance the lack of other operational costs.

KPR iB Griya Barokah

Consumption financing consists of:

- a. Financing provided by the Bank for the ownership of Landed House, including Financing for consumption backed by Landed House.
- b. Financing provided by the Bank for the ownership of the multi-level housing/flats, including Financing for consumption backed by the multi-level housing/flats.
- c. Financing provided by the Bank for the ownership of Shophouses or Home Offices, including Financing for consumption backed by the Shophouses or Home Offices.
- d. Purchase of building materials and other supporting materials for renovation/repair of landed houses, multilevel housing/flats, home offices or shophouses.
- e. Purchase of lands along with the building materials for landed houses, multi-level housing/flats, home offices, or shophouses (indent).
- f. Take over from other Banks or financial services institutions with additions and/or without additions (Top Up).
- g. Top up for property renovations or other consumption needs for existing customers.

KPR Sejahtera

House ownership financing by the support of Housing Financing Liquidity Facility (FLPP), including KPR Sejahtera for Landed House and KPR Sejahtera for Multi-level Housing/Flats, issued by the Bank with murabahah contract.

Multiguna Sharia

Providing financing in the consumer sector and for other purposes as long as it did not conflict with applicable legal regulations, which could be given to members of the public who had a fixed income and other income using murabaha and ijarah contracts. Features of multipurpose financing products include:

- a. Multipurpose Financing Employees
- b. Multipurpose Financing Pensioners

- c. Multipurpose Financing Employee Pre-Retirement
- d. Multipurpose Financing ENT PreRetirement
- e. Multipurpose Funding Contract Labor, First Aid, Honorary Staff and Village Devices
- f. Multipurpose Financing Widow/ Widower Pension
- g. Multipurpose Financing Education
- h. Multipurpose Financing Employee Professional Allowances/Performance Allowances/Remuneration
- Multipurpose Financing For the Board of Commissioners,
 Directors and Committee Members of BankJatim
- j. Multipurpose Financing Bank Jatim Retired Employees

Emas iB Barokah

Financing for the customers with the principle of Qardh provided by the Bank to the Customer according to an agreement, which is included with Mortgage (Marhun) as collateral for all or parts of the customer's debts (Rahin) to the Bank (Murtahin).

Gold Ownership

Financing provided for the gold ownership with murabahah principle.

Linkage Program

BPRS is a financing facility given by the Bank to the BPRS and/or its members by implementing the akad mudharabah principle. PKPA/PKOP is a financing facility given by the Bank to a cooperative and/ or its members by implementing the akad mudharabah principle.

Umroh iB Maqbulla

Financing provided for Multiservice Financing for Umrah with Ijarah principle.

Working Capital Financing for iB Barokah Property Construction

Working capital financing facilities provided by the Bank to the customer (Developer) who are or will be working on property projects based on sharia principles.

iB Barokah Land Procurement Financing

Financing facility to purchase simple residential land whose construction uses the Property Construction Financing facility based on sharia principle.

iB Barokah Contractor Financing

Types and forms of financing:

- a. Transactional financing is a working capital financing facility for the Contractor to complete a project based on a Work Contract with a certain limit where repayment of financing comes from payment of the relevant Project terms based on the sharia principles.
- b. Line Facility is a working capital financing facility for the contractor that can be disbursed on a revolving basis per project if the customer/potential customer obtains a project based on a work contract whose source of financing payments mainly comes from the terms of the said project.

Financing with Investment Associated with iB Barokah (ITIB)

Placement of a number of funds sourced from the owner of the bound investment funds managed by the Bank as collateral for financing provided to the Customer for a certain period based on a mudharabah muqayyadah contract.

Debt Financing (Anjak Piutang) iB Barokah

Transfer service for settlement of shortterm receivables or claims from corporates / sellers (customers) to the Bank, which then collects the receivables from the debtors (Corporate Partners / Buyers) which can be accompanied by short-term financing facilities to the Corporate / Seller (Customer) designated as bailout of corporate / seller (customer) liquidity needs in the amount of receivables based on sharia principles.

Financing Sindication

Financing provided by several banks or financial institutions to meet the needs of an object of financing from customers in the form of investment and working capital, in which this condition requires one of the Syndication participants to act as the Lead Manager (Imamus Syarik) in handling and managing the Syndication financing.

Employee and Personal Financing

Financing facilities provided by the Bank to the Board of Commissioners, Directors, Permanent Employees, Permanent Non-Career Employees, MLE, Prospective Employees, Committee Members, Retired Employees and the Personal Loan Car Allowance Program (CAP), which are used for consumptive purposes and for other purposes as long as they do not conflict with applicable legal regulations and based on sharia principles.

Bank Guarantee

Guarantee service provided to the guaranteed party (customer) which contains the Bank's obligation to pay to the party receiving the guarantee if the customer fails to promise based on the kafalah contract.

Halal Industrial Area Financing

Halal industrial area financing was financing in the context of purchasing new warehouse assets or new factories for individual customers and/or MSMEs located in the Halal Industrial Area (KIH).

Sharia People's Business Credit (KUR) Financing

A working capital financing and/or investment to individual customer/individual, business entities and/or business groups that are productive and viable but do not have additional collateral or additional collateral is not sufficient and is carried out in accordance with the sharia contracts.

Sharia Fund Products and Services

Giro iB Barokah

Savings products with the Wadi'ah principle and the Mudharabah principle, in which withdrawals could be made at any time by using a Check/Bilyet Giro (BG), other means of payment orders or by way of transfer. In practice, the iB Barokah Current Account was administered by Bank Jatim Syariah in an account commonly called a Current Account.

Tabungan Simpel iB

"Simpanan Pelajar (Student Savings)" or SIMPEL became a savings product based on the Wadi'ah principle that was exchanged for students under 17 years of age and who did not yet have a ID card issued jointly by banks in Indonesia. It was easy and simple account opening requirements as well as attractive features, as an effort to educate and financial inclusion to encourage a culture of saving from an early age. The withdrawal could be made at any time and the bank was not required to provide compensation except in the form of a voluntary bonus.

Tabunganku iB

Savings products with the Wadiah principle issued jointly by banks in Indonesia in which customer deposits were treated as safekeeping and withdrawals could be made at any time. As for the withdrawal, it could only be made according to certain agreed conditions, but could not be withdrawn by check, demand deposit slip, and/or other means equivalent to that.

Umroh iB Amanah Savings

Tabungan Umroh iB Amanah or Umroh iB Amanah Savings is aimed at public in general who wish to carry out umrah pilgrimage. Withdrawal can only be made under certain requirements and cannot be done by checks, transfer forms, and/or other instruments equivalent to such mentioned before.

Sipandai iB Barokah Savings

A savings product with the Wadi'ah principle aimed at people who don't know, use and/or get banking services and other financial services, especially in East Java.

Student Savings

A savings product with the Wadi'ah principle aimed at students/ administrators in Islamic boarding schools whose withdrawals can only be made according to certain agreed conditions, but cannot be withdrawn by check, giro, and/or other means equivalent to that.

Barokah Savings

Savings product with the principle of Mudharabah (profit sharing) between the Bank and the Customer in accordance with the agreed ratio, which withdrawals can be made at any time but cannot be withdrawn by check, demand deposit slip, and/or other means equivalent to that.

Barokah Sejahtera Savings

This is a savings program that is combined with Barokah Savings and provides benefit in the form of goods as a reward and/ or souvenir for opening iB Barokah Sejahtera Savings account. The account holder will still obtain profit savings at the end of the period.

Savings Hajj iB Amanah

Savings products with the principle of Mudharabah (profit sharing) are intended for the general public who wish to carry out the pilgrimage where withdrawals can only be made according to certain agreed conditions, but cannot be withdrawn by check, giro, and/or other means equivalent to that

Saving Plan iB Barokah

Savings products with the principle of Mudharabah (profit sharing) intended for the general public who wish to save their funds in order to realize all future plans and withdrawals cannot be withdrawn by check, demand deposit slip, and/or other means equivalent to that.

iB Barokah Pension Savings

Savings products with the Mudharabah principle (profit sharing) are intended for retired customers in the IDR currency which are used as a means of receiving pension payments for pension fund channeling institutions.

Barokah Deposits

Savings products with the Mudharabah principle (profit sharing) where withdrawals can only be made at a certain time according to the agreement between the Depositor and the Bank based on the mudharabah principle.

Virtual Account

Virtual account is a service provided to the Bank's customers in the form of a facility to identify the receipt of payment of customer's bills to a counterparty.

Payment Point

This is a cooperation between the Bank and a third party in order to receive bills payment through cash and non-cash deposits. The bills covered by this program are, among others, telephone bills, electricity bills, and tuition fees.

E-Channel (Sms Banking, J-Connect Mobile dan J-Connect Internet Banking)

The e-Channel service covers banking transaction activities through mobile phone or the Internet.

Wakaf iB Barokah

Waqf services intended for the general public who wish to make waqf through projects that have been provided by Bank Jatim Syariah Nazhir partners. This service can be accessed by customers through Android and iOS applications where waqf payments are made through a virtual account that is connected to the iB Barokah Giro account, Nazhir Bank Jatim Syariah partner.

E-Channel & Other Services

SMS Banking (3366)

SMS Banking is one of the innovations of e-Channel based products and services by Bank Jatim which enables the Bank to provide services to its customers through mobile phones by using both plain-text and mobile application modes.

Jconnect Internet Banking

It is an electronic channel (e-channel) service allowing the bank to provide services to the customers through internet media that can be accessed anytime and anywhere, comfortably and safely because it used dynamic PIN Token technology (always changing for every transaction).

Jconnect Mobile Banking

It is one of Bank Jatim's product and service innovations based one-channel, which allows the Bank to provide services to its customers via mobile phones using a mobile application on the Android and iOS platforms that use internet data packages for transactions.

Jconnect E-KMG

This is one of the online multipurpose / consumer loan application service innovations for State Civil Apparatus (ASN) and employees whose payroll is at Bank Jatim. The application for multipurpose loan is done online through an application based on Android and iOS.

Jconnect E-Loan

This is one of the innovative online productive loan application services for the general public. Productive loan applications are made online through android and iOS-based applications.

Layanan Laku Pandai (Sipandai Bank Jatim)

This particular service is a program from the Financial Services Authority (OJK) to facilitate communities that are not accessible to banks (unbanked people). Bank Jatim collaborates with SiPandai agents to serve customers/communities in areas that are not accessible by banks' service offices to conduct cash withdrawal transactions, transfers, cash deposits, and other transactions. SiPandai agents use Android based applications to serve these customers/communities.

Info Bank Jatim (14044)

Bank Jatim Info serves as the Bank's Call Center with a phone number or shortcode of 14044. Customers can contact this number from house phones as well as from mobile phones. It provides a wide range of information related to the Bank Jatim's products, services, and other relevant information.

Kartu ATM Debit Bank Jatim

The Bank Jatim ATM card can be used for cash withdrawal transactions, telephone payments, water, PBB, electricity, SMS Banking registration and transfers between Bank Jatim accounts, between accounts among members of ATM Bersama and ATM Prima, as well as balance checks and can be used for shopping at merchants. -merchants bearing the GPN (National Payment Gateway) logo.

Kartu Bank Jatim Flazz (Co-Branding)

Multifunctional Card Based/Chip Based Electronic Money using RFID technology so that transactions become faster and more convenient. The result of the collaboration between Bank Jatim Co-Branding and BCA.

Safe Deposit Box

Safe Deposit Box is Bank Jatim's service in the form of tenancy of boxes specifically designed to store assets/ securities with small, medium and large sizes.

Civil Servants Electronic Card (KPE)

Bank Jatim presents various supporting facilities to optimize the Civil Servants Electronic Card (KPE) function for banking activities. KPE can also function as a Bank Jatim ATM card with the exact same service as that of the other customers of Bank Jatim.

Virtual Account

Bank Jatim Virtual Account is a special identification number aimed for customer business partners as a payment tool for business partners to customers. With every deposit made in Bank Jatim Virtual Account, the system will automatically record to the Main Account by including data of the Number and Name of the Virtual Account.

E-Samsat Jatim

Annual STNK (Vehicle Registration Letter) ratification services and payment of Motor Vehicle Taxes and SWDKLLJ (Jasa Raharja) for the East Java province through the e-Channel of Bank Jatim, namely: ATMs, Tellers, PPOB, SiPANDAI Agents, JConnect Mobile and JConnect Internet Banking, as well as other collecting agent channels such as the Tokopedia marketplace, the GoJEK online transportation application, and the modern retail channel Indomaret.

Samsat Digital Nasional (Signal)

Annual STNK (Vehicle Registration Letter) validation services and payment of Motor Vehicle Taxes and SWDKLLJ (Jasa Raharja) throughout Indonesia through the e-Channel of Bank Jatim and other banks that become the members of SIGNAL, namely: ATMs, Tellers, Mobile Banking and Internet Banking by first accessing the SIGNAL application. Android and iOS based.

Jatim Code Qris

The JConnect Mobile application can be used by customers to make purchases/payments by scanning QRIS installed at merchants or stores that have QRIS installed, both East Java Code QRIS and QRIS from other Payment System Service Providers (PJSP). Jatim Code QRIS can also be scanned by applications from other PJSPs such as OVO, Shope Pay, Dana, Gopay, and others.

BJTM Connect

Leading technology that makes it easier for customers in every banking transaction with a strategic location, long operational time and more flexibility with services on holidays.





As of December 31, 2024, Bank Jatim has one Head Office and 1,826 branch networks, consisting of Branch Offices, Sub-

Branch Offices, Cash Offices, Payment Points, Mobile Cash/Counters, and ATMs/CRMs.

Table of Office Network for the last 5 years

| Office Type | 2024 | 2023 | 2022 | 2021 | 2020 |
|---|-------|-------|-------|-------|-------|
| Head Office (KP) | | 1 | 1 | 1 | 1 |
| Conventional Branch Office (KC) | 41 | 41 | 41 | 41 | 41 |
| Sharia Branch Office (KCS) | | 7 | 7 | 7 | 7 |
| Conventional Sub-Branch Office (KCP) | 165 | 163 | 162 | 182 | 162 |
| Sharia Sub-Branch Office (KCPS) | 10 | 10 | 10 | 10 | 10 |
| Functional Office (KK) | 210 | 212 | 212 | 211 | 209 |
| Sharia Functional Office (KKS) | | 4 | 3 | 2 | |
| Sharia Service Office (KLS) | 198 | 196 | 195 | 195 | 195 |
| Payment Point (PP) | 189 | 191 | 196 | 248 | 247 |
| Payment Point Sharia (PPS) | | 8 | 8 | 8 | 9 |
| Car Cash (KM) | 33 | 32 | 36 | 97 | 92 |
| Sharia Car Cash (KMS) | | 7 | 7 | 7 | 6 |
| Automated Teller Machine (ATM) * | 822 | 828 | 815 | 780 | 753 |
| Sharia Automated Teller Machine (ATM Syariah) | 26 | 26 | 26 | 25 | 24 |
| Cash Recycle Machine (CRM) | 96 | 84 | 58 | 51 | 25 |
| Cash Recycle Machine Sharia (CRM) Syariah | 10 | 10 | 7 | 7 | 2 |
| Cash Deposit Machine (CDM) | | \- | | | |
| Total | 1.827 | 1.820 | 1.784 | 1.852 | 1.783 |

^{*} Bank Jatim's Automated Teller Machines (ATMs) are integrated with 81,569 ATM BERSAMA network terminals, 101,313 ATM PRIMA network terminals, and 695,971 Electronic Data Capture (EDC) machines.

Table of Bank Jatim Offices per Region in 2024

| Office Location | кс | КСР | KK | PP | KM | KCS | KCPS | KKS | KLS | PPS | KMS | ATM | ATMS | CRM | CRMS |
|-----------------|----|-----|-----|-----|----|-----|------|-----|-----|-----|-----|-----|------|-----|------|
| Surabaya | 4 | 24 | 28 | 15 | 2 | | 3 | | 27 | 2 | | 100 | 5 | 13 | 2 |
| Banyuwangi | 1 | 6 | 11 | 4 | | 0 | | 0 | 7 | 0 | 0 | 27 | | 6 | 0 |
| Jember | | 6 | 6 | 6 | 0 | | 0 | 0 | 7 | 0 | | 24 | | 2 | |
| Malang | | 5 | 9 | 14 | | | 0 | | 11 | | | 27 | 3 | 7 | 2 |
| Madiun | | 5 | 9 | 7 | | | 0 | 0 | 6 | 0 | | 34 | | 3 | |
| Kediri | | 7 | 9 | 9 | | | 0 | | 10 | | | 30 | 2 | 2 | |
| Pamekasan | | 2 | 2 | 3 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 14 | 0 | | 0 |
| Bojonegoro | | 5 | 6 | 8 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 26 | 0 | 4 | 0 |
| Lumajang | | 4 | 6 | 2 | | 0 | 0 | 0 | 5 | 0 | 0 | 22 | 0 | 4 | 0 |
| Ngawi | | 8 | 4 | 3 | 2 | 0 | 0 | 0 | 9 | 0 | 0 | 20 | 0 | | 0 |
| Jombang | | 3 | 7 | 6 | | 0 | | 0 | 4 | 0 | 0 | 18 | | 3 | 0 |
| Kraksaan | 1 | 2 | 5 | 2 | | 0 | 0 | 0 | | 0 | 0 | 20 | 0 | | 0 |
| Probolinggo | 1 | 3 | 3 | 2 | | 0 | | 0 | 6 | 0 | 0 | 11 | | | 0 |
| Blitar | 1 | 5 | 7 | 13 | | 0 | | | 6 | 0 | 0 | 21 | 2 | 3 | |
| Tulungagung | 1 | 4 | 5 | 5 | | 0 | 0 | 0 | 5 | 0 | 0 | 16 | 0 | 5 | 0 |
| Tuban | | 5 | 4 | 3 | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 25 | 0 | 2 | 0 |
| Mojokerto | | 3 | 4 | 4 | | 0 | | 0 | 4 | 0 | 0 | 25 | | | 0 |
| Sumenep | | 2 | 4 | 4 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 20 | 0 | | 0 |
| Sampang | | | 4 | 2 | 0 | 0 | | 0 | 2 | 0 | 0 | 13 | 0 | | 0 |
| Bangkalan | | 3 | 4 | 6 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 11 | 0 | 3 | 0 |
| Pasuruan | | 7 | 5 | 7 | | 0 | 0 | 0 | 8 | 0 | 0 | 30 | 0 | | 0 |
| Nganjuk | | 4 | 5 | 14 | | 0 | 0 | 0 | 5 | 0 | 0 | 19 | 0 | 2 | 0 |
| Trenggalek | | 3 | 6 | 2 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 19 | 0 | | 0 |
| Ponorogo | | 4 | 6 | 4 | | 0 | 0 | 0 | 5 | 0 | 0 | 21 | 0 | 2 | 0 |
| Pacitan | 1 | 3 | 2 | 3 | | 0 | 0 | 0 | 4 | 0 | 0 | 20 | 0 | 4 | 0 |
| Gresik | 1 | 5 | 6 | 3 | | | 0 | 0 | 6 | 2 | | 22 | 3 | | |
| Sidoarjo | | 8 | 11 | 6 | 0 | | 0 | 0 | 10 | 2 | | 43 | 3 | | |
| Lamongan | | 5 | 5 | 7 | | 0 | | 0 | 6 | 0 | 0 | 26 | | | 0 |
| Situbondo | | 2 | 4 | 4 | | 0 | 0 | 0 | 3 | 0 | 0 | 20 | 0 | 4 | 0 |
| Bondowoso | | 3 | 3 | 2 | | 0 | 0 | 0 | 4 | 0 | 0 | 17 | 0 | 4 | 0 |
| Magetan | | 4 | 5 | 2 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 22 | 0 | 2 | 0 |
| Kangean | | 0 | | 0 | 0 | 0 | 0 | 0 | | 0 | 0 | 6 | 0 | | 0 |
| Jakarta | | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 0 | | 0 |
| Batu | | 2 | 3 | 4 | | 0 | 0 | 0 | 2 | 0 | 0 | 11 | 0 | 2 | 0 |
| Bawean | | 0 | 1 | 0 | 0 | 0 | 0 | 0 | | 0 | 0 | 7 | 0 | | 0 |
| Pare | 1 | 2 | 2 | 6 | 0 | 0 | 0 | 0 | | 0 | 0 | 13 | 0 | 2 | 0 |
| Kepanjen | 1 | 4 | 8 | 7 | | 0 | 0 | 0 | | 0 | 0 | 14 | 0 | | 0 |
| Batam | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | | 0 |
| Grand Total | 41 | 165 | 210 | 189 | 26 | 7 | 10 | 4 | 198 | 8 | 7 | 822 | 26 | 96 | 10 |

As of December 31, 2024, Bank Jatim has 13,317 Jatim Agents spread across East Java, consisting of Legal Entity Agents and Individual Agents

Table of Conventional East Java Agent Networks for the last 3 years

| Branch Name | 2024 | 2023 | 2022 |
|--------------------|--------|-------|-------|
| Bangkalan Branch | 267 | 166 | 90 |
| Banyuwangi Branch | 556 | 224 | 31 |
| Batu Branch | 135 | 57 | 24 |
| Bawean Branch | 94 | 55 | 17 |
| Blitar Branch | 462 | 289 | 143 |
| Bojonegoro Branch | 278 | 166 | 55 |
| Bondowoso Branch | 297 | 254 | 160 |
| Dr. Soetomo Branch | 404 | 201 | 25 |
| Gresik Branch | 310 | 157 | 73 |
| HR Muhammad Branch | 301 | 195 | 32 |
| Jember Branch | 311 | 195 | 61 |
| Jombang Branch | 224 | 103 | 46 |
| Kangean Branch | 66 | 42 | 6 |
| Kediri Branch | 640 | 362 | 97 |
| Kepanjen Branch | 233 | 98 | 31 |
| Kraksaan Branch | 217 | 111 | 70 |
| Lamongan Branch | 389 | 228 | 99 |
| Lumajang Branch | 243 | 118 | 69 |
| Madiun Branch | 563 | 352 | 159 |
| Magetan Branch | 392 | 243 | 95 |
| Malang Branch | 240 | 133 | 49 |
| Mojokerto Branch | 196 | 132 | 101 |
| Nganjuk Branch | 317 | 195 | 90 |
| Ngawi Branch | 593 | 447 | 301 |
| Pacitan Branch | 261 | 181 | 98 |
| Pamekasan Branch | 84 | 46 | 40 |
| Pare Branch | 166 | 73 | 22 |
| Pasuruan Branch | 309 | 165 | 111 |
| Perak Branch | 342 | 165 | 51 |
| Ponorogo Branch | 340 | 192 | 38 |
| Probolinggo Branch | 202 | 123 | 29 |
| Sampang Branch | 184 | 86 | 34 |
| Sidoarjo Branch | 1.082 | 292 | 112 |
| Situbondo Branch | 198 | 99 | 19 |
| Sumenep Branch | 136 | 58 | 42 |
| Trenggalek Branch | 343 | 183 | 41 |
| Tuban Branch | 767 | 379 | 141 |
| Tulungagung Branch | 388 | 254 | 118 |
| Main Branch | 292 | 128 | 92 |
| Grand Total | 12.822 | 6.948 | 2.912 |

Table of East Java Sharia Agent Network for 2024

| Sharia Branch | Total Agent |
|------------------------|-------------|
| Sharia Branch Surabaya | 151 |
| Sharia Branch Kediri | 52 |
| Sharia Branch Madiun | 26 |
| Sharia Branch Jember | 53 |
| Sharia Branch Malang | 82 |
| Sharia Branch Sidoarjo | 56 |
| Sharia Branch Gresik | 75 |
| Total | 495 |

Association Membership List

As a financial services institution, Bank Jatim joined and was active in various associations or institutions that are relevant to the Bank's main business. Thus, the Bank can follow the latest developments, issues, or newest topics, as well as

exchange information and provide suggestions/inputs for mutual progress. During 2024, Bank Jatim joined the following associations/institutions as follows:

| Association Name | Year Joined | Membership Status |
|--|-------------|-----------------------------|
| Asosiasi Bank Pembangunan Daerah Jawa Timur/ Association of Regional Development Banks of East Java | 1993 | Member |
| Forum Komunikasi Direktur Kepatuhan Perbankan (FKDKP)/ Forum for Communication of Banking Compliance Directors (FKDKP) | 2000 | Member |
| Forum Komunikasi Dewan Komisaris BPD Se-Indonesia (FKDK-BPDSI)/ Forum for Communication of Regional Development Bank Commissioners of Indonesia (FKDK-BPDSI) | 2002 | Member |
| Asosiasi SWIFT Indonesia (ASWIFTINDO)/ SWIFT Indonesia Association (ASWIFTINDO) | 2007 | Member |
| Asosiasi Bank Syariah Indonesia (ASBISINDO)/ Indonesian Sharia Bank Association (ASBISINDO) | 2008 | Member |
| Asosiasi Emiten Indonesia (AEI)/ Indonesian Issuers Association (AEI) | 2012 | Member |
| FCSR Social Ministry | 2016 | Member |
| Forum Komunikasi Industri Jasa Keuangan Daerah (FK-IJKD)/ Forum for Communication of Regional Financial Services Industry (FK-IJKD) | 2016 | Member |
| Indonesian Corporate Secretary Association (ICSA) | 2019 | Member |
| Asosiasi Bank Kustodian Indonesia (ABKI)/ Indonesian Custodian Bank Association (ABKI) | 2019 | Member |
| Badan Musyawarah Perbankan Daerah (BMPD) Jawa Timur/ Musyawarah Regional Banking Agency (BMPD) of East Java | 1975 | Member |
| Masyarakat Ekonomi Syariah (MES) Provinsi Jawa Timur/ Sharia Economic Society (MES) of East Java Province | 2022 | Administrator and Member |
| Perhimpunan Pedagang Surat Utang (HIMDASUN)/ Indonesian Government Bond Traders Association (HIMDASUN) | 2022 | Member |
| Asosiasi Pasar Uang dan Valuta Asing Indonesia (APUVINDO)/ Indonesian Money Market and Foreign Exchange Association (APUVINDO) | 2023 | Administrator and Member |
| Asosiasi Sistem Pembayaran Indonesia (ASPI)/ Indonesian Payment System Association (ASPI) | 2001 | Member |

Bank Jatim's membership in organizations/associations had a strategic meaning. The Bank aligned with the latest developments in the banking world and contributed knowledge

and experience to members of organizations/associations. Bank Jatim did not contribute financially beyond regular membership fees, including not contributing to politics or politicians.

Organizational Structure

Director of Micro Business, Retail and Sharia Business

R. Arief Wicaksono

Corporate Secretary

Wioga Adhiarma Aji

Internal Audit

Wardhana

Suryaatmaja

Directors

Division

Retail & Medium

Credit

Firman Iswahyudi M.

Micro Credit

Kamiliah (Pjs)

SEVP

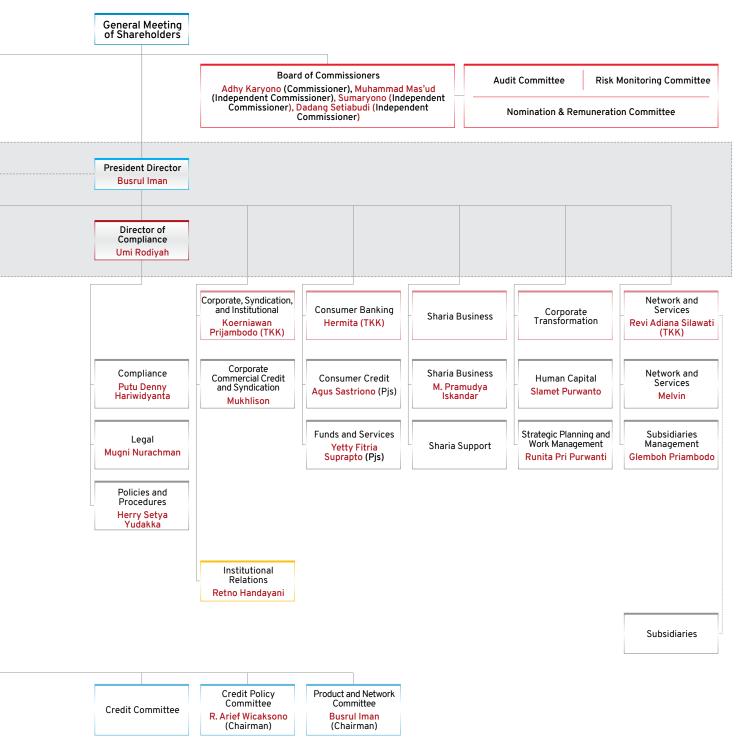
Unit

In line with the Bank's business development, Bank Jatim's Organizational Structure has undergone several changes. Bank Jatim's Organizational Structure as of December 31, 2024, refers to Board of Directors Decision No. 061/218/DIR/PRS/KEP dated December 7, 2022. However, there are nomenclature changes in accordance with the Extraordinary GMS Resolution No. 33 dated December 11, 2024, including: 1) Director of Micro, Retail, and Medium changed to Director of Micro, Retail, and Sharia Business; 2) Director of IT & Digital changed to Director of IT, Digital changed to Director of Operations changed to Director of Medium Business, Corporate, and Network, and the changes to the Organizational Structure according to this nomenclature will be implemented as of January 2, 2025.

Sharia Supervisory Board Afifuddin Muhajir (Chairman), Sukadiono (Member) Director of Finance, Treasury & Global Services Director of Risk Director of IT & Digital Director of Medium Business, Corporate & Network Management Zulhelfi Abidin Edi Masrianto Eko Susetyono Arif Suhirman Accounting and Financial Management Information Risk Management Operations Technology R. Deni Mahendra Suci Issumiyarti Eko Tri Prasetyo Handayanto (Pjs) Digital Banking Treasury Analis Risiko Kredit General Affairs R Wahyu Tedjasukmana (Pjs) M. Machfud Hidayat Setya Erry Nugraha Herijadi Widodo (Pjs) International Credit Restructuring and Settlement Product Banking Development Raden Mas Wahasta Hartadi Nur Fko Ardian Wahyukusumo Wisnubroto (TKK) Credit IT Security Administration Syaiful Bakhri Linda Dwi Cipta (Pjs) Conventional/Sharia **Branch Offices** Management Staffing Committee ALCO Committee Risk Management Committee IT Committee Edi Masrianto Zulhelfi Abidin **Busrul Iman Busrul Iman** (Chairman) (Chairman)

(Chairman)

(Chairman)



The composition of the Board of Commissioners' Committee members as of December 31, 2024, is as follows:

- 1. Audit Committee: Sumaryono (Chairman), Muhammad Mas'ud (Member), Dadang Setiabudi (Member), Kusnadi (Member), Muhammad Arifin (Member).
- 2. Risk Monitoring Committee: Dadang Setiabudi (Chairman), Muhammad Mas'ud (Member), Sumaryono (Member), Sulam Andjar Rochim (Member).
- 3. Remuneration and Nomination Committee: Muhammad Mas'ud (Chairman), Adhi Karyono (Member), Sumaryono (Member), Dadang Setiabudi (Member), Yusuf Adnan (Member), Vice President of Human Capital (ex officio).

The names of committee members under the Board of Directors can be found in the Corporate Governance Chapter.

Profile of The Board of Directors



Busrul Iman

President Director

Citizenship

Indonesian Citizen

Place and Date of Birth/Age Born in Surabava in 1964. 60 years old as of December 2024.

Domicile

Surabaya, Indonesia

Educational Background

- Bachelor of Economics in Accounting from STIE Indonesia (1986).
- Master in Strategic Management from Diponegoro University, Semarang (2005).
- Professional Accountant from the University of Jendral Sudirman, Purwokerto (2007).
- Doctorate in Human Resource Development from Airlangga University (2024).

Certification

- Level 1 Risk Management Certification by the Risk Management Certification Agency (2006).
- Level 2 Risk Management Certification by the Risk Management Certification Agency (2008).
- Level 3 Risk Management Certification by the Risk Management Certification Agency (2012)
- Level 4 Risk Management Certification by the Professional Certification Organizing Body (2015). Level 5 Risk Management Certification by the Risk Management Certification Agency (2019).
- Maintenance of Risk Management Certification Level 5 by the Risk Management Certification Agency (2023).
- Executive Sharia Banking Training Certification by Muamalat Institute (2023).
- Risk Management Certification Level 7 by the Risk Management Certification Agency (2024).

Work Experience

- Head of Meulaboh Branch, Banda Aceh Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (1995-1998).
- Head of Rantau Prapat Branch, Medan Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (1998-2001).
- Head of Tuban Branch Surabaya Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (2001-2004)
- Head of Banjarnegara Branch, Yogyakarta Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (2004-2007).
- Head of Solo Branch, Yogyakarta Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (2007-2009). Head of Madiun Branch Malang Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (2009-2010).
- Head of Malang Kawi Branch, Malang Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (2010-2012).
- Deputy Regional Head of Operations for the Palembang Regional Office of PT Bank Rakyat Indonesia (Persero) Tbk (2012-2013).
- Deputy Regional Head of Business Division for the Palembang Regional Office of PT Bank Rakyat Indonesia (Persero) Tbk (2013-2014)
- Deputy Regional Head of Business Division for the Lampung Regional Office of PT Bank Rakyat Indonesia (Persero) Tbk (2014-2015).
- Head of Credit Restructuring & Settlement Division for Credit Risk Control at Head Office PT Bank Rakyat Indonesia (Persero) Tbk (2015-2017).
- Head of Malang Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (2017-2018).
- Head of Policy & Human Capital Development Division Head Office PT Bank Rakyat Indonesia (Persero) Tbk (2018-2019).
- Head of Surabaya Regional Office PT Bank Rakyat Indonesia (Persero) Tbk (2019).
- Commercial and Corporate Director of PT Bank Pembangunan Daerah Jawa Timur Tbk (2019 2020).
- President Director of PT Bank Pembangunan Daerah Jawa Timur Tbk (2020-present).

Legal Basis of Appointment

Appointed as Commercial and Corporate Director for the first time at the EGMS of PT Bank Pembangunan Daerah Jawa Timur Tbk on June 19, 2019. Passed the Fit and Proper Test and was approved by the Financial Services Authority (OJK) as Commercial and Corporate Director based on a copy of the decision of the members of the Board of Commissioners of the Service Authority Finance (OJK) No. KEP-191/D.03/2019 October 11, 2019.

Passed the Fit and Proper Test and was approved by the Financial Services Authority (OJK) as President Director based on a Copy of the Decision of the Members of the Board of Commissioners of the Financial Services Authority No. Kep-44/D.03/2020 dated April 30, 2020. Appointed as President Director at the EGMS of PT Bank Pembangunan Daerah Jawa Timur Tbk on July 23, 2020.

Period of Office

- 2019 Until the closing of the Annual GMS for Fiscal Year 2020 (First Period).
- 2020 Until the closing of the Annual GMS for Fiscal Year 2024 (Second Period).

Concurrent **Positions**

- Chairman of the Asset Liabilities Committee (ALCO) Bank Jatim
- Chairman of the Bank Jatim Risk Management Committee
- Chairman of the Information Technology Steering Committee (ITSC) Bank Jatim
- Chair of the Bank Jatim Credit Policy Committee
- Chairman of the Bank Jatim Product Committee
- Chair of the Bank Jatim Network Committee
- Chairman of the Bank Jatim Personnel Management Committee
- Risk Function Groups on the Credit Committee except Credit Lines to Corporations (as a Business Function Group) Bank Jatim

Bank Jatim Share Ownership

3.651.300 shares



Edi Masrianto

Director of Finance, Treasury & Global Services

Citizenship

: Indonesian Citizen

Tempat dan Tahun Lahir/Usia Born in Lumajang in 1964, 60 years old as of December 2024.

0

Domicile

: Surabaya, Indonesia

Educational Background

- Bachelor of Management Economics from Jember University (1989).
- Master in Agribusiness Management from Gadjah Mada University (2004).

Certification

- Advance Methods for Managing Interest Rate & Liquidity Risk oleh Euromoney Training (2004).
- Level 1 Risk Management Certification by the Risk Management Certification Agency (2006).
- Level 2 Risk Management Certification by the Risk Management Certification Agency (2009).
- Level 3 Risk Management Certification by the Banking Professional Certification Institute (2013).
- Risk Management Assessor Certification by BARA (2014).
- Funding Basic Certification by SPPI (2015).
- Treasury Advance Certification by the Banking Professional Certification Institute (2017).
- Level 4 Risk Management Certification by the Banking Professional Certification Institute (2020).
- Level 5 Risk Management Certification by Garp (Global Association of Risk Professionals) Jakarta (2021).
- Treasury Dealer Certification by BNSP (2022).
- Risk Management Certification Refreshment by Strategic Risk Management for Banking (SDG) (2023).

 The Control of the
- Risk Management Level 7 Alignment by BARA (2024).

Work Experience

- Head of Trade Finance Product Development & Marketing International Division PT Bank Rakyat Indonesia (Persero) Tbk (2008-2010).
- Head of Treasury Division (Chief Global Market) PT Bank Rakyat Indonesia (Persero) Tbk (2010-2012).
- Deputy Head of Treasury Division PT Bank Rakyat Indonesia (Persero) Tbk (2013-2014).
- Head of International Business Division PT Bank Rakyat Indonesia (Persero) Tbk (2014-2015).
- Head of Treasury Business Division PT Bank Rakyat Indonesia (Persero) Tbk (2015-2018).
 Chairman of the Workers Welfare Foundation PT Bank Rakyat Indonesia (Persero) Tbk (2018-2020).
- Director of Finance and HR of PT Garam Persero (2020-2021).
- Director of Finance, HR & Risk Management of PT Garam Persero (2021-2022).
- Acting President Director of PT Garam Persero (2021-2022).
- Commercial and Corporate Director of PT Bank Pembangunan Daerah Jawa Timur Tbk (2022).
- Director of Finance, Treasury & Global Services PT Bank Rakyat Indonesia (Persero) Tbk (2022 Present).

Legal Basis of Appointment

Passed the Fit and Proper Test and was approved by the Financial Services Authority (OJK) as Commercial and Corporate Director based on a Copy of the Decision of the Members of the Board of Commissioners of the Financial Services Authority (OJK) No. KEP-4/D.03/2022 dated January 19, 2022. Appointed as Commercial and Corporate Director for the first time at the General Meeting of Shareholders (GMS) on March 17, 2022. Based on Deed No. 23 dated December 7, 2022 concerning the Minutes of the Extraordinary General Meeting of Shareholders (GMS) in 2022, there was a change in the nomenclature of the Board of Directors' positions from Commercial and Corporate Director to Director of Finance, Treasury & Global Services.

Period of Office

2022 - Until the closing of the Annual GMS for Fiscal Year 2026 (First Period).

Concurrent Positions

- Alternate Chair of the Bank Jatim ALCO Committee
- Permanent Member of the Bank Jatim Risk Management Committee
- Member of the Bank Jatim Personnel Management Committee
- Permanent Member of the Bank Jatim IT Committee
- Bank Jatim Credit Committee Business Function Group
- Permanent Member of the Bank Jatim Credit Policy Committee
- Permanent Member of the Bank Jatim Product Committee.
- Head of Capital Investment, Subsidiary Establishment, and Bank Business Group (KUB) Team.

Bank Jatim Share Ownership

764,900 shares



R. Arief Wicaksono

Director of Micro, Retail & Medium

Citizenship

: Indonesian Citizen

U-U

Place and Date of Birth/Age Born in Banyuwangi in 1970, 54 years old as of December 2024

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Domicile : Surabaya, Indonesia

Educational Background

- Bachelor of Electrical Engineering from the 10 November Institute of Technology (ITS) Surabaya (1996).
- Master of Management from Dr Sutomo University (Unitomo) Surabaya (2020).

Certification

- Level 1 Risk Management Certification by the Risk Management Certification Agency (2010).
- Level 2 Risk Management Certification by the Risk Management Certification Agency (2010).
- Level 3 Risk Management Certification by the Risk Management Certification Agency (2012).
- Level 4 Risk Management Certification by the Risk Management Certification Agency (2017).
- Level 5 Risk Management Certification by the Risk Management Certification Agency (2021).
- Treasury Dealer Competency Certification (Basic) by Association Cambiste International ACI FMA (2018)
- Treasury Dealer Competency Certification (Intermediate) by Association Cambiste International ACI FMA (2018)
- Treasury Dealer Competency Certification (Advance) by Association Cambiste International ACI FMA (2018)
- · Risk Management Certification Level 5 by the Risk Management Certification Agency (2021).
- Equivalence and Alignment of Risk Management Certification Level 7 (2024).
- Treasury Competency Certification (Refreshment Treasury Dealer Level 7) (2024).

Work Experience

- Head of Bank Jatim Bondowoso Branch (2015 2017).
- Head of Bank Jatim Banyuwangi Branch (2017 2018).
- Head of Bank Jatim Treasury Division (2018 2018).
- Head of Bank Jatim Information Technology Division (2018 2021).
- Head of Bank Jatim Sharia Business Division (2021 2022).
- Director of Consumer, Retail and Sharia Business at PT Bank Pembangunan Daerah Jawa Timur Tbk (2022).
- Director of Micro, Retail, and Medium Business at PT Bank Pembangunan Daerah Jawa Timur Tbk (2022 2024).
 Director of Micro, Retail, and Sharia Business at PT Bank Pembangunan Daerah Jawa Timur Tbk (December 20).
- Director of Micro, Retail, and Sharia Business at PT Bank Pembangunan Daerah Jawa Timur Tbk (December 2024 -Present).*

Legal Basis of Appointment

Passed the Fit and Proper Test and was approved by the Financial Services Authority (OJK) as Director of Consumer, Retail and Sharia Business based on a Copy of the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) No. KEP-3/D.03/2022 dated January 19, 2022. Appointed as Director of Consumer, Retail and Sharia Business for the first time at the General Meeting of Shareholders (GMS) on March 17, 2022. Based on Deed No. 23 dated December 7, 2022 concerning the Minutes of the Extraordinary General Meeting of Shareholders (GMS) Year 2022 of PT Bank Pembangunan Daerah Jawa Timur Tbk, there was a change in the nomenclature of the Board of Directors position which was originally the Director of Consumer, Retail and Sharia Business to the Director of Micro, Retail and Medium. Based on Deed No. 33 dated December 11, 2024 concerning the Minutes of the Extraordinary General Meeting of Shareholders of PT Bank Pembangunan Daerah Jawa Timur Tbk, there was a change in the nomenclature of the position of the Board of Directors from the Director of Micro, Retail and Medium to the Director of Micro, Retail and Sharia Business*.

Period of Office

2022 - Until the closing of the Annual GMS for Fiscal Year 2026 (First Period)

Concurrent Positions

- Permanent Member of the ALCO Bank Jatim Committee
- Permanent Member of the Bank Jatim Risk Management Committee
- Member of the Bank Jatim Personnel Management Committee
- Permanent Member of the Bank Jatim IT Committee
- Bank Jatim Credit Committee Business Function Group
 Alternate Chair of the Bank Jatim Credit Policy Committee
- Permanent Member of the Bank Jatim Product Committee

Bank Jatim Share Ownership

952.300 shares

^{*} Effective as of January 2, 2025, in accordance with the Board of Directors' Decree No. 064/05/01/DIR/PSM/KEP dated January 2, 2025, regarding the Organizational Structure and Work Procedures of PT Bank Pembangunan Daerah Jawa Timur Tbk.



Zulhelfi Abidin

Director of IT and Digital

Citizenship : Indonesian Citizen

U-U

Place and Date of Birth/Age Born in Bukittinggi in 1962, 62 years old as of December 2024

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Domicile

: Surabaya, Indonesia

Educational Background

- Bachelor of Informatics Engineering from the Bandung Institute of Technology (1987).
- Master in Computer Science from University of Wollongong Australia (1996)

Certification

- Level 1 Risk Management Certification by the Risk Management Certification Agency (2006).
- Executive Overview of Islamic Banking oleh LPPI (2011).
- · Banking Risk Management Certification 4th level by LSPP (2012).
- · Banking Risk Management Certification 5th level by LSPP (2015).
- Swift International Banking Operation Seminar by Swift International Banking Operation Seminar (2016).
- Executive Leadership Program by Kementrian BUMN (2017).
- Executive Education C-Level Data Analytic Kellog School Of Management (2019).
- Risk Management Certification Refreshment by Strategic Development Group (2023).
- Risk Management Certification Level 7 by the Risk Management Certification Agency (2024).

Work Experience

- Assistant Lecturer and Researcher at the Computer Assisted Instruction Laboratory at the University of Indonesia Science Center (1987–1990).
- Head of IT Development Division at PT Bank Bukopin (1990-1992).
- System Analyst of the Indonesian Development Bank (1992–1997).
- Head of Information Technology and Information Systems Division of PT. Bank Bukopin (1997–2007).
- President Commissioner of PT Bringin Gigantara (2006 –2012).
 Head of Information Technology and Information Systems Division
- Head of Information Technology and Information Systems Division of PT Bank Rakyat Indonesia (2007 2014).
- Commissioner of BRI Syariah (2012–2015).
- Senior Executive Vice President of PT Bank Rakyat Indonesia (2014–2015).

 Senior Executive Vice President of PT Bank Rakyat Indonesia (2014–2015).

 Senior Executive Vice President of PT Bank Rakyat Indonesia (2014–2015).

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 Senior Executive Vice President of PT Bank Rakyat Indonesia (2014–2015).

 Senior Executive Vice President of PT Bank Rakyat Indonesia (2014–2015).

 Senior Executive Vice President of PT Bank Rakyat Indonesia (2014–2015).

 Senior Executive Vice President of PT Bank Rakyat Indonesia (2014–2015).

 Senior Execut
- Director of IT & Operation of PT Bank Rakyat Indonesia (2015–2017).
- Director of Network & IT Solution of PT Telkom Indonesia (2017-2020).
- President Commissioner of PT Sigma Cipta Caraka (2018 –2019).
- President Commissioner of PT Infrastructure Telekomunikasi Indonesia (2019 –2020).
- Senior IT System Advisor PT R17 (2021–2022).
- President Commissioner of PT Digital Prima Sejahtera (2021-2022).
- Director of IT & Digital at PT Bank Pembangunan Daerah Jawa Timur Tbk (2022 2024).
- Acting Director of Operations of PT Bank Pembangunan Daerah Jawa Timur Tbk (2022 2023).
- Director of IT, Digital & Operations at PT Bank Pembangunan Daerah Jawa Timur Tbk (December 2024 Present).*

Legal Basis of Appointment

Passed the Fit and Proper Test and was approved by the Financial Services Authority (OJK) as Director of IT & Digital based on a Copy of the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) No. KEP-185/D.03/2022 dated November 30, 2022. Appointed as Director of IT & Digital for the first time at the Extraordinary General Meeting of Shareholders of PT Bank Pembangunan Daerah Jawa Timur Tbk on December 7, 2022. Based on Deed No. 33 dated December 11, 2024 concerning the Minutes of the Extraordinary General Meeting of Shareholders of PT Bank Pembangunan Daerah Jawa Timur Tbk, there was a change in the nomenclature of the Board of Directors, which was originally the Director of IT & Digital to the Director of IT, Digital & Operations*.

Period of Office

2022 - Until the closing of the Annual GMS for Fiscal Year 2026 (First Period).

Concurrent Positions

- Permanent member of the Bank Jatim ALCO Committee
- Permanent member of the Bank Jatim Risk Management Committee
- Member of the Bank Jatim Personnel Management Committee
- Alternate Chair of the Bank Jatim IT Committee
- Bank Jatim Credit Committee Risk Function Group
- Permanent Member of the Bank Jatim Credit Policy Committee
- Alternate Chair of the Bank Jatim Product Committee

Bank Jatim Share Ownership

347.800 shares

^{*} Effective as of January 2, 2025, in accordance with the Board of Directors' Decree No. 064/05/01/DIR/PSM/KEP dated January 2, 2025, regarding the Organizational Structure and Work Procedures of PT Bank Pembangunan Daerah Jawa Timur Tbk.



Arif Suhirman

Director of Medium Business, Corporate & Network

Citizenship

: Indonesian citizen

Born in Kediri in 1966. Place and Date of Birth/Age

58 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

- Sariana bidang Ekonomi Akuntansi dari Universitas Brawijaya, Malang (1991).
- Master bidang Manajemen dan Bisnis dari Institut Pertanian Bogor (2007).

Certification

- Qualified Internal Audit (2000)
- Certified Wealth Manager oleh Certified Wealth Managers Association (2015).
- Qualified Risk Governance Professional (QRGP) by the Professional Certification Institute Mitra Kalyana Sejahtera (LSP MKS) (2020).
- Competency Certification Qualification Level 7 in Banking Risk Management (Non-Tiered) from the Professional Certification Institute for Banking (2024).

Work Experience

- Head of Rantau Branch, Banjarmasin Regional Office of PT Bank Rakyat Indonesia (Persero) Tbk (2007-2009).
- Head of Bandung Setiabudi Branch, Bandung Regional Office of PT Bank Rakyat Indonesia (Persero) Tbk (2009-2010).
- Head of Jakarta Cempaka Mas Branch, Jakarta Regional Office 1 of PT Bank Rakyat Indonesia (Persero) Tbk (2010-2011).
- Head of Krekot Branch for Jakarta Region of PT Bank Rakyat Indonesia (Persero) Tbk (2011-2012).
- Head of Bandung Asia Africa Branch of PT Bank Rakyat Indonesia (Persero) Tbk (2012-2013).
- Head of Jakarta Veteran Branch of PT Bank Rakyat Indonesia (Persero) Tbk (2013-2014).
- Deputy Regional Head for Funds and Operations for Jakarta Regional Office 1 of PT Bank Rakyat Indonesia (Persero) Tbk (2015-2016).
- Deputy Regional Leader for Business Sector for Jakarta Regional Office 1 of PT Bank Rakyat Indonesia (Persero) Tbk (2016-2017).
- Acting Head of Social Entrepreneurship Division at PT Bank Rakyat Indonesia (Persero) Tbk (2017-2018).
- Acting Head of Institution Division 1 at PT Bank Rakyat Indonesia (Persero) Tbk (2018-2019).
- Head of Special Branch, Special Branch Office of PT Bank Rakyat Indonesia (Persero) Tbk (2019-2020).
- Business Director of PT BRI Asuransi Indonesia (2020-2021).
- Head of Internal Audit at Jayapura Regional Office of PT Bank Rakyat Indonesia (Persero) Tbk (2021-2022).
- Director of Operations at PT Bank Pembangunan Daerah Jawa Timur Tbk (2023 2024).
- Director of Medium Business, Corporate & Network at PT Bank Pembangunan Daerah Jawa Timur Tbk (December 2024

Legal Basis of Appointment

Appointed as Director of Operations for the first time at the Annual GMS for Fiscal Year 2022 on April 12, 2023, and effective since passing the fit and proper test by the Financial Services Authority as stipulated in the Decision of the Board of Commissioners of the Financial Services Authority Number KEPR-132/D.03/2023 dated October 11, 2023. Based on Deed no. 33 dated December 11, 2024 regarding the Minutes of the Extraordinary General Meeting of Shareholders (GMS) Year 2024 of PT Bank Pembangunan Daerah Jawa Timur Tbk, there was a change in the nomenclature of the position of the Board of Directors which was originally the Director of Operations to the Director of Medium Business, Corporation and Network*.

Period of Office

2023 - Until the closing of the Annual GMS for Fiscal Year 2027 (First Period).

Concurrent **Positions**

- Permanent member of the Bank Jatim ALCO Committee
- Permanent member of the Bank Jatim Risk Management Committee
- Member of the Bank Jatim Personnel Management Committee
- Permanent Member of the Bank Jatim IT Committee
- Bank Jatim Credit Committee Risk Function Group
- Permanent Member of the Bank Jatim Credit Policy Committee
- Alternate Chair of the Bank Jatim Product Committee
- Chairman I of the Bank Jatim Network Committee

Bank Jatim Share Ownership

819.700 shares

^{*} Effective as of January 2, 2025, in accordance with the Board of Directors' Decree No. 064/05/01/DIR/PSM/KEP dated January 2, 2025, regarding the Organizational Structure and Work Procedures of PT Bank Pembangunan Daerah Jawa Timur Tbk.



Eko Susetyono

Director of Risk Management

Citizenship : Indonesian citizen

U-U

Place and Born in Jakarta in 1965, 59 years old as of December 2024.

0

Domicile : Surabaya, Indonesia

Educational Background

- Bachelor's degree in Food Technology and Nutrition from Institut Pertanian Bogor (1985).
- Master's degree in Corporate Finance and Investment from Washington University (2000).
- S3 Doctoral Program in Management and Business from Bogor Agricultural Institute (2019 present)

Certification

- Intl CWM Program: In-house BRI Batch 1 (2019).
- Banking Risk Management Certification Level 5 (2022).
- Certified in Enterprise Risk Governance (CERG), ERMA Professional Provisions Program (2024).
- · General Pension Fund Management Certification (MUDP), Professional Certification Institute for Pension Funds (2024).

Work Experience

- AVP Project Office Base II Credit Risk, PT Bank Rakyat Indonesia (Persero) Tbk (2006-2009).
- AVP Operational Risk Management Dept, PT Bank Rakyat Indonesia (Persero) Tbk (2010-2012).
- AVP Market, Liquidity, and Enterprise Risks, PT Bank Rakyat Indonesia (Persero) Tbk (2012-2017).
- VP Operational, Market, and Liquidity Risk Management, PT Bank Rakyat Indonesia (Persero) Tbk (2017-2019).
- SEVP Risk Management PT Pegadaian (Persero) (2019 2022)
- Director of Risk Management, PT Bank Pembangunan Daerah Jawa Timur Tbk (2022 Present).

Legal Basis of Appointment

Passed the Fit and Proper Test and was approved by the Financial Services Authority (OJK) as Director of Risk Management based on a Copy of the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) No. KEP-184/D.03/2022 dated November 30, 2022. Appointed as Director of Risk Management for the first time at the Extraordinary General Meeting of Shareholders (EGMS) on December 7, 2022.

Period of Office

2022 - Until the Conclusion of the 2026 Annual General Meeting of Shareholders (First Term).

Concurrent Positions

- Permanent Member of the ALCO Committee, Bank Jatim.
- Acting Chair of the Risk Management Committee, Bank Jatim.
- · Member of the Personnel Management Committee, Bank Jatim.
- Permanent Member of the IT Committee, Bank Jatim.
- Risk Function Group of the Credit Committee, Bank Jatim.
- Non-Permanent Member of the Credit Policy Committee, Bank Jatim.
- Permanent Member of the Product Committee, Bank Jatim.

Bank Jatim Share Ownership

446,800 shares.



Umi Rodiyah

Director of Compliance

Citizenship : Indonesian citizenship

1-0

Place and Born in Probolinggo in 1966,

Date of Birth/Age 58 years old as of December 2024.

0

Domicile : Surabaya, Indonesia

Educational Background

Bachelor's degree in Public Administration from Universitas Brawijaya, Malang (1991).

Certification

- Risk Management Certification Level 1 by the Risk Management Certification Agency (2006).
- · Risk Management Certification Level 2 by the Risk Management Certification Agency (2007).
- Risk Management Certification Level 3 by the Risk Management Certification Agency (2008).
- Mutual Fund Sales Representative Certification by APERDI (2014).
- Risk Management Certification Level 4 by the Risk Management Certification Agency (2017).
- General Banking Certification Level 3 by the Indonesian Banking Development Institute (2019).
- Risk Management Certification Level 5 by the Risk Management Certification Agency (2022).
- Risk Management Certification Refreshment by TD Consulting (2023).
- Risk Management Certification Level 7 by the Risk Management Certification Agency (2024).

Work Experience

- Branch Head of Perak Branch, PT Bank Pembangunan Daerah Jawa Timur Tbk (2010-2015).
- Corporate Secretary, PT Bank Pembangunan Daerah Jawa Timur Tbk (2017-2018).
- Head of Institutional Relations Division, PT Bank Pembangunan Daerah Jawa Timur Tbk (2018-2020).
- Head of Funding & Services Division, PT Bank Pembangunan Daerah Jawa Timur Tbk (2020-2021).
- Corporate Secretary, PT Bank Pembangunan Daerah Jawa Timur Tbk (2021-2022).
- Head of Treasury Division, PT Bank Pembangunan Daerah Jawa Timur Tbk (2022-2023).
 SEVP of Sharia Business, PT Bank Pembangunan Daerah Jawa Timur Tbk (2023-2024).
- SEVP of Sharia Business, PT Bank Pembangunan Daerah Jawa Timur Tbk (2023-2024).
 Director of Compliance, PT Bank Pembangunan Daerah Jawa Timur Tbk (2024 present).

Legal Basis of Appointment

Appointed as Director of Compliance at the General Meeting of Shareholders (GMS) on February 7, 2024, and subsequently approved by the Financial Services Authority (OJK) following a successful Fit and Proper Test, as per OJK's Decision No. KEPR-38/D.03/2024 dated July 1, 2024.

Period of Office

2024 - Until the closing of the Annual GMS for the 2028 Fiscal Year (First Term).

Concurrent Positions

- Permanent Member of the ALCO Committee of Bank Jatim.
- Permanent Member of the Credit Policy Committee of Bank Jatim.
- Member of the Human Resources Management Committee of Bank Jatim.
- Permanent Member of the Risk Management Committee of Bank Jatim.
- · Permanent Member of the Product Committee of Bank Jatim.

Bank Jatim Share Ownership

508,500 shares.



Tonny Prasetyo*

Director of Compliance

Citizenship Indonesian citizen

Place and Born in Malang in 1969, Date of Birth/Age

55 years old as of December 2024.

Domicile Mojokerto, Indonesia

Educational Background

- Bachelor of Agriculture from Darul Ulum University, Jombang (1995).
- Master in Management from Dr. Soetomo, Surabaya (2019)

Certification

- Level 1 Risk Management Certification by the Risk Management Certification Agency (2007).
- Level 2 Risk Management Certification by the Risk Management Certification Agency (2009).
- Level 3 Risk Management Certification by the Risk Management Certification Agency (2011).
- Level 4 Risk Management Certification by the Risk Management Certification Agency (2017).
- General Banking Level 3 by the Banking Professional Certification Institute (2018).
- Level 5 Risk Management Certification by the Risk Management Certification Agency (2019).
- General Banking Level 3 by the Banking Professional Certification Institute (2022).
- Refreshment of General Banking Level III by the Indonesian Banking Development Institute (2022).

Work Experience

- Situbondo Branch Manager of PT Bank Pembangunan Daerah Jawa Timur Tbk (2012).
- Situbondo Branch Manager of PT Bank Pembangunan Daerah Jawa Timur Tbk (2013).
- Head of Blitar Branch of PT Bank Pembangunan Daerah Jawa Timur Tbk (2013-2014).
- Head of the Kediri Branch of PT Bank Pembangunan Daerah Jawa Timur Tbk (2014).
- Head of Loans at Main Branch PT Bank Pembangunan Daerah Jawa Timur Tbk (2014-2015). Head of Sharia Business Division at PT Bank Pembangunan Daerah Jawa Timur Tbk (2015).
- Head of General Division of PT Bank Pembangunan Daerah Jawa Timur Tbk (2015-2016).
- Director of IT and Operations at PT Bank Pembangunan Daerah Jawa Timur Tbk (2019 2022).
- Director of Operations PT Bank Pembangunan Daerah Jawa Timur Tbk (2022)
- Acting Director of Compliance at PT Bank Pembangunan Daerah Jawa Timur Tbk (2022 2023). Director of Compliance at PT Bank Pembangunan Daerah Jawa Timur Tbk (2023 - 2024).

Legal Basis of Appointment

Appointed as Director of IT and Operations for the first time at the General Meeting of Shareholders (GMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk on June 19, 2019, Passed the Fit and Proper Test and was declared effective by the Financial Services Authority (OJK) as Director of Information Technology and Operations based on the Decree of Members of the Board of Commissioners of the Financial Services Authority (OJK) No. KEP-190/D.03/2019 October 11, 2019. Then he was appointed Director of Operations based on the Extraordinary General Meeting of Shareholders (EGMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk on December 7 2022. Based on the Decree of the Board of Commissioners No. $061/10/\tilde{D}KM/KEP\ dated\ December\ 13,\ 2022,\ he\ was\ appointed\ as\ temporary\ replacement\ for\ Compliance\ Director.\ Based\ December\ 13,\ 2022,\ he\ was\ appointed\ as\ temporary\ replacement\ for\ Compliance\ Director.\ Based\ December\ 13,\ 2022,\ he\ was\ appointed\ as\ temporary\ replacement\ for\ Compliance\ Director.\ Based\ December\ 13,\ 2022,\ he\ was\ appointed\ as\ temporary\ replacement\ for\ Compliance\ Director.\ Based\ December\ 13,\ 2022,\ he\ was\ appointed\ as\ temporary\ replacement\ for\ Compliance\ Director.\ Based\ December\ 14,\ 2022,\ he\ was\ appointed\ as\ temporary\ replacement\ for\ Compliance\ Director.\ Based\ December\ 14,\ 2022,\ he\ was\ appointed\ Apple Based\ December\ 14,\ 2022,\ he\ was\ appointed\ Based\ December\ 15,\ 2022,\ he\ was\ appointed\ Based\ December\ 14,\ appointed\ Based\ December$ on the Annual General Meeting of Shareholders for the 2022 Fiscal Year dated April 12, 2023, he was appointed as Director of Compliance, and based on the Decree of the Board of Commissioners Number 062/02/DKM/KEP dated April 12, 2023, concerning the Appointment of a Temporary Replacement and Division of Duties of the Directors of PT Bank Pembangunan Daerah East Java Tbk, he was appointed as a temporary replacement for the Compliance Director. He served as Compliance Director effective since passing the fit and proper test by the Financial Services Authority on May 26, 2023.

Period of Office

2019 - Until the closing of the Annual GMS for Fiscal Year 2023 (First Period).

Concurrent Positions

Do not have concurrent positions, either as a member of the Board of Commissioners, member of the Board of Directors, and/or member of the committee and other positions both inside and outside the Issuer or Public Company.

Bank Jatim Share Ownership

1.067.400 shares

^{*} Stopped serving as of February 07, 2024.

Affiliate Relations of Members of The Board of Directors

Table of Directors Affiliation Relations

| | | Fina | ncial Rela | itions, | Famil | y and E | Board of | Director | s Manage | ement | | | | | | |
|-----------------------|---|---------------------------|--------------------------|-----------|----------|---------|-----------------------------|----------|------------------------|-------|-----------|-----|-------------------|---------------------------|----------|--|
| | | | Financial Relations With | | | | | | Family Relations With | | | | | | | |
| Name | Position | Board of Commissioners | | Directors | | | Controlling Shareholder* | | Board of Commissioners | | Directors | | olling nolder* | - Management Relations | | |
| | | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | |
| Busrul Iman | President Director | | √ | | J | | V | | V | | V | | V | | J | |
| Edi Masrianto | Director of Finance, Treasury & Global Services | | V | | V | | J | | V | | √ | | J | | V | |
| R. Arief Wicaksono | Director of Micro, Retail & Medium Enterprises | | V | | J | | J | | V | | √ | | J | | V | |
| Eko Susetyono | Director of Risk Management | | √ | | V | | V | | V | | √ | | 1 | | √ | |
| Zulhelfi Abidin | Director of IT & Digital | | √ | | J | | J | | V | | J | | V | | J | |
| Arif Suhirman | Director of Operations | | √ | | √ | | J | | V | | √ | | V | | J | |
| Umi Rodiyah | Director of Compliance | | √ | | √ | | J | | V | | √ | | V | | J | |
| Tonny Prasetyo** | Director of Compliance | | | | | | | | | | | | | | | |

^{*} Direct and Indirect

Education and/or Training of The Board of Directors

The description of the education and/or training of the board of Directors Fiscal Year is presented in the Chapter of Corporate Governance.

Changes in The Composition of The Members of The Board of Directors and The Reasons for The Changes

During 2023, there was a change in the composition of the members of the Board of Directors. Changes in the composition of members of the Board of Directors were made based on the needs of the Bank. Changes in the composition of the members of the Board of Directors are as follows:

Composition of The Board of Directors Before The 2023 Annual GMS

The composition of the Board of Directors of Bank Jatim before the 2023 Annual GMS consisted of 7 (seven) members, comprising 1 (one) President Director and 6 (six) Directors. The composition and basis of appointment of the Board of Directors can be seen in the table below:

^{**} Stopped serving as of February 17, 2024

Table of Composition of The Board of Directors Before The 2023 Annual GMS

| Name | Position | Executor | Legal Basis of Appointment | Effective date | |
|--------------------|---|----------|---|-------------------|--|
| Busrul Iman | President Director | OJK | Extraordinary General Meeting of Shareholders on July 23, 2020 | July 23, 2020 | |
| Tonny Prasetyo | Director of Compliance | OJK | Annual General Meeting of Shareholders on April 12, 2023 | May 26, 2023 | |
| Edi Masrianto | Director of Finance, Treasury & Global Services | OJK | Annual General Meeting of Shareholders on March 17, 2022 | January 19, 2022 | |
| R. Arief Wicaksono | Director of Micro, Retail & Medium Enterprises | OJK | Annual General Meeting of Shareholders on March 17, 2022 | January 19, 2022 | |
| Zulhelfi Abidin | Director of IT & Digital | ОЈК | Extraordinary General Meeting of Shareholders on December 7, 2022 | November 30, 2022 | |
| Eko Susetyono | Director of Risk Management | OJK | Extraordinary General Meeting of Shareholders on December 7, 2022 | November 30, 2022 | |
| Arif Suhirman | Director of Operations | ОЈК | Annual General Meeting of Shareholders on April 12, 2023 | October 11, 2023 | |

Board of Directors Composition After The Annual GMS for The 2023 Fiscal Year

On February 7, 2024, the Annual General Meeting of Shareholders (AGMS) for the 2023 Financial Year decided:

- To dismiss Tonny Prasetyo as the Bank's Compliance Director.
- 2. To approve and appoint Umi Rodiyah as the Bank's Compliance Director.

Thus, the composition of Bank Jatim's Board of Directors after the AGMS for the 2023 Financial Year consists of 7 (seven) members, comprising 1 (one) President Director and 6 (six) Directors. The composition and basis of appointment of the Board of Directors can be seen in the table below:

Table of Composition and Basis of Appointment of the Board of Directors After the AGMS for the 2023 Financial Year

| Name | Position | Executor | Legal Basis of Appointment | Effective date | |
|--------------------|---|----------|--|-------------------|--|
| Busrul Iman | President Director | OJK | Extraordinary General Meeting of Shareholders on July 23, 2020 | July 23, 2020 | |
| Edi Masrianto | Director of Finance, Treasury & Global Services | OJK | Annual General Meeting of Shareholders on March 17, 2022 | January 19, 2022 | |
| R. Arief Wicaksono | Director of Micro, Retail & Medium Enterprises | OJK | Annual General Meeting of Shareholders on March 17, 2022 | January 19, 2022 | |
| Zulhelfi Abidin | Director of IT & Digital | OJK | Extraordinary General Meeting of Shareholders on December 7, 2022 | November 30, 2022 | |
| Eko Susetyono | Director of Risk Management | OJK | Extraordinary General Meeting of Shareholders on December 7, 2022 | November 30, 2022 | |
| Arif Suhirman | Director of Operations | OJK | Annual General Meeting of Shareholders on April 12, 2023 | October 11, 2023 | |
| Umi Rodiyah | Director of Compliance | OJK | Annual General Meeting of Shareholders on February 7, 2024 | July 1, 2024 | |

Composition of Directors After The 2024 Extraordinary GMS

On December 11, 2024, the Extraordinary GMS decided:

1. Approve the change in the nomenclature of the Bank's management, namely the Board of Directors:

| Old Nomenclature | New Nomenclature |
|-----------------------------------|---|
| President Director | President Director |
| Micro, Retail and Medium Director | Micro Business, Retail & Sharia Business Director |
| Risk Management Director | Risk Management Director |

| Old Nomenclature | New Nomenclature |
|---|---|
| IT & Digital Director | IT, Digital & Operational Director |
| Operational Director | Medium Business, Corporate & Network Director |
| Finance, Treasury & Global Service Director | Finance, Treasury & Global Service Director |
| Compliance Director | Compliance Director |

| New Nomenclature | Name |
|---|--------------------|
| President Director | Busrul Iman |
| Micro Business, Retail & Sharia Business Director | R. Arief Wicaksono |
| Risk Management Director | Eko Susetyono |
| IT, Digital & Operational Director | Zulhelfi Abidin |
| Medium Business, Corporate & Network Director | Arif Suhirman |
| Finance, Treasury & Global Service Director | Edi Masrianto |
| Compliance Director | Umi Rodiyah |

The composition of the Board of Directors of Bank Jatim after the 2023 Annual GMS is 7 (seven) people consisting of 1 (one) President Director and 6 (six) Directors. The composition and basis for the appointment of the Board of Directors can be seen in the table below:

Table of Composition and Basis for Appointment of the Board of Directors After the Annual GMS for the 2023 Fiscal Year

| Name | Position | Executor | Basis of Appointment | Effective date |
|--------------------|--|----------|---------------------------------------|-------------------|
| Busrul Iman | President Director | OJK | Extraordinary GMS on July 23, 2020 | July 23, 2020 |
| Edi Masrianto | Finance, Treasury & Global Service Director | ОЈК | Annual GMS on March 17, 2022 | January 19, 2022 |
| R. Arief Wicaksono | Micro Business, Retail & Sharia Business Director | ОЈК | Annual GMS on March 17, 2022 | January 19, 2022 |
| Zulhelfi Abidin | IT, Digital & Operational Director | OJK | Extraordinary GMS on December 7, 2022 | November 30, 2022 |
| Eko Susetyono | Risk Management Director | OJK | Extraordinary GMS on December 7, 2022 | November 30, 2022 |
| Arif Suhirman | Medium Business, Corporate & Network Director | OJK | Annual GMS on April 12, 2023 | October 11, 2023 |
| Umi Rodiyah | Compliance Director | OJK | Annual GMS on February 7, 2024 | July 1, 2024 |

Profile of The Board of Commissioners



Muhammad Mas'ud

Independent Commissioner

Citizenship

: Indonesian Citizen

U-U

Place and Date of Birth/Age Born in Sidoarjo in 1964,

60 years old as of December 2024.

0

Domicile

Malang, Indonesia

Educational Background

- Bachelor's degree in State Administration from Brawijaya University, Malang (1989).
- Master in Management from Muhammadiyah University, Malang (1997).
- Doctor of International Politics from Flinders University, Adelaide Australia (2005

Certification

- Exam Level 1 Risk Management Certification Program (2019).
- Level 1 Risk Management Certification Training (2019).
- Risk Management Certification Training Level 2 (2019).
- Exam Level 2 Risk Management Certification Program (2019).
- Risk management certification refreshment program (2022).
- Risk Management Certification Alignment Program for Directors and Boards of Commissioners of Commercial Banks (2024).
 - Qualification Certification Level 6 without tiers in Banking Risk Management (2024).

Work Experience

- Assistant to the Presidential Special Staff for Regional Development and Regional Autonomy (2011–2014).
- Chairman of the Malang City Regional Research Council (2013-2016).
- Member of the Batu Mayor's Expert Team (2015-2016).
- Special Staff of the Minister of Social Affairs for Human Resources Development and Ministry Programs (2015–2018).
- Member of the Kediri Regency Development Acceleration and Control Team (2016-present).
- Chairman of the Regional Research Council Kab. Bojonegoro (2019 present)
- Postgraduate Director of the Islamic University of Malang (2018-present).
- Independent Commissioner of PT Bank Pembangunan Daerah Jawa Timur Tbk (2019-present)

Legal Basis of Appointment

Appointed as Independent Commissioner for the first time at the Extraordinary General Meeting of Shareholders (EGMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk. on June 19, 2019, Passed the Fit and Proper Test and declared effective by the Financial Services Authority (OJK) as an Independent Commissioner based on a copy of the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) No. KEP-187/D.03/2019 Dated October 11, 2019 until the Closing of the 2022 annual GMS held in 2023. Reappointed as Independent Commissioner for the second time at the Annual General Meeting of Shareholders of PT Bank Pembangunan Daerah Jawa Timur Tbk. Fiscal Year 2022 on April 12, 2023.

Period of Office

- 2019 Until the closing of the Annual GMS for Financial Year 2022 (First Period).
- 2023 Until the closing of the annual GMS for the 2026 financial year (Second Period).

Concurrent Positions

- Director of Postgraduate Program of Islamic University of Malang (2018-present).
- Chairman of Bank Jatim Remuneration & Nomination Committee.
- Member of Bank Jatim Risk Monitoring Committee.
 Member of Bank Jatim Audit Committee.

Bank Jatim Share Ownership



Adhy Karyono

Commissioner

Citizenship : Indonesian Citizen

Place and
Date of Birth/Age

Born in Cirebon in 1971, 53 years old as of December 2024.

0

Domicile : Surabaya, Indonesia

Master of Public Administration from National Institute of Public Administration (LAN), Jakarta (2012).

Educational Background

• Bachelor of Politics from Garut College of Social and Political Sciences (1996).

Certification

Management Program for Prospective Commissioners, LPPI (2023).

Work Experience

- Head of Monitoring and Evaluation Section at the Sub-Directorate for Preparedness and Mitigation of the BSKBA Directorate, Directorate General of Social Protection and Security, Ministry of Social Affairs of the Republic of Indonesia (2006-2007)
- Head of the Standardization and Technical Guidance Section at the Sub-Directorate of Preparedness and Mitigation of the BSKBA Directorate, Directorate General of Social Protection and Security, Ministry of Social Affairs of the Republic of Indonesia (2007-2008)
- Head of the Standardization and Technical Guidance Section at the Emergency Response Sub-Directorate of the BSKBA Directorate, Directorate General of Social Protection and Security, Ministry of Social Affairs of the Republic of Indonesia (2008-2009).
- Head of Sub-Directorate for Preparedness and Mitigation of the BSKBA Directorate, Directorate General of Social Protection and Security, Ministry of Social Affairs of the Republic of Indonesia (2009-2010).
- Head of Program and Information Division of the Secretariat of the Directorate General of Social Protection and Security, Ministry of Social Affairs of the Republic of Indonesia (2010-2011).
- Head of Program and Reporting Division of the Secretariat of the Directorate General of Social Protection and Security, Ministry of Social Affairs of the Republic of Indonesia (2011-2016).
- Director of Social Protection for Natural Disaster Victims (PSKBA) Directorate General of Social Protection and Security, Ministry of Social Affairs of the Republic of Indonesia (2016-2017).
- Head of Planning Bureau of the Secretariat General, Ministry of Social Affairs of the Republic of Indonesia (2017-2020)
- Expert Staff of the Minister for Change and Social Dynamics of the Republic of Indonesia (2020-2022).
- Regional Secretariat, East Java Government (2022-present).
- Commissioner of PT Bank Pembangunan Daerah Jawa Timur Tbk (2023-present).

Legal Basis of Appointment

Appointed as Commissioner for the first time at the Annual General Meeting of Shareholders for Fiscal Year 2022 on April 12, 2023, and was declared effective after passing the fit and proper test by the Financial Services Authority as Commissioner based on Decision of Members of the Board of Commissioners of the Financial Services Authority Number KEPR-151/D. 03/2023 dated November 24, 2023.

Period of Office

2023 - Until the closing of the Annual GMS for the 2026 Financial Year (First Period).

Concurrent Positions

Member of Bank Jatim Remuneration & Nomination Committee.

Bank Jatim Share Ownership



Sumaryono

Komisaris Independen

Citizenship : Indonesian citizen

Place and Date of Birth/Age Born in Blitar in 1960, age 64 as of December 2024.

0

Domicile

Malang, Indonesia

Educational Background

Bachelor of Business Administration from Brawijaya University (1979)

Certification

- Risk management certification refreshment program (2022)
- Risk Management Certification Alignment Program for Directors and Board of Commissioners of Commercial Banks (2024).
- Qualification Certification Level 6 without tiers in Banking Risk Management (2024)

Work Experience

- Head of BRI Gunungsitoli Branch (2005-2007).
- Head of BRI Kelapa Gading Branch (2007-2009).
- · Head of BRI Jakarta City Branch (2009-2012).
- BRI Branch Manager Jakarta Veteran (2012-2013).
- Deputy Regional Head of BRI Regional Office Jakarta 1 (2013-2016).
- Regional Head of BRI Pekanbaru Regional Office (2016).
- President Director of PT BSM Broker Asuransi (2018-2019).
- Independent Commissioner of PT Regional Development Bank East Java Tbk (2022-present).

Legal Basis of Appointment

Appointed as Independent Commissioner for the first time at the annual General Meeting of Shareholders (GMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk. financial year 2021 March 17, 2022. Passed the Fit and Proper Test and was declared effective by the Financial Services Authority as President Commissioner based on a copy of the Decree of Members of the Board of Commissioners of the Financial Services Authority (OJK) Number KEP-6/D.03/2022 dated January 19, 2022.

Period of Office

2022 - Until the closing of the Annual GMS for Financial Year 2025 (First Period).

Concurrent Positions

- Chairman of Bank Jatim Audit Committee.
- Member of Bank Jatim Risk Monitoring Committee.
- Member of Bank Jatim Remuneration & Nomination Committee.

Bank Jatim Share Ownership



Dadang Setiabudi

Independent Commissioner

Citizenship : Warga Negara Indonesia

Place and Born in Cimahi in 1962, 62 years old as of December 2024.

O Domicile : Jakarta

Educational Background

- Bachelor of Accounting, Padjadjaran University (1987)
- Master of Agribusiness, Bogor Agricultural Institute (1999)

Certification

Qualification Certification Level 7 in Banking Risk Management (2024)

Work Experience

- Director of Information Technology BPJS Kesehatan (2014-2016)
- SEVP of Information Technology & Digital Banking PT Bank Negara Indonesia (Persero) Tbk (2016-2018)
- Director of Information Technology & Operations PT Bank Negara Indonesia (Persero) Tbk (2018-2020)
- Associate Director PT Torres Global Konsultan (2021-2023)
- Assessor of the Banking Professional Certification Institute (2023-2024)
- Independent Commissioner PT Bank Pembangunan Daerah Jawa Timur Tbk (2024-present).

Legal Basis of Appointment

Appointed as Independent Commissioner for the first time at the 2024 Extraordinary General Meeting of Shareholders (EGMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk. on September 26, 2024. Passed the Fit and Proper Test and was declared effective by the Financial Service Authority as an Independent Commissioner based on a Copy of the Decision of the Members of the Board of Commissioners of the Financial Service Authority Number KEPR-133/D.03/2024 dated November 4, 2024.

Period of Office

2024 until the closing of the Annual GMS for the 2027 Financial Year (First Period).

Concurrent Positions

- Chairman of the Risk Monitoring Committee of Bank Jatim.
- Member of the Audit Committee of Bank Jatim.
- Member of the Remuneration & Nomination Committee of Bank Jatim.

Bank Jatim Share Ownership

Does not hold shares in Bank Jatim



Candra Fajri Ananda*

Independent Commissioner

Citizenship : Warga Negara Indonesia

U-U

Place and Date of Birth/Age

: Born in Lumajang in 1964, 60 years old as of December 2024

0

Domicile

: Batu, Malang Indonesia

Educational Background

- Bachelor of Economics from Brawijava University (1988).
- · Master (MSc.) Institute of Rural Development from University of Gottingen, Germany (1994).
- Doctor (Ph.D) Institute of Rural Development from University of Göttingen, Germany (1998).

Certification

- Provision and reinforcement of the preparation for the Fit and Proper Test for Independent Commissioner candidates held by Sustainable Development Goals (2018).
- · Commissioner Risk Management Certification Level 2 held by the Risk Management Certification Body on (2018).
- Risk management certification refreshment program (2022).

Work Experience

- Public Sector Development Consultant in Post-Conflict Areas, World Bank (2003-2004).
- Regional Planning Advisory Board, East Java (2003-2012).
- Member of TADF (Fiscal Decentralization Assistance Team of the Ministry of Finance), Ministry of Finance (2008-2014).
- Chairman of the Indonesian Economists Association Malang (2010-present).
- Dean of the Faculty of Economics and Business, Brawijaya University (2013-2017).
- Lecturer of KPS S2, KPS S3 Faculty of Economics and Business, Brawijaya University (1989 present).
- Independent Commissioner of PT Bank Pembangunan Daerah Jawa Timur Tbk (2018-2024).
- Special Staff to the Ministry of Finance of the Republic of Indonesia (2019-present).

Legal Basis of Appointment

Appointed as Independent Commissioner for the first time at the Annual General Meeting of Shareholders (GMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk. for the 2017 Financial Year on February 20, 2018. Passed the Fit and Proper Test and was declared effective by the Financial Service Authority (OJK) as an Independent Commissioner based on a Copy of the Decision of the Members of the Board of Commissioners of the Financial Service Authority (OJK) No. KEP-153/D.03/2018 dated September 18, 2018, until the Closing of the 2020 Annual GMS held in 2021. Appointed for the second time at the Annual General Meeting of Shareholders (GMS) for the 2020 Financial Year held on May 3, 2021 (Second Period).

Period of Office

- 2018 Until the closing of the Annual General Meeting of Shareholders for the Financial Year 2020 (First Period).
- 2021 Until the closing of the Annual General Meeting of Shareholders for the Financial Year 2023 (Second Period).

Concurrent Positions

- Lecturer of KPS S2, KPS S3 Faculty of Economics and Business, Brawijaya University.
- Special Staff to the Ministry of Finance of the Republic of Indonesia.
- Chairman of the Risk Monitoring Committee of Bank Jatim.
- Member of the Audit Committee of Bank Jatim.
- Member of the Remuneration & Nomination Committee of Bank Jatim.

Bank Jatim Share Ownership

Does not hold shares in Bank Jatim

^{*} Stopped serving in his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024.

Affiliate Relations of Members of The Board of Commissioners

Table of Affiliation of the Board of Commissioners

| | | | Financia | al Relat | tions, | Family a | and Boar | d of Co | mmissione | ers | | | | | |
|--------------------------|-----------------------------|---------------------------|----------|----------------------|--------|----------|------------------------|-----------------------|-----------|-----|-----------------------------|-----|------------------------|-----|----------|
| Name | | Financial Relations With | | | | | | Family Relations With | | | | | | | |
| | Position | Board of Commissioners | | Directors Controllin | | | Board of Commissioners | | Directors | | Controlling Shareholders | | Management Relation | | |
| | | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Adhy Karyono | Commissioner | | V | | V | | V | | V | | √ | | V | | V |
| Muhammad Mas'ud | Independent Commissioner | | V | | V | | J | | V | | V | | V | | V |
| Sumaryono | Independent Commissioner | | V | | V | | J | | V | | V | | V | | √ |
| Dadang Setiabudi | Independent Commissioner | | V | | V | | J | | V | | V | | V | | √ |
| Candra Fajri Ananda** | Independent Commissioner | | V | | J | | J | | V | | V | | V | | √ |

Education and/or Training of The Board of Commissioners

A description of the education and/or training of the Board of Commissioners Fiscal Year is presented in the Corporate Governance Chapter.

Changes in the Composition of The Board of Commissioners and The Reasons for The Changes

During 2024, there was a change in the composition of the members of the Board of Commissioners. Changes in the composition of the members of the Board of Commissioners were made based on the needs of the Bank. Changes in the composition of the members of the Board of Commissioners are as follows:

Composition of The Board of Commissioners Before The 2023 Annual GMS

The composition of the Board of Commissioners before the 2023 Annual GMS is 4 (four) people consisting of 3 (three) Independent Commissioners and 1 (one) Commissioner. The composition and basis for the appointment of the Board of Commissioners can be seen in the table below.

^{*} Direct and Indirect
** Stopped serving in his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024

Table of Composition and Basis for Appointment of the Board of Commissioners before the 2023 Annual GMS

| Name | Position | Executor | Basis of Appointment | Effective Date | | |
|---------------------|-----------------------------|----------|--|--------------------|--|--|
| Adhy Karyono | Commissioner | ОЈК | Annual General Meeting of Shareholders on April 12, 2023 | November 24, 2023 | | |
| Candra Fajri Ananda | Independent Commissioner | ОЈК | Annual General Meeting of Shareholders on February 20, 2018 | September 21, 2018 | | |
| Muhammad Mas'ud | Independent Commissioner | ОЈК | - Extraordinary GMS on July 19, 2019 - Annual GMS on April 12, 2023 | October 11, 2019 | | |
| Sumaryono | Independent Commissioner | ОЈК | Annual General Meeting of Shareholders on March 17, 2022 | January 19, 2022 | | |

Composition of The Board of Commissioners After The 2023 Annual GMS

On February 7, 2024, the 2023 Annual GMS decided to honorably dismiss the late Suprajarto as President Commissioner and Candra Fajri Ananda as Independent Commissioner of the Bank. Therefore, the composition of the Board of Commissioners

after the 2023 Annual GMS is 3 (three) people consisting of 2 (two) Independent Commissioners and 1 (one) Commissioner. The composition and basis for the appointment of the Board of Commissioners can be seen in the table below.

Table of Composition and Basis for Appointment of the Board of Commissioners after the 2023 Annual GMS

| Name | Position | Executor | Basis of Appointment | Effective Date | | |
|-----------------|-----------------------------|----------|--|-------------------|--|--|
| Adhy Karyono | Commissioner | OJK | Annual General Meeting of Shareholders on April 12, 2023 | November 24, 2023 | | |
| Muhammad Mas'ud | Independent Commissioner | OJK | - Extraordinary GMS on July 19, 2019 - Annual GMS on April 12, 2023 | October 11, 2019 | | |
| Sumaryono | Independent Commissioner | OJK | Annual General Meeting of Shareholders on March 17, 2022 | January 19, 2022 | | |

Composition of The Board of Commissioners After The 2024 Extraordinary GMS

On September 26, 2024, the Extraordinary GMS decided to approve and appoint Dadang Setiabudi as the Bank's Independent Commissioner. Therefore, the composition of the Board of Commissioners after the 2023 Annual GMS is 4 (four)

people consisting of 3 (three) Independent Commissioners and 1 (one) Commissioner. The composition and basis for the appointment of the Board of Commissioners can be seen in the table below.

Table of Composition and Basis for Appointment of the Board of Commissioners after the 2023 Annual GMS

| Name | Position | Executor | Basis of Appointment | Effective Date | | |
|------------------|-----------------------------|----------|--|-------------------|--|--|
| Adhy Karyono | Commissioner | OJK | Annual General Meeting of Shareholders on April 12, 2023 | November 24, 2023 | | |
| Muhammad Mas'ud | Independent Commissioner | OJK | - Extraordinary GMS on July 19, 2019 - Annual GMS on April 12, 2023 | October 11, 2019 | | |
| Sumaryono | Independent Commissioner | OJK | Annual General Meeting of Shareholders on March 17, 2022 | January 19, 2022 | | |
| Dadang Setiabudi | Independent Commissioner | OJK | Extraordinary GMS on September 26, 2024 | November 04, 2024 | | |

Profil Dewan Pengawas Syariah



Afifuddin Muhajir

Chairman of the Sharia Supervisory Board

Citizenship : Indonesian citizen

Born in Sampang in 1955. 69 years old as of December 2024. Date of Birth/Age

: Situbondo, Indonesia

Educational Background Bachelor's degree in Tafsir Hadith from Ibrahimy University (UNIB) (1980).

Place and

Domicile

- Masters in Islamic Law at UNISMA Malang (2001).
- Doctor Honoris Causa (Dr HC) in the field of Figh/Ushul Figh at UIN Walisongo Semarang (2021).

Certification

- Training for Sharia Supervisory LKS by DSN-MUI Institute Jakarta (2019).
- LSP Sharia Supervisory Board Certification by DSN-MUI Institute Jakarta (2019)
- LSP Sharia Supervisory Board Certification by DSN-MUI Institute Jakarta (2022)

Work Experience

- Lecturer at the Faculty of Sharia, Ibrahimy University (UNIB) (1985-present).
- Lecturer at Ma'had Pondok Pesantren Salafiyah Syafi'iyah Sukorejo Situbondo (1990-present).
- Khatib Syuriah of the Nahdlatul Ulama Executive Board (2010-2015).
- Chairman of the Salafiyah Syafi'iyah Sukorejo Islamic Boarding School Foundation (2010-present).
- Naib Mudir of Ma'had Aly, Salafiyah Syafi'iyah Sukorejo Islamic Boarding School (2016-2021).
- Member of the Ma'had Aly Supreme Council (2018-2022).
- Rais Syuriah of the Nahdlatul Ulama Executive Board (2019-2020).
- Chairman of the Sharia Supervisory Board of PT Bank Pembangunan Daerah Jawa Timur Tbk (2019-present).
- Deputy Rais Aam of the Nahdlatul Ulama Executive Board (2022-present).

Legal Basis of **Appointment**

Appointed as the Chairman of the Sharia Supervisory Board for the first time at the Annual General Meeting of Shareholders (GMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk. 2018 Financial Year on April 26, 2019. Then, he was reappointed as the Member of the Sharia Supervisory Board for the second time at the 2022 Annual General Meeting of Shareholders (GMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk on April 12, 2023.

Period of Office

- 2019 Until the closing of the 2022 Annual GMS (First Period).
- 2023 Until the closing of the 2026 Annual GMS (Second Period).

Concurrent Positions

- Lecturer of the Sharia Faculty of Ibrahimy University (UNIB) (1985-present).
- Lecturer of Ma'had Islamic Boarding School Salafiyah Syafi'iyah Sukorejo Situbondo (1990-present).
- · Chairman of the Salafiyah Syafi'iyah Islamic Boarding School Foundation Sukorejo Situbondo (2010-present)

Bank Jatim Share Ownership



Sukadiono

Member of the Sharia Supervisory Board

Citizenship : Indonesian citizen

Place and Date of Birth/Age Born in Jombang in 1968, age 56 as of December 2024.

Domicile

: Surabaya, Indonesia

Educational Background

- Bachelor of Medicine from Airlangga University Surabaya (1995).
- Masters in Management from Narotama University Surabaya (2007).
- Doctorate in Sports Science from Surabaya State University (2012).

Certification

Work Experience

- Treasurer of East Java PWM for the period (2015-2022).
- Chairman of the East Java PWM for the period (2022-present).
- Chancellor of Muhammadiyah University Surabaya (2020-present).
- Member of the Sharia Supervisory Board of PT Bank Pembangunan Daerah Jawa Timur Tbk (2023-present).

Legal Basis of Appointment

Appointed as Member of the Sharia Supervisory Board for the first time at the 2022 Annual General Meeting of Shareholders (GMS) of PT Bank Pembangunan Daerah Jawa Timur Tbk on April 12, 2023.

Period of Office

2023 - Until the closing of the 2026 Annual GMS (First Period).

Concurrent Positions

- Chancellor of Muhammadiyah University Surabaya (2020-present).
 Chairman of the East Java PWM for the period (2022-present).

Bank Jatim Share Ownership

Sharia Supervisory Board Members Affiliate Relations

Table of Affiliation of the Sharia Supervisory Board

| | Financial Relations, Family and Management of the Sharia Supervisory Board | | | | | | | | | | | | | | |
|----------------------|--|---------------------------|----|-----------|----|-----------------------------|----|------------------------|----|-----------|----|-----------------|-------------------|-----|-----------------|
| Name | | Financial Relations With | | | | | | Family Relations With | | | | | | | |
| | Position | Board of Commissioners | | Directors | | Controlling Shareholders | | Board of Commissioners | | Directors | | Contr Shareh | olling olders* | _ | gement ation |
| | | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No | Yes | No |
| Afifuddin Muhajir | Chairman of the Sharia Supervisory Board | | V | | V | | V | | V | | V | | V | | V |
| Sukadiono | Member of the Sharia Supervisory Board | | J | | V | | V | | V | | J | | V | | V |

Changes in Composition of the Sharia Supervisory Board and the Reasons for the Changes

The Sharia Supervisory Board consists of at least 2 (two) members and a maximum of 3 (three) members, with one serving as the Chairman. Members of the Sharia Supervisory Board are appointed by the General Meeting of Shareholders (GMS) or based on the recommendation of the National Sharia Board – Indonesian Ulema Council, in accordance with applicable laws and regulations, without prejudice to the right of the GMS to dismiss members of the Sharia Supervisory

Board at any time in accordance with the prevailing laws and regulations. Throughout 2024, there were no changes in the composition of the Sharia Supervisory Board. The composition consists of 2 (two) members, including 1 (one) Chairman of the Sharia Supervisory Board and 1 (one) Member of the Sharia Supervisory Board. The composition and the basis for the appointment of the Sharia Supervisory Board can be seen in the table below.

Table of Composition and Basis for Appointment of the Sharia Supervisory Board

| Name | Position | Executor | Legal Basis of Appointment | Effective Date |
|-------------------|----------|----------|---|-------------------|
| Afifuddin Muhajir | Chairman | OJK | The Annual General Meeting of Shareholders for the 2018 Fiscal Year on April 26, 2019 | February 28, 2020 |
| Sukadiono | Member | OJK | The Annual General Meeting of Shareholders for the 2022 Fiscal Year on April 12, 2023 | March 25, 2024 |

Executive Official Profile

Profile of Senior Executive Vice President (SEVP)

Revi Adiana Silawati

TKK SEVP Network and Services

Citizenship : Indonesian Citizen

Place and Born in Solo in 1966.

Date of Birth/Age Age 58 years old as of December 2024.

Domicile : Surabaya, Indonesia

- Bachelor of Management from Wijaya Putra University (1996).

- Master of Management from Airlangga University (1998).

Appointed as SEVP Network & Services of PT Bank Pembangunan Daerah Jawa Timur based on Board of Directors Decree No. 062/017/DIR/HCP/KEP dated February 23, 2023.

Joined Bank Jatim in 1986. Before holding the current position, she previously served as: Head of Operational Division at Dr. Soetomo Branch (2001), Head of Perak Branch (2003), Head of Bojonegoro Branch (2006), Head of Kediri Branch (2009), Head of Malang Branch (2011), Head of Corporate Secretary Division (2012), Head of Funding, Services, and Foreign Affairs Division (2013), Head of Treasury Division (2015), Head of Strategic Planning and Performance Management Division (2018), and Head of Human Capital Division (2021).



Legal Basis of Appointment

Educational

Background

Work Experience

Hermita

TKK SEVP Consumer Banking

Citizenship : Indonesian Citizen

Place and Born in South Jakarta in 1968.

Date of Birth/Age : Age 56 years as of December 2024.

Domicile : Surabaya, Indonesia

Educational - Bachelor of Law from Andalas University (1992).

Background - Master in Agribusiness Management of Bogor Ag

- Master in Agribusiness Management of Bogor Agricultural Institute (2003).

Appointed as SEVP Consumer Banking based on Directors' Decree No. 062/22/HCP/PK dated May 29, 2023.

Legal Basis of Appointment Work Experience

Joined Bank Jatim in 2023 as SEVP Consumer Banking.



Koerniawan Prijambodo

TKK SEVP Corporate, Syndication and Institutional

Citizenship : Indonesian Citizen

Place and Born in Lumajang in 1967.

Date of Birth/Age Age 57 years as of December 2024.

Domicile Surabaya, Indonesia

Educational Bachelor degree in Engineering Physics of Sepuluh Nopember Institute of Technology (1991). Background

• Finance & Banking Master in Management of Gadjah Mada University (1993).

Legal Basis of Appointed as SEVP Corporate, Syndication and Institutional based on Directors Decree No. 062/23/ HCP/PK dated May **Appointment** 29, 2023.

Joined Bank Jatim in 2023 as SEVP Corporate, Syndication, and Institutional.

Profil Vice President (VP)

Wardhana Suryaatmaja

VP of Internal Audit Division

Educational

Background

Work Experience

Work Experience

Citizenship : Indonesian Citizen

Place and Born in Surabaya in 1967. Date of Birth/Age Age 57 years old as of December 2024.

Domicile Surabaya, Indonesia

Bachelor of Development Studies from Wijaya Putra University (1995).

Master of Management from the Artha Bodhi Iswara College of Economics (1998)

Legal Basis of Since 2023, served as Vice President of Internal Audit based on the Decree of the Board of Directors No. 062/061/DIR/ Appointment HCP/KEP August 8, 2023.

> Joined Bank Jatim in 1993. Before holding the current position, he previously served as Acting Head of Madiun Sharia Branch (2015), Head of Accounting Sub-Division (2015), Head of Information Technology Division (2017), Head of Product Development and Policy Division (2018), Head of General Affairs Division (2019), and Head of Risk Management Division (2022).



M. Machfud Hidayat

Acting VP of Digital Banking Division

Citizenship : Indonesian Citizen

Place and Born in Surabaya in 1969.

Date of Birth/Age : Age 55 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of Economics from Wijaya Putra University (2001).

Legal Basis of Appointment

Since 2023, served as Action Vice President of Digital Banking based on the Decree of the Board of Directors No. 062/041/DIR/HCP/ KEP May 31, 2023.

Work Experience

Joined Bank Jatim in 1993. Before holding the current position, he previously served as PBO assigned to the Fund Services and Foreign Affairs Division (2014), Head of Taxation Sub-Division in the Accounting Division (2015), Head of Financial Control & Taxation Sub-Division (2017), Head of IT Development Sub-Division (2018), Head of Digital Development Sub-Division (2021), and Head of Digital Banking Unit (2022).



VP of Strategic Planning and Performance Division

Citizenship : Indonesian Citizen

Place and : Born in Malang in 1967.

Date of Birth/Age Age 57 years old as of December 2024.

Domicile : Surabaya, Indonesia

Bachelor of Economics and Development Studies from Universitas Brawijaya (1991).

Legal Basis of Appointment

Work Experience

Educational

Background

Since 2023, served as Action Vice President of Strategic Planning and Performance Management based on the Decree of the Board Directors No. 062/041/DIR/HCP/KEP May 31, 2023.

the board birectors No. 002/041/bir/ http://ktp may 31, 2023.

Joined Bank Jatim in 1994. Before holding the current position, he previously served as Head of Gresik Branch (2017), Head of Fund Services & Priority Banking Division (2021), and Head of Sidoarjo Branch (2022).



Kamiliah

Acting Vice President of Micro Credit Division

Citizenship : Indonesian Citizen

Place and Born in Banyuwangi in 1969.

Date of Birth/Age : Age 59 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Work Experience

Bachelor of Economics from Abdurachman Saleh University, Situbondo (2003)

Legal Basis of Since 2024, served as Action Vice President of Micro Credit based on the Decree of the Board of Directors Appointment No. 063/007/CPT/HCP/KEP dated July 8, 2024.

Joined Bank Jatim in 1992. Before holding the current position, he previously served as Head of Operational Division at Mojokerto Branch (2014), Head of Nganjuk Branch (2017), Head of Tulungagung Branch (2021), Head of Madiun Branch

(2022), and Head of Malang Branch (2023).



Firman Iswahyudi M.

VP of Retail & Medium Credit Division

Citizenship : Indonesian Citizen

Place and Born in Purworejo in 1968.

Date of Birth/Age Age 56 years old as of December 2024.

Domicile : Surabaya, Indonesia

Master of Management, Artha Bodhi Iswara College of Economics (2002).

 Destroy of Management Science Industria College of Economics (2010).

Background

• Doctor of Management Sciences, Indonesian College of Economics (2019).

Legal Basis of

Since 2023, served as Action Vice President of Policies and Procedures based on t

Legal Basis of Since 2023, served as Action Vice President of Policies and Procedures based on the Decree of the Board of Directors No. 062/041/DIR/HCP/KEP May 31, 2023.

Joined Bank Jatim in 1994. Before holding the current position, he previously served as Head of Pamekasan Branch (2020), Head of Gresik Branch (2021), and Head of Sub-Division for Commercial and Corporate Loan Recovery and Settlement (2022).



Educational

Work Experience

Suci Issumiyarti

VP of Risk Management Division

Citizenship : Indonesian Citizen

Place and Born in Semarang in 1966.

Date of Birth/Age : Age 58 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of French from the Semarang State Teacher Training and Education Institute (1989).

Legal Basis of Appointment

Since 2023, served as Head of Risk Management Division based on Directors Decree No. 062/148/DIR/HCP/KEP dated August 16, 2023.

Work Experience

Joined Bank Jatim in 1994. Before holding the current position, he previously served as Head of Operational Division at Ngawi Branch (2011), Head of Kepanjen Branch (2012), Head of Tulungagung Branch (2014), Head of Sub-Division Corporate Secretary (2015), Head of Malang Branch (2015), Head of Strategic Planning Division (2017), Head of Institutional and Business Relations Division (2017), Head of Credit Risk Division (2018), Head of Business Risk Division (2020), Head of Corporate Risk Management Division (2021), and Head of Operations Division (2022).



VP of General Division

Citizenship : Indonesian Citizen

Place and . Born in Surabaya in 1971.

Date of Birth/Age Age 53 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Bachelor of Law from University of Sunan Bonang Tuban (1999).

Background

Legal Basis of Since 2023 served as a General Vice President of Decree of the Board of Directors No. 062/057/DIR/HCP/KEP dated July Appointment 20, 2023.

Work Experience

Joined Bank Jatim in 1993. Before holding the current position, he previously served as Head of Credit Division at the Main Branch (2017), Head of Jakarta Branch (2020), Acting Head of the Main Branch (2022), and Acting Vice President of

General Affairs (2023).



Mukhlison

VP of Commercial Credit, Corporate and Syndication Division

Citizenship : Indonesian Citizen

Place and Born in Jombang in 1974.

Date of Birth/Age : Age 50 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of Economics from Wijaya Putra University, Surabaya (2001)

Legal Basis of Appointment

Since 2022, served as Action Head of Commercial, Corporate and Syndication Loan Division based on Board of Directors Decree No. 061/076/DIR/HCP/KEP dated May 12, 2022.

Work Experience

Joined Bank Jatim in 1995. Before holding the current position, he previously served as Head of Operational Division at Pacitan Branch (2012), Head of Operational Division at Jombang Branch (2013), Head of Probolinggo Branch (2015), Head of Sub-Division in the Medium Corporate and Syndication Credit Division (2018), and Acting Head of the Commercial, Corporate & Syndication Credit Division (2021).

Mugni Nurachman

VP of Legal Division

Citizenship : Indonesian Citizen

Place and : Born in Jakarta in 1971.

Date of Birth/Age : Age 53 years old as of December 2024.

Domicile : Surabaya, Indonesia

Bachelor of Law, Yogyakarta Islamic University of Indonesia (1995).

Master of Program Management at Wijaya Putra University (2006).

Legal Basis of Appointment

Educational

Background

Since 2022, served as Action Head of Legal Division based on Board of Directors Decree No. 061/076/DIR/HCP/KEP dated May 12, 2022.

Work Experience

Joined Bank Jatim in 1997. Before holding the current position, he previously served as Head of Merican Sub-Branch, Kediri Branch (2014), Senior Analyst of the Legal Litigation Group, Legal Division (2016), Acting Head of the Legal Litigation Sub-Division, Legal Division (2018), Head of the Legal Litigation Sub-Division, Legal Division (2018), Head of Jombang Branch (2020), and Head of the Legal Litigation Sub-Division, Legal Division (2021).



Agus Sastriono

VP of Consumer Credit Division

Citizenship : Indonesian Citizen

Place and Born in Surabaya in 1971.

Date of Birth/Age : Age 53 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

• Bachelor of Accounting Education, Surabaya Institute of Teacher Training and Education (1995).

• Master of Management, Artha Bodhi Iswara College of Economics.

Legal Basis of Appointment

Work Experience

Since 2023, served as Acting Vice President of Consumer Credit based on the Decree of the Board of Directors No. 062/148/ DIR/HCP/KEP August 16, 2023.

Joined Bank Jatim in 1999. Before holding the current position, he previously served as Head of Banyuwangi Branch (2020), Head of Jakarta Branch (2022), and Head of Credit Division at the Main Branch (2023).



VP of Corporate Secretary

Citizenship : Indonesian Citizen

Place and . Born in Surabaya in 1978.

Date of Birth/Age Age 46 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational
Background

Background

Background

Background

Bachelor of Legal Studies from Panca Marga University, Probolinggo (2002).

Master of Law from University of 17 August 1945 Surabaya (2020).

Legal Basis of Appointment

Since 2023, served as Action Vice President Corporate Secretary based on Board of Directors Decree No. 062/055/DIR/HCP/KEP dated July 05, 2023.

Work Experience

Joined Bank Jatim in 1997. Before holding the current position, he previously served as Head of Operational Division at Bojonegoro Branch (2012), Head of Bojonegoro Branch (2013), Head of Operational Division at Main Branch (2018), Head of Kediri Branch (2020), and Acting Head of General Division (2022).



Glemboh Priambodo

VP of Subsidiaries Management Division

Citizenship : Indonesian Citizen

Place and Born in Malang in 1970.

Date of Birth/Age Born in Malang in 1970.

Age 54 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

- Bachelor of Law from the University of Surabaya (1997).
- Master of Law from 17 August University Surabaya (2001).
 Master of Management from STIE ABI Surabaya (2003).
- Doctor of Law from Seventeen August University 1945 (2022).

Legal Basis of Appointment Since 2023, served as Vice President of Subsidiaries Management based on Board of Directors Decree No. 062/055/DIR/ HCP/KEP July 5, 2023.

Work Experience

Joined Bank Jatim in 1997. Before holding the current position, he previously served as Senior Analyst in the External Communication Sub-Division (2015), Senior Analyst in the Priority Banking Sub-Division (2015), Acting Head of Dr. Soetomo Branch (2016), Head of Dr. Soetomo Branch (2017), Head of Corporate Secretary (2018), Head of Bank Jatim Main Branch (2021), and Head of Compliance & Governance Division (2022).



Educational

Background

VP of Information Technology Division

Citizenship : Indonesian Citizen

Place and Born in Surabaya in 1975.

Date of Birth/Age : Age 49 years old as of December 2024.

Domicile : Surabaya, Indonesia

Bachelor of Computer from Sepuluh Nopember Technology Institute (ITS) (2000).

Legal Basis of Since 2023, served as Acting Vice President of Information technology based on the Decree of the Board Directors Appointment No. 062/148/DIR/HCP/KEP August 16, 2023.

Work Experience

Joined Bank Jatim in 2005. Before holding the current position, he previously served as Head of IT Development Sub-Division (2015), Head of IT Support & Operations Sub-Division (2016), and Head of Procurement Sub-Division (2020).



R. Wahyu Tedjasukmana

Action VP of Treasury Division

Citizenship : Indonesian Citizen

Place and Born in Banyuwangi in 1972.

Date of Birth/Age : Age 52 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of Engineering, Sepuluh November Institute of Technology (2000).

Legal Basis of Appointment

Since 2023, served as Acting Vice President of Treasury based on the Decree of the Board of Directors No. $062/041/DIR/HCP/KEP\ May\ 31,2023.$

Work Experience

Joined Bank Jatim in 2005. Before holding the current position, he previously served as Head of Syariah Branch Jember (2015) and Head of Syariah Branch Kediri (2019).

R. Deni Mahendra

VP of Accounting and Financial Management Division

Citizenship : Indonesian Citizen

Place and Born in Situbondo in 1973.

Date of Birth/Age Born in Situbondo in 1973.

Age 51 years old as of December 2024.

Domicile : Surabaya, Indonesia

. Sulabaya, ilidollesia

Educational Background

Bachelor of Economics from Universitas Brawijaya (1998).

Legal Basis of Appointment Since 2023, served as Acting Vice President of accounting & Financial Management based on the Decree of the Board of Directors No. 062/055/DIR/HCP/KEP July 5, 2023.

Work Experience

Joined Bank Jatim in 2005. Before holding the current position, he previously served as Head of Financial Control & Taxation Sub-Division (2018), Head of Tuban Branch (2020), and Head of Mojokerto Branch (2022).



Herry Setya Yudakka

VP of Policies & Procedures Division

Citizenship : Indonesian Citizen

Place and Born in Gresik in 1977. Date of Birth/Age Age 47 years old as of December 2024.

Domicile Surabaya, Indonesia

Educational Background

Bachelor of Industrial Engineering from Pembangunan Nasional Veteran University of East Java (2000).

Legal Basis of **Appointment**

Since 2023, served as Acting Vice President of Policies and Procedures based on the Decree of the Board of Directors No. 062/041/DIR/HCP/KEP May 31, 2023.

Work Experience

Joined Bank Jatim in 2005. Before holding the current position, he previously served as Head of Malang Branch (2020), Head of Credit Division at the Main Branch (2022), and Acting Head of Product Development Division (2023).

Raden Mas Wahyukusumo Wisnubroto

VP of International Banking Division

Citizenship Indonesian Citizen

Place and Born in Yogyakarta in 1972.

Date of Birth/Age Age 52 years old as of December 2024.

Domicile Surabaya, Indonesia

Educational Bachelor of Civil Engineering from Bandung Institute of Technology (1998). Background

Master of Management from Gadjah Mada University (2001).

Legal Basis of Appointment

Since 2023, served as Vice President of the International Banking based on the Decree of the Board of Directors No. 062/041/ DIR/HCP/KEP May 31, 2023.

Work Experience

Joined Bank Jatim in 2002. Before holding the current position, he previously served as Head of Operational Division at Ngawi Branch (2013), Head of Operational Division at Jakarta Branch (2013), Head of HR Muhammad Branch (2014), Head of Dealing Room Sub-Division in Treasury Division (2015), Head of International Banking Division (2017), Head of Treasury Division (2018), and Head of Strategic Planning & Performance Management Division (2022).



Putu Denny Hariwidyanta

VP of Compliance and AML CFT Division

Citizenship : Indonesian Citizen

Place and Born in Denpasar in 1977.

Date of Birth/Age : Age 47 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of Computer at Surabaya Technical College (2002).

Legal Basis of Appointment

Since 2023 served as Acting Vice President of Compliance & AML CFT based on Directors' Decree No. 062/055/DIR/HCP/KEP dated July 05, 2023.

Work Experience

Joined Bank Jatim in 2006. Before holding the current position, he previously served as Head of Product & Policy Development Sub-Division for Fund Services (2018) and Head of Operations Division at the Main Branch (2022).



VP of Product Development Division

Citizenship : Indonesian Citizen

Place and Born in Surabaya in 1980.

Date of Birth/Age Born in Surabaya in 1980.

Age 44 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

- Bachelor of State Administration from Wijaya Putra University (2003).
- Master of State Administration from Wijaya Putra University (2005).

Legal Basis of Appointment

Since 2023, served as Vice President of Product Development based on the Decree of the Board of Directors No. 062/041/DIR/HCP/ KEP May 31, 2023.

Work Experience

Joined Bank Jatim in 2006. Before holding the current position, he previously served as Senior Analyst at Corporate Secretary (2015), Head of Operations Division at Tuban Branch (2015), Head of Kepanjen Branch (2015), Head of Compliance & Governance Division (2018), Head of Human Capital Division (2018), Head of Corporate Risk Management Division (2019), Head of Financial Control Division (2021), and Head of Accounting & Financial Management Division (2022).



Slamet Purwanto

VP of Human Capital Division

Citizenship : Indonesian Citizen

Place and Born in Surabaya in 1979.

Date of Birth/Age : Age 45 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

- Bachelor of Computer from STIKOM Surabaya (2004).
- Master in Management from UPN Veteran Jatim (2016).

Legal Basis of Appointment

Since 2023, served as Action Vice President of Human Capital based on the Decree of the Board of Directors No. 062/055/DIR/HCP/ KEP July 5, 2023.

Work Experience

Joined Bank Jatim in 2006. Before holding the current position, he previously served as Head of Investor Relations Sub-Division at Corporate Secretary (2015), Head of Development Sub-Division at Human Capital Division (2020), Head of Learning Center Sub-Division (2021), and Acting Vice President of Human Capital Division (2023).

M.Pramudya Iskandar

VP of Sharia Business Support Division

Citizenship : Indonesian Citizen

Place and . Born in Sukabumi in 1968.

Date of Birth/Age : 56 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

- Bachelor of Economics & Development Studies Padjajaran University Bandung (1992).
- Master of Management, Gajah Mada University (UGM) Yogyakarta (1999).

Legal Basis of Appointment

Since 2024, has served as Vice President of Sharia Business based on Appointment Letter No. 063/008/CPT/HCP/KEP dated August 22, 2024.

Work Experience

Joined Bank Jatim in 2009. Before assuming his current position, he has held various roles including Sharia Branch Manager in Surabaya (2009), Head of Sharia Financing Sub-Division (2016), Acting Head of Sharia Business Division (2022), and Acting Head of Sharia Business Support Division (2023).



Melvin

VP of Network and Service Management Division

Citizenship : Indonesian Citizen

Place and Born in Padang in 1976.

Date of Birth/Age : Age 48 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of Informatics Engineering Indonesia Institue of Technology (1999).

Legal Basis of Appointment

Since 2023, served as Acting Vice President of Network & Service Management bsed on the Decree of the Board of Directors No. 062/055/DIR/HCP/KEP July 5, 2023.

Work Experience

Joined Bank Jatim in 2010. Before holding the current position, he previously served as Acting Head of Operational Division at the IT Division (2014), Acting Head of IT Development Sub-Division (2016), and Head of Accounting & Financial Reporting Sub-Division (2018).

Eko Tri Prasetyo

VP of Operation Division

Citizenship : Indonesian Citizen

Place and . Born in Surabaya in 1981.

Date of Birth/Age 43 years old as of December 2024.

Domicile : Surabaya, Indonesia

Telkom College majoring in Informatics Engineering (2003).

• Master of Information Technology from the University of Indonesia (2006).

Legal Basis of Appointment

Educational

Background

Since 2023, served as Vice President of Operations based on Board of Directors Decree No. 062/148/DIR/HCP/KEP August 16, 2023.

Work Experience

Joined Bank Jatim in 2012. Before holding the current position, he previously served as Head of Sub-Division in the Internal Audit Division (2012), Head of Internal Audit Division (2018), and Head of Information Technology Division (2021).



Setya Erry Nugraha

VP of Credit Risk Analyst Division

Citizenship : Indonesian Citizen

Place and Born in Serang in 19

Place and Born in Serang in 1978.

Date of Birth/Age Born in Serang in 1978.

Age 46 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of Management Economics from STIE IEU Yogyakarta (2001).

Legal Basis of Appointment

Since 2023 served as Vice President of Credit Risk Analysts based on Decree of the Board of Directors No. 062/050/DIR/HCP/KEP dated June 22, 2023.

Work Experience

Joined Bank Jatim in 2015. Before holding the current position, he previously served as Head of Perak Branch (2015), Head of HR. Muhammad Branch (2015), Head of Perak Branch (2017), Head of Medium Corporate Syndication Loan Sub-Division (2019), Head of Credit Division at the Main Branch (2020), Acting Head of Business Risk Division (2022), and Acting Head of Credit Risk Division (2022).

Wahasta Hartadi

TKK VP of Credit Restructuring and Recovery Division

Citizenship : Indonesian Citizen

Place and : Born in Madiun in 1967.

Date of Birth/Age : Age 57 years as of December 2024.

Domicile : Surabaya

Educational
Background

Background

Background

Background

Bachelor of Economics from UNPAD Bandung (1991).
Master in Management from UNHAS Makasar (2003).

Legal Basis of Appointment

Bank Jatim Work Agreement No. 062/29/HCP/PK Dated July 24, 2023

Work Experience

Joined Bank Jatim in 2023 as TKK VP of the Credit Restructuring and Recovery Division.





Linda Dwi Cipta

Action AVP of Credit Administration Unit

Citizenship : Indonesian Citizen

Place and Born in Bangkalan in 1986.

Date of Birth/Age : Age 38 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational Background

• Bachelor of Law from Wijaya Kusuma University, Surabaya (2008).

• Master of Laws, Wijaya Kusuma University, Surabaya (2011)

Legal Basis of Appointment

Since 2024, served as Action AVP Credit Administration based on Appointment Letter 063/007/CPT/HCP/KEP dated July 8, 2024.

Work Experience

Joined Bank Jatim in 2008. Before assuming his current position, he served as Kalibutuh Branch Office Manager (2022-2023) and Senior Officer of Credit Administration Group, Credit Administration Unit (2023-2024).



AVP of Information Technology Security Unit

Citizenship : Indonesian Citizen

Place and Born in Bojonegoro in 1978.

Date of Birth/Age Born in Bojonegoro in 1978.

Age 46 years old as of December 2024.

Damiella Complessa Indonesia

Domicile : Surabaya, Indonesia

Educational Background

Bachelor of Computer from Budi Luhur College of Information and Computer Management (2001).

Legal Basis of Appointment

Since 2023, served as Acting Compliance Head of IT Security Unit based on Appointment Letter No. 062/2002/HCP/HOHC/SRT October 18, 2023.

Work Experience

Joined Bank Jatim in 2001. Before holding the current position, he previously served as Head of the IT Governance & Security Sub-Division in the Information Technology Division (2018) and AVP of Infrastructure & Operations in the Information Technology Division (2023).



Retno Handayani

Work Experience

AVP of Institutional Relations Unit

Citizenship : Indonesian Citizen

Place and Born in Jakarta in 1974.

Date of Birth/Age : Age 50 years old as of December 2024.

Domicile : Surabaya, Indonesia

Educational
Background

Backgr

Legal Basis of Since 2023, served as Acting Compliance Head of Institutional Relations Unit based of Appointmet Letter

Appointment No. 062/041/DIR/HCP/ KEP May 31, 2023.

Joined Bank Jatim in 2016. Before holding the current position, he previously served as Head of Operational Division at the Jakarta Branch (2017), Head of Business Division at the Jakarta Branch (2020), and Head of Institutional & Corporate Fund Services Sub-Division in the Fund and Services Division (2021).



Yetty Fitria Suprapto

Action VP of Fund and Services Division

Citizenship : Indonesian Citizen

Place and . Born in Pasuruan in 1978.

Date of Birth/Age : Age 46 years as of December 2024.

Domicile : Surabaya, Indonesia

Bachelor of Economics, Universitas Merdeka Malang (2001)

Since 2024, served as Action VP of Funds and Services Division based on Appointment Letter No. 063/009/CPT/HCP/KEP dated September 3, 2024.

Work Experience Joined Bank Jatim in 2006. Before holding the current position, he previously served as Acting Head of Operational

Division at the Gresik Branch (2012), Acting Head of Nganjuk Branch (2013), Head of Priority Banking and Custodian Sub-Division in the Institutional and Business Relations Division (2017), Head of Ponorogo Branch (2019), Head of Ngawi Branch (2021), and Head of Madiun Branch (2023).

Educational

Background Legal Basis of

Appointment

Employee Profile

Number of Employees by Gender

Table of Number of Employees by Gender

(In person)

| Gender | 2024 | 2023 |
|--------|-------|-------|
| Male | 4,432 | 4,420 |
| Female | 2,934 | 2,824 |
| Total | 7,366 | 7,244 |

Number of Employees by Position Level

Table of Number of Employees by Position Level

(In person)

| Desition Level | 2024 | | | 2023 | | |
|--------------------------------|-------|--------|-------|-------|--------|-------|
| Position Level | Male | Female | Total | Male | Female | Total |
| NO | 213 | - | 213 | 244 | - | 244 |
| S, C & T | 1,441 | 1,389 | 2,830 | 1,507 | 1,420 | 2,927 |
| PII, PngI, PKF, Au, ARM and An | 530 | 449 | 979 | 491 | 435 | 926 |
| PBO, PCP, S.Au & RM | 200 | 131 | 331 | 176 | 139 | 315 |
| AVP, PC & PB | 64 | 37 | 101 | 64 | 33 | 97 |
| VP & PCU | 27 | 4 | 31 | 28 | 2 | 30 |
| SEVP | 1 | 4 | 5 | 2 | 3 | 5 |
| TAD | 1,788 | 242 | 2,030 | 1,765 | 256 | 2,021 |
| JIP | 168 | 678 | 846 | 143 | 536 | 679 |
| Total | 4,432 | 2,934 | 7,366 | 4,420 | 2,824 | 7,244 |

Description:

| NO | Non-Administrative | S.Au | Senior Auditor |
|-----------|--|------|----------------------------------|
| S, C, & T | Staff, Prospective Employees & Contract Employee | RM | Relationship Manager |
| PII | Supervisor | AVP | Assistant Vice President |
| PKF | Head of Functional Office | PC | Branch Manager |
| Au | Auditor | РВ | Division Head |
| ARM | Assistant Relationship Manager | VP | Vice President |
| An | Analyst | PCU | Head of Main Branch |
| РВО | Head of Operational Division | SEVP | Senior Excecutive Vice President |
| Pngl | Manager | TAD | Outsourced Personnel |
| РСР | Head of Sub-Branch Office | JIP | Jatim Internship Program |

Number of Employees by Range of Age

Table of Number of Employees by Range of Age

(in person)

| Down of Are | 2024 | | | 2023 | | |
|-----------------|-------|--------|-------|-------|--------|-------|
| Range of Age | Male | Female | Total | Male | Female | Total |
| < 30 Years Old | 679 | 429 | 1,108 | 898 | 1,015 | 1,913 |
| 30-54 Years Old | 3,649 | 2,438 | 6,087 | 3,413 | 1,745 | 5,158 |
| > 54 Years Old | 104 | 67 | 171 | 109 | 64 | 173 |
| Total | 4,432 | 2,934 | 7,366 | 4,420 | 2,824 | 7,244 |

Number of Employees by Education Level

Table of Number of Employees by Education Level

(in person)

| Education Level | 2024 | | | 2023 | | |
|-----------------|-------|--------|-------|-------|--------|-------|
| Education Level | Male | Famale | Total | Male | Famale | Total |
| Non Strata | 1,790 | 419 | 2,209 | 1,830 | 597 | 2,427 |
| \$1 | 2,429 | 2,377 | 4,806 | 2,386 | 2,100 | 4,486 |
| \$2 | 209 | 137 | 346 | 199 | 127 | 326 |
| \$3 | 4 | 1 | 5 | 5 | - | 5 |
| Total | 4,432 | 2,934 | 7,366 | 4,420 | 2,824 | 7,244 |

Number of Employees by Employment Status

Table of Number of Employees by Employment Status

(in person)

| Early word Old a | 2024 | | | 2023 | | |
|---------------------|-------|--------|-------|-------|--------|-------|
| Employment Status | Male | Female | Total | Male | Female | Total |
| Permanent employees | 2,397 | 1,953 | 4,350 | 2,347 | 1,878 | 4,225 |
| Temporary employees | 79 | 61 | 140 | 165 | 154 | 319 |
| Outsourcing | 1,788 | 242 | 2,030 | 1,765 | 256 | 2,021 |
| Internship | 168 | 678 | 846 | 143 | 536 | 679 |
| Total | 4,432 | 2,934 | 7,366 | 4,420 | 2,824 | 7,244 |

Shareholders Composition

Table of Shareholder Composition of Bank Jatim as of January 1, 2024

| | s | Share Ownership Structure | | | | | |
|---------------------------------|------------------|---------------------------|-----------|--|--|--|--|
| Shareholders | Number of Shares | Value (IDR) | Ownership | | | | |
| Series A Shares | | | | | | | |
| East Java Provincial Government | 7,676,913,648 | 1,919,228,412,000 | 51.13% | | | | |
| Surabaya City | 319,243,457 | 79,810,864,250 | 2.13% | | | | |
| Malang City | 108,635,999 | 27,158,999,750 | 0.72% | | | | |
| Madiun City | 134,064,427 | 33,516,106,750 | 0.89% | | | | |
| Mojokerto City | 72,091,751 | 18,022,937,750 | 0.48% | | | | |
| Kediri City | 14,208,273 | 3,552,068,250 | 0.09% | | | | |
| Probolinggo City | 17,397,927 | 4,349,481,750 | 0.12% | | | | |
| Blitar City | 16,987,084 | 4,246,771,000 | 0.11% | | | | |
| Pasuruan City | 100,075,767 | 25,018,941,750 | 0.67% | | | | |
| Batu City | 38,236,741 | 9,559,185,250 | 0.25% | | | | |
| Gresik Regency | 220,213,170 | 55,053,292,500 | 1.47% | | | | |
| Malang Regency | 253,635,445 | 63,408,861,250 | 1.69% | | | | |
| Mojokerto Regency | 78,373,801 | 19,593,450,250 | 0.52% | | | | |
| Madiun Regency | 32,660,478 | 8,165,119,500 | 0.22% | | | | |
| Kediri Regency | 144,925,510 | 36,231,377,500 | 0.97% | | | | |
| Probolinggo Regency | 125,931,454 | 31,482,863,500 | 0.84% | | | | |
| Blitar Regency | 39,496,395 | 9,874,098,750 | 0.26% | | | | |
| Pasuruan Regency | 44,610,500 | 11,152,625,000 | 0.30% | | | | |
| Bojonegoro Regency | 300,288,632 | 75,072,158,000 | 2.00% | | | | |
| Magetan Regency | 19,594,792 | 4,898,698,000 | 0.13% | | | | |
| Tulungagung Regency | 70,697,975 | 17,674,493,750 | 0.47% | | | | |
| Trenggalek Regency | 84,640,532 | 21,160,133,000 | 0.56% | | | | |
| Pacitan Regency | 53,520,271 | 13,380,067,750 | 0.36% | | | | |
| Lamongan Regency | 101,318,315 | 25,329,578,750 | 0.67% | | | | |
| Ponorogo Regency | 23,555,596 | 5,888,899,000 | 0.16% | | | | |
| Banyuwangi Regency | 270,036,117 | 67,509,029,250 | 1.80% | | | | |
| Tuban Regency | 217,418,404 | 54,354,601,000 | 1.45% | | | | |
| Jember Regency | 111,866,875 | 27,966,718,750 | 0.75% | | | | |
| Ngawi Regency | 215,763,995 | 53,940,998,750 | 1.44% | | | | |
| Jombang Regency | 26,792,899 | 6,698,224,750 | 0.18% | | | | |
| Bondowoso Regency | 87,207,357 | 21,801,839,250 | 0.58% | | | | |
| Lumajang Regency | 67,206,045 | 16,801,511,250 | 0.45% | | | | |

| Charabaldara | s | Share Ownership Structure | | | | | |
|-------------------|------------------|---------------------------|-----------|--|--|--|--|
| Shareholders | Number of Shares | Value (IDR) | Ownership | | | | |
| Sidoarjo | 370,155,850 | 92,538,962,500 | 2.47% | | | | |
| Situbondo Regency | 76,374,593 | 19,093,648,250 | 0.51% | | | | |
| Nganjuk Regency | 77,217,854 | 19,304,463,500 | 0.51% | | | | |
| Pamekasan Regency | 40,592,928 | 10,148,232,000 | 0.27% | | | | |
| Sumenep Regency | 144,228,431 | 36,057,107,750 | 0.96% | | | | |
| Bangkalan Regency | 36,793,459 | 9,198,364,750 | 0.25% | | | | |
| Sampang Regency | 101,175,235 | 25,293,808,750 | 0.67% | | | | |
| Series B Shares | | | | | | | |
| Public | 3,081,350,100 | 770,337,525,000 | 20.52% | | | | |
| TOTAL | 15,015,498,082 | 3,753,874,520,500 | 100% | | | | |

The composition of shareholders as of December 31, 2024, remains unchanged and is the same as the composition as of January 1, 2024.

Composition of 20 Largest Shareholders

Table of Composition of the 20 Largest Shareholders of Bank Jatim as of January 1, 2024

| No. | Shareholders | Number of Shares | Status | Ownership |
|-----|---|---------------------|-----------------------|-----------|
| 1. | PT TASPEN (ASURANSI) - AFS | 305,061,900 | Limited Company | 9.90% |
| 2. | CITIBANK LONDON S/A MUTUAL FUND EQ EMERGING DIVIDEND (UCITS) | 130,000,000 | Institution - Foreign | 4.22% |
| 3. | PT MNC SEKURITAS | 116,000,000 | Individual Indonesia | 3.76% |
| 4. | PT Taspen | 109,442,800 | Limited Company | 3.55% |
| 5. | BNYM RE ACADIAN EM MKTS SM ALL CAP EQ FD LLC-2039925167 | 44,014,890 | Institution - Foreign | 1.43% |
| 6. | STATE STREET BANK-BERNSTEIN FUND,INC INTERNATIONAL SMALL CAP PORTFOLIO | 43,073,500 | Institution - Foreign | 1.40% |
| 7. | STATE STREET BANK-GOLDMAN SACHS FUNDS | 38,700,300 | Institution - Foreign | 1.26% |
| 8. | PT INDO PREMIER SEKURITAS | 35,281,800 | Individual Indonesia | 1.15% |
| 9. | PT MIRAE ASSET SEKURITAS INDONESIA | 32,306,900 | Individual Indonesia | 1.05% |
| 10. | CITIBANK NEW YORK S/A EMERGING MARKETS CORE EQUITY PORTFOLIO OF DFA INV DIMENSIONS GRP INC. | 31,858,200 | Individual Indonesia | 1.03% |
| 11. | CITIBANK NEW YORK S/A GEORGETOWN EMERGING MARKETS FUND SPC LIMITED-SIERRA DORADA FUND SP | 31,386,200 | Institution - Foreign | 1.02% |
| 12. | PANIN SEKURITAS, PT | 31,023,500 | Institution - Foreign | 1.01% |
| 13. | DZ PRIVATBANK S/A CH GALILEO ASIA FUND | 28,898,900 | Limited Company | 0.94% |
| 14. | CITIBANK NEW YORK S/A GOVERNMENT OF NORWAY - 16 | 27,000,000 | Institution - Foreign | 0.88% |
| 15. | BNYM RE ENSIGN PEAK ADV, INC. | 26,737,100 | Institution - Foreign | 0.87% |
| 16. | STATE STREET BANK-ISHARES MSCI INDONESIA ETF | 25,583,100 | Institution - Foreign | 0.83% |
| 17. | PT CEALMI KHIEZT INDONESIA | 25,170,400 | Institution - Foreign | 0.82% |

| No. | Shareholders | Number of Shares | Status | Ownership |
|-----|---|---------------------|-----------------------|-----------|
| 18. | BNYM RE GOLDMAN SACHS TRUST-GS EM MAR EQ INS FD- 2039927833 | 22,175,900 | Limited Company | 0.72% |
| 19. | JPMCB NA RE - BLACKROCK INST TR CO N A INVESTMENT FDS FOR EMPLOYEE BENEFIT TRUSTS | 20,382,800 | Institution - Foreign | 0.66% |
| 20. | PT TRIMEGAH SEKURITAS INDONESIA TBK | 20,000,000 | Institution - Foreign | 0.65% |

Table of Composition of the 20 Largest Shareholders of Bank Jatim as of December 31, 2024

| No. | Shareholders | Number of Shares | Status | Ownership |
|-----|---|---------------------|-----------------------|-----------|
| 1. | PTTASPEN | 414,504,700 | Limited Company | 13.45% |
| 2. | CITIBANK LONDON S/A EQ EMERGING DIVIDEND FUND | 98,845,100 | Institution - Foreign | 3.21% |
| 3. | CITIBANK NEW YORK S/A GOVERNMENT OF NORWAY - 16 | 86,755,000 | Institution - Foreign | 2.82% |
| 4. | PT MIRAE ASSET SEKURITAS INDONESIA | 84,059,900 | Individual Indonesia | 2.73% |
| 5. | BNYM RE ACADIAN EM MKTS SM ALL CAP EQ FD LLC | 41,313,590 | Institution - Foreign | 1.34% |
| 6. | PANIN SEKURITAS, PT | 40,999,700 | Limited Company | 1.33% |
| 7. | CITIBANK NEW YORK S/A GEORGETOWN EMERGING MARKETS FUND SPC LIMITED-SIERRA DORADA FUND SP | 31,386,200 | Institution - Foreign | 1.02% |
| 8. | CITIBANK NEW YORK S/A EMERGING MARKETS CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | 30,014,800 | Institution - Foreign | 0.97% |
| 9. | PT CEALMI KHIEZT INDONESIA | 26,370,400 | Limited Company | 0.86% |
| 10. | BNYM RE ENSIGN PEAK ADV, INC. | 25,079,800 | Institution - Foreign | 0.81% |
| 11. | CITIBANK NEW YORK S/A DIMENSIONAL EMERGING MARKETS VALUE FUND | 17,743,400 | Institution - Foreign | 0.58% |
| 12. | PT PRUDENTIAL LIFE ASSURANCE | 16,188,000 | Limited Company | 0.53% |
| 13. | RD PREMIER ETF INDO STATE- OWNED COMPANIES-889064000 | 14,983,983 | Institution - Foreign | 0.49% |
| 14. | NTC-LSV EMERGING MARKETS SMALL CAP EQUITY FUND, LP | 14,898,300 | Institution - Foreign | 0.48% |
| 15. | PT CGS International Sekuritas Indonesia | 14,866,600 | Individual Indonesia | 0.48% |
| 16. | PT SAMUEL SEKURITAS INDONESIA | 14,000,000 | Individual Indonesia | 0.45% |
| 17. | DP. BPD Jatim | 13,180,100 | Limited Company | 0.43% |
| 18. | PT BCA SEKURITAS | 13,000,000 | Individual Indonesia | 0.42% |
| 19. | PT STOCKBIT SEKURITAS DIGITAL | 12,829,300 | Individual Indonesia | 0.42% |
| 20. | BNYM RE PUBLIC EMPLOYEES RET SYSTEM OF OHIO- 2039927736 | 12,759,300 | Institution - Foreign | 0.41% |

Composition of Shareholders 5% or More

Table of Shareholders Composition with 5% or More Ownership of Bank Jatim as of January 1, 2024

| Shareholders | Number of Shares | Ownership |
|---|------------------|-----------|
| Regional Government of East Java Province Level I | 7,676,913,648 | 51.13% |

The composition of shareholders with 5% or more ownership as of December 31, 2024, remains unchanged and is the same as the composition as of January 1, 2024.

Composition of Public Shareholders Less than 5%

Table of Composition of Public Shareholders of Less than 5% of Bank Jatim as of January 1, 2024

| Public Share Ownership | Number of Shareholders | Number of Shares | Ownership |
|-------------------------|------------------------|------------------|-----------|
| LOCAL | | | |
| Individual | 59,761 | 1,684613,407 | 11.219% |
| Regional government | 39 | 11,934,147,982 | 79.479% |
| Foundation | 1 | 1,360,500 | 0.009% |
| Pension Fund | 11 | 7,993,200 | 0.053% |
| Insurance | 3 | 11,987,400 | 0.080% |
| Bank | 1 | 23,000 | 0% |
| Limited Company | 56 | 523,468,596 | 3.486% |
| Mutual Fund | 5 | 18,864,411 | 0.126% |
| Sub Total | 59,844 | 2,248,336,514 | 94.452% |
| | | | |
| Individual | 37 | 1,843,900 | 0.012% |
| Foreign Business Entity | 151 | 831,195,686 | 5.535% |
| Sub Total | 188 | 833,039,586 | 5.547% |
| TOTAL | 60,065 | 15,015,498,082 | 100% |

Table of Composition of Public Shareholders Less than 5% of Bank Jatim as of December 31, 2024

| Public Share Ownership | Number of Shareholders | Number of Shares | Ownership |
|-------------------------|------------------------|------------------|-----------|
| Local | | | |
| Individual | 64,644 | 1,921,267,507 | 12.79523 |
| Regional government | 39 | 11,934,147,982 | 79.47887 |
| Foundation | 1 | 2,350,900 | 0.01566 |
| Pension Fund | 10 | 428,859,800 | 2.85611 |
| Insurance | 3 | 25,107,800 | 0.16721 |
| Bank | 1 | 23,000 | 0.00015 |
| Limited Company | 58 | 121,177,638 | 0.80702 |
| Mutual Fund | 8 | 19,215,725 | 0.12797 |
| Sub Total | 64,764 | 14,452,150,352 | 96.24822 |
| | | | |
| Individual | 19 | 380,200 | 0.00253 |
| Foreign Business Entity | 110 | 562,967,530 | 3.74924 |
| Sub Total | 129 | 563,347,730 | 3.75177 |
| TOTAL | 64,893 | 15,015,498,082 | 100 |

Share Ownership of Directors and Board of Commissioners

Table of Share Ownership of the Directors and Board of Commissioners of Bank Jatim as of January 1, 2024

| No. | Name | Position | Number of Shares | Ownership |
|------|----------------------|---|------------------|------------|
| BOAR | D OF DIRECTORS | | | |
| 1. | Busrul Iman | President Director | 2,958,900 | 0.0197056% |
| 2. | Tonny Prasetyo* | Director of Compliance | 1,067,400 | 0.0071087% |
| 3. | Edi Masrianto | Director of Finance, Treasury & Global Services | 327,600 | 0.0021817% |
| 4. | R. Arief Wicaksono | Director of Micro, Retail & Medium Enterprises | 728,200 | 0.0048497% |
| 5. | Zulhelfi Abidin | Director of IT & Digital | 24,200 | 0.0001612% |
| 6. | Eko Susetyono | Director of Risk Management | 124,100 | 0.0008265% |
| 7. | Arif Suhirman | Director of Operations | - | - |
| BOAR | RD OF COMMISSIONERS | | | |
| 1. | Suprajarto* | President Commissioner | 191,000 | 0.0012720% |
| 2. | Candra Fajri Ananda* | Independent Commissioner | - | - |
| 3 | Muhammad Mas'ud | Independent Commissioner | - | - |
| 4 | Sumaryono | Independent Commissioner | - | - |
| 5 | Adhy Karyono | Commissioner | - | - |
| TOTA | L | | 5,421,400 | 0.0361054% |

^{*} Stopped serving since the Annual General Meeting of Shareholders for the Fiscal Year 2023 on February 7, 2024

Table of Share Ownership of the Directors and Board of Commissioners of Bank Jatim as of December 31, 2024

| No. | Name | Position | Number of Shares | Ownership |
|------|---------------------|---|------------------|------------|
| BOAF | RD OF DIRECTORS | | | |
| 1. | Busrul Iman | President Director | 3,651,300 | 0.0243169% |
| 2. | Edi Masrianto | Director of Finance, Treasury & Global Services | 764,900 | 0.0050941% |
| 3. | R. Arief Wicaksono | Director of Micro, Retail & Medium Enterprises | 952,300 | 0.0063421% |
| 4. | Zulhelfi Abidin | Director of IT & Digital | 347,800 | 0.0023163% |
| 5. | Eko Susetyono | Director of Risk Management | 446,800 | 0.0029756% |
| 6. | Arif Suhirman | Director of Operations | 819,700 | 0.0054590% |
| 7. | Umi Rodiyah | Director of Compliance | 508,500 | 0.0033865% |
| BOAF | RD OF COMMISSIONERS | | | |
| 1. | Muhammad Mas'ud | Independent Commissioner | - | - |
| 2. | Sumaryono | Independent Commissioner | - | - |
| 3. | Adhy Karyono | Commissioner | 81,500 | 0.0005428% |
| 4. | Dadang Setiabudi | Independent Commissioner | - | - |
| TOTA | L | | 7,572,800 | 0.0504333% |

As of December 31, 2024, the Board of Directors and Board of Commissioners of Bank Jatim do not have any indirect ownership of the Bank's shares.

Shares Ownership of the Senior Management

Until December 31 2024, Bank Jatim Senior Management does not have direct and indirect ownership of Bank shares.

Classification of Shareholders

Table of Classification of Bank Jatim Shareholders as of December 31, 2024

| Share Ownership | Number of Shareholders | Number of Shares (sheet) | Ownership |
|---------------------|------------------------|--------------------------|-----------|
| Local Institution | 120 | 11,673,163,245 | 83.45299% |
| Foreign Institution | 110 | 562,967,530 | 3.74924% |
| Local Individual | 64,644 | 1,921,267,507 | 12.79523% |
| Foreign Individual | 19 | 380,200 | 0.00253% |
| Total | 64,893 | 15,015,498,082 | 100% |

Main and Controlling Shareholders

The majority share ownership of Bank Jatim is owned by the East Java Provincial Government, with 51.13%. Thus, the Main and Controlling Shareholders of Bank Jatim are the East Java

Provincial Government. The main shareholder and controlling shareholder do not have indirect share ownership.





List of Subsidiaries, Associated Entities and Joint Venture Company

As of December 31, 2024, Bank Jatim has one subsidiary and does not have any Associates or Joint Ventures.

Subsidiary

Based on the Shareholder Agreement between the Provincial Government of West Nusa Tenggara (No. 500/85/EKON-III/2024) and PT Bank Pembangunan Daerah Jawa Timur Tbk (No. 063/043/DIR/NES/SHA) dated May 8, 2024, as well as the Deed of Shareholders' Resolution of PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah (No. 10, dated August 24, 2024), which was ratified by the Ministry of Law and Human Rights of the Republic of Indonesia (No. AHU-AH.01.09-0244497, dated August 27, 2024), Bank Jatim is the controlling shareholder of PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah.

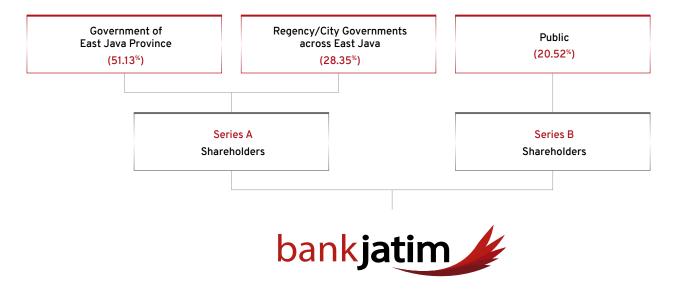
As of December 31, 2024, referring to the Financial Services Authority Regulation No. 12/POJK.03/2020 on Commercial Bank Consolidation and based on the Financial Services Authority Letter No. S-38/KO.14/2024 dated October 23, 2024, regarding the Confirmation of Bank Business Group Structure of PT Bank Pembangunan Daerah Jawa Timur Tbk, Bank Jatim is currently the Parent Company of PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah within the Bank Business Group (KUB) structure.

PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah

| Line of Business | Banking | | |
|--------------------|--|--|--|
| Establishment Date | July 5, 1964 | | |
| Total Assets | IDR16,119,568,034,899 as of December 31, 2024 | | |
| Ownership (%) | 4.09% | | |
| Operational Status | Active | | |
| Address | Jl. Pejanggik No.30, Mataram Bar., Kec. Selaparang, Kota Mataram, Nusa Tenggara Barat 83126 Telp : (0370) 636331 Fax :- Email : customercare@bankntbsyariah.co.id Web : www.bankntbsyariah.co.id | | |

Company Group Structure

As of December 31, 2024, Bank Jatim does not have any Subsidiaries, Associated Entities, Joint Ventures, and Special Purpose Vehicles (SPV).



Chronology of Share Issuance

Bank Jatim issues shares consisting of Series A Shares which are owned by the East Java Provincial Government, and Series B Shares which are offered to the public.

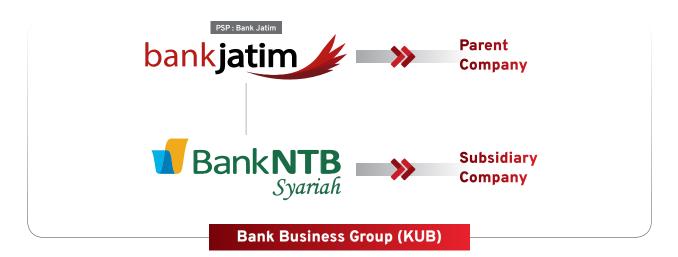
INITIAL PUBLIC OFFERING

On July 12, 2012, Bank Jatim conducted an Initial Public Offering (IPO) by offering new shares of 2,983,537,000 ordinary shares (Series B) at an offering price of IDR430 per share, so that the total number of shares to be listed on the Indonesia Stock Exchange amounted to 14,768,508,132 (fourteen billion seven hundred sixty-eight million five hundred eight million thousand one hundred thirty-two) shares or 99%

(ninety-nine percent) of the total issued and fully paid-up capital after the Public Offering. Of the total shares offered, as much as 10% (ten percent) will be allocated to employees and the Company's Management through the ESA (Employee Stock Allocation) Program. Bank Jatim has implemented the MESOP (Management Employee Stock Option Plans) program from 2016 to 2020 with new shares (Series B) of 13,127,500 shares. So that the total Paidin Capital on December 31, 2020, will be IDR3,753,874,520,500 or 15,015,498.082 shares.

In connection with the initial public offering, the Bank implemented the Employee Stock Allocation (ESA) program by

Informationof Bank Business Group



With reference to the Financial Services Authority Regulation No. 12/POJK.03/2020 concerning Bank Consolidation, within the Bank Business Group structure, Bank Jatim, which has larger total assets and/or a better Bank Soundness Level, acts as the Parent Company of PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah (Subsidiary) and is obligated to: (i) Meet the capital adequacy and liquidity requirements of the Subsidiary; (ii) Provide evidence of control over the

Subsidiary; (iii) Prepare consolidated financial statements with the Subsidiary's financial statements.

Regarding the management structure of the Bank Business Group (KUB) Bank Jatim, there is one member of the management at PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah who has been directly assigned by Bank Jatim as follows:

| No | Company Name | Name | Position in Bank Jatim | Position in Bank Business Group |
|----|---|------------------|------------------------|------------------------------------|
| 1. | PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah | H. Zainal Fanani | - | Independent President Commissioner |

allocating a maximum of 10% of the shares offered and issuing as many stock options as possible for the Management and Employee Stock Option Plan (MESOP) program 0.71% of the total issued and fully paid capital after the initial public offering.

The MESOP Phase I Program was implemented from August 1, 2016 to November 13, 2016, February 1, 2017 to March 13, 2017, August 1, 2017 to November 13, 2017, February 1, 2018 to March 15, 2018, August 1, 2019 to September 11, 2019. The MESOP Phase II 2017 Program was implemented from August 1, 2017 to November 13, 2017, February 1, 2018 to March 15, 2018,

February 1, 2019 to March 18, 2019, August 1, 2019 to September 11, 2019. The MESOP Phase III Program was implemented from August 1, 2018 to September 14, 2018, February 1, 2019 to March 18, 2019, August 1, 2019 to September 11, 2019.

NAME OF THE EXCHANGE WHERE THE COMPANY'S SHARES ARE LISTED

All shares of Bank Jatim have been listed on the Indonesia Stock Exchange.

Table of Chronology of Bank Jatim Shares Issuance

| No. | Period | Information | Stock | Nominal Value (IDR) | Offer Price (IDR) | |
|-----|---|--|-------------------------------|------------------------|----------------------|--|
| 1. | Before IPO | - | - | - | - | |
| 2. | 2012 | Initial Public Offering | B Shares Serial | 250 | 430 | |
| 3. | 2016 | MESOP Exercise II 2016 | B Shares Serial | 250 | 409 | |
| 4. | | MESOP Exercise I 2017 | B Shares Serial | 250 | 450 | |
| _ | 2017 | MECOD 5 . 11 2017 | D.C | 250 | 450 | |
| 5. | | MESOP Exercise II 2017 B Shares Serial 250 | 250 | 409 | | |
| | | | | 050 | 450 | |
| 6. | 0040 | MESOP Exercise I 2018 | B Shares Serial | 250 | 409 | |
| _ | 2018 | | D.01 | 0.50 | 409 | |
| 7. | | MESOP Exercise II 2018 | B Shares Serial | 250 - | 599 | |
| • | | MECOD 5 : 10040 | D.C | 252 | 409 | |
| 8. | | MESOP Exercise I 2019 | se I 2019 B Shares Serial 250 | 250 | 599 | |
| | 2019 | | | | 450 | |
| 9. | 9. | MESOP Exercise II 2019 | B Shares Serial | 250 | 409 | |
| | | | | - | 599 | |
| 40 | 0000 | WE000 5 1 10555 | D.01 | 0.50 | 409 | |
| 10. | 0. 2020 MESOP Exercise I 2020 B Shares Serial | | B Shares Serial | 250 - | 599 | |

Chronology of Issuance and/or Listing of Bond

As of December 31, 2024, Bank Jatim has not issued bonds, so there is no information on the chronology of the issuance and/or listing of bonds.

| Number | | Issued and Paid Up Capital | |
|-----------------------------|-----------------------------|------------------------------|--------------------------|
| of Shares Issued (share) | Number of shares (share) | Total value Nominal (IDR) | Total Bid Price (IDR) |
| - | - | - | - |
| 2,983,537,000 | 14,917,684,982 | 3,729,421,245,500 | 1,282,920,910,000 |
| 27,372,600 | 14,945,057,582 | 3,736,264,395,500 | 11,195,393,400 |
| 1,241,600 | 14,946,299,182 | 3,736,574,795,500 | 558,720,000 |
| 1,800,500 | 14 074 501 202 | 2742747045500 | 810,225,000 |
| 26,491,700 | 14,974,591,382 | 3,743,647,845,500 — | 10,835,105,300 |
| 297,700 | 44.075.050.500 | 27420/2145500 | 133,965,000 |
| 963,500 | 14,975,852,582 | 3,743,963,145,500 — | 394,071,500 |
| 365,400 | 14.070.124.002 | 2 744 522 745 500 | 149,448,600 |
| 1,917,000 | 14,978,134,982 | 3,744,533,745,500 — | 1,148,283,000 |
| 48,500 | 14 002 772 002 | 2 740 442 245 500 | 19,836,500 |
| 15,589,500 | 14,993,772,982 | 3,748,443,245,500 — | 9,338,110,500 |
| 1,062,100 | | | 477,945,000 |
| 741,500 | 15,002,370,582 | 3,750,592,645,500 | 303,273,500 |
| 6,794,000 | - | _ | 4,069,606,000 |
| 3,163,900 | 15.015.400.000 | 2752074520500 | 1,294,035,100 |
| 9,963,600 | 15,015,498,082 | 3,753,874,520,500 — | 5,968,196,400 |

Chronology of Issuance and/or Listing of Other Securities

As of December 31, 2024, Bank Jatim has not issued other securities, so there is no information on the chronology of the issuance and/or recording of other securities.

Information on Using the Services of Public **Accounting and Public Accounting Firm**

| PUBLIC ACCOUNTANT FIRM (KAP) | Public Accountant Firm (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partners | |
|---------------------------------|--|--|
| Asscociation Networking | PKF International | |
| Address | UOB Plaza Lantai 30 dan 42, Jl. M.H. Thamrin Lot 8 – 10, Jakarta Pusat | |
| Nama AP | Ary Daniel Hartanto | |
| KAP Assignment Period | 6 th period | |
| AP Assignment Period | 4 th period | |
| Audit Services | Public Accounting Firm Services for the Audit of the Annual Consolidated Financial Statements of PT Bank Pembangunan Daerah Jawa Timur Tbk for the Year Ending December 31, 2024, Including the Sharia Business Unit and Subsidiaries. | |
| Audit Fee | IDR 1,875,000,000 | |
| Non Audit Services | There are no non-audit services | |
| Non Audit Fee | There is no non-audit fee | |

Supporting Institutions and/or Professions

PT PEMERINGKAT EFEK INDONESIA (PEFINDO)

Panin Tower-Senayan City, 17th Floor JI. Asia Afrika Lot 19 Jakarta 12170

Telp : (021) 727 82380 : (021) 727 82370 Web : www.pefindo.com

Credit Rating Agency

Services Provided: Issuing ratings for debt securities issuance.

KJPP SUSAN WIDJOJO & REKAN

Menara Batavia, 28th floor Jl. KH Mas Mansyur Kav. 120, Jakarta 10220

Telp : (021) 5795 0155

Services Provided: Issuing ratings for debt securities issuance.

PT DATINDO ENTRYCOM

Securities Administration Bureau Jl. Hayam Wuruk No. 28, Jakarta 10120

: (021) 3508077 Telp : (021) 3508078

Services Provided: Recording securities ownership and distributing rights related to securities.

PT BAHANA SEKURITAS

Graha Niaga, 19th Floor,

Jl. Jend. Sudirman Kav. 58, Jakarta 12190

: (021) 250 5678 Telp

: (021) 250 5087

Services Provided : Guarantee the sale of securities and the full payment of the issued securities' value to the

Securities Underwriter

Custodian

Notary

PT MANDIRI SEKURITAS

Plaza Mandiri, Floor 28-29

Jl. Jend. Gatot Subroto Kav. 36-38, Jakarta 12190 Indonesia

: (021) 526 5678 : (021) 526 505

Services Provided : Guarantee the sale of securities and the full payment of the issued securities' value to the

PT KUSTODIAN SENTRAL EFEK INDONESIA

Indonesia Stock Exchange Building, Tower I, 5th Floor Jl. Jendral Sudirman Kav. 52–53, Jakarta 12190

: (021) 515 2855 Telp : (021) 5299 1199 Web : www.ksei.co.id

Services Provided: Providing collective custody of assets such as stocks and bonds, as well as performing

SITARESMI PUSPADEWI SUBIANTO, S.H.

Jl. Kebon rojo No. 2 CC, Surabaya 60175, Indonesia : (031) 351 1282, 352 1285, 353 2822

Telp

: (031) 352 2311

Services Provided: Drafting the Summary Deed of the General Meeting of Shareholders (GMS) and the Deed of

Minutes of the GMS.

Awards and Certification

| No. | Awards | Events | Organizer | Date |
|-----|--|---|---------------------------------------|-------------------|
| 1. | Best Public Relation in Corporate Strategy to Increase Credit Distribution Growth kategori Regional Bank | Indonesia Public Relation Awards (IPRA) 2024 | Warta Ekonomi | January 25, 2024 |
| 2. | Bank Daerah Peduli UMKM | Hari Pers Nasional 2024 | Persatuan Wartawan Indonesia (PWI) | February 01, 2024 |
| 3. | Top BUMD with Corporate Strategy to Increase Credit Distribution Growth kategori BPD | Top BUMD Award 2024 | Warta Ekonomi | March 05, 2024 |
| 4. | Platinum Awards Score 90,50 The Best Corporate Secretary & Communication kategori Asset lebih dari 100 Triliun | Indonesia Corporate Secretary & Communication Awards (ICCA) ke IX | Economic Review | March 28, 2024 |
| 5. | Peringkat I Best Bank Umum Konvensional 2024 kategori Aset 100 Triliun ke Atas | | | |
| 6. | Peringkat I Best KPR Bank Umum Konvensional 2024 | | | |
| 7. | Peringkat I Best Tabungan Bank Umum Konvensional 2024 | | Infobank | |
| 8. | Peringkat I Best Internet Banking Bank Umum Konvensional 2024 | 13 th Infobank - Isentia Digital | | A 1104 0004 |
| 9. | Peringkat I Best Mobile Banking Bank Umum Konvensional 2024 | Brand Recognition 2024 | | April 01, 2024 |
| 10. | Peringkat II Best Debit Card Bank Umum Konvensional 2024 | | | |
| 11. | Peringkat II Best Deposito Bank Umum Konvensional 2024 | | | |
| 12. | Peringkat II Best Wealth Management Bank Umum Konvensional 2024 | | | |
| 13. | The Best IT Leadership 2024 (Local Banking Industries) | | | |
| 14. | The Best Digital Technology Project (Local Banking Industries) | Digital Technology & Innovation Awards 2024 | itech | April 04, 2024 |
| 15. | The Best Chief Information & Digital Officer of The Year (Local Banking Industries) | | | |
| 16. | Tokoh Inspirasi "Busrul Iman" | HUT Beritajatim.com 18 Tahun | Beritajatim.com | May 02, 2024 |
| 17. | The Best Human Capital for Contributing to Regional Income Through Digital Financial Service Programs (Category Regional Bank) | Indonesia Human Capital Awards 2024 | Warta Ekonomi | May 16, 2024 |







| No. | Awards | Events | Organizer | Date |
|-----|---|--|--|-----------------------|
| 18. | Best Leader for Transformation Progress Accelaration to Optimizing Market Potential (Category KBMI2 BPD) | Indonesia Financial Top Leader Awards 2024 | Warta Ekonomi | May 16, 2024 |
| 19. | Platinum Plus Transparansi Perhitungan Emisi Korporasi Terbaik 2024 | Transparansi dan Penurunan Emisi korporasi Terbaik 2024 | Investortrust.id dan Bumi Global Karbon (BGK) Foundation | May 29, 2024 |
| 20. | Excellent for The Financial Performance during September 2022-2023 | The Asian Post Best Regional Champion 2024 | The Asian Post (infobank media group) | May 31, 2024 |
| 21. | The Indonesian Living Legend Companies & Brand 2024 | The Indonesian Living Legend Companies & Brand 2024 | Majalah SWA | June 10, 2024 |
| 22. | Top Bank 2024 kategori KBMI 2 | 5 th Anniversary Indonesia Top Bank Awards 2024 | The Iconomics | June 20, 2024 |
| 23. | The 1st Best - Social Media | | | |
| 24. | The 1st Best - Layanan Email | 21st Infobank-MRI Banking Service | Infobank | July 02, 2024 |
| 25. | The 2 nd Best - ATM | | | |
| 26. | 10 Consecutive Years in Services Excellence Regional Bank | 21st Infobank-MRI Banking Service | Infobank | July 02, 2024 |
| 27. | Best Bank kategori BPD KBMI II (Modal Inti >6T-14T) | Best Bank 2024 | Investortrust | July 11, 2024 |
| 28. | BUMD Inovatif dan Ekspansif | Radar Surabaya Award 2024 | Radar Surabaya | July 12, 2024 |
| 29. | Perusahaan Pendukung Pengembangan Media Lokal | Jatim Media Summit 2024 | Beritajatim.com X Suara. com | July 25, 2024 |
| 30. | Transformasi Digital untuk Masyarakat | Malam Apresiasi Satu Inspirasi 2024 | Berita Satu/ B Universe | July 25, 2024 |
| 31. | Dunia Usaha Peduli Anak | Puncak Peringatan Hari Anak Nasional Provinsi Jawa Timur 2024 | Pemprov Jatim | July 26, 2024 |
| 32. | Emiten High Deviden | Apresiasi Emiten 2024 | Tempo IDN | July 26, 2024 |
| 33. | Apresiasi Kerjasama Penyelenggaraan Layanan Pembayaran non tunai melalui QRIS pada Sistem E-Ticketing Transjatim | Peresmian Operasional Bus Transjatim Koridor IV | Dishub Pemprov Jatim | August 9, 2024 |
| 34. | Busrul Iman-Direktur Utama Bank Jatim atas Rekor Bank Daerah dengan Akad Kredit Konsumer kepada Debitur Terbanyak | HUT ke-63 Tahun Bank Jatim | MURI Indonesia | August 24, 2024 |
| 35. | Peringkat I Bank Penyalur Belanja Pemerintah Terbesar Semester I/2024 | Rapat Koordinasi dan Evaluasi Kinerja Pelaksanaan Anggaran dan Seminar | Direktorat Jenderal Perbendaharaan Kantor Wilayah Provinsi Jawa Timur | August 27, 2024 |
| 36. | Program Inovatif Untuk Negeri | Merdeka Award 2024 | Merdeka.com | September 19, 2024 |
| 37. | Best Digitalization of Regional Banking Finance | CNN Award 2024 | CNIN | September 25, |
| 38. | Outstanding Human Capital Transformation | CNN Award 2024 | CNN | 2024 |







| No. | Awards | Events | Organizer | Date |
|-----|--|---|---|----------------------|
| 39. | Pemenang dalam kategori BUMD Keuangan | Annual Report Award (ARA) 2023 | Komite Nasional Kebijakan Governansi (KMKG) | October 7, 2024 |
| 40. | Best Regional Banks for ESG Investing | CNBC Indonesia Awards 2024: Best Regional Banks | CNBC | October 8, 2024 |
| 41. | The Most Growth ATM Bersama | Members Meeting & Awarding Night ATM Bersama | Artajasa | October 18, 2024 |
| 42. | Direktur Utama Bank Jatim Atas Dukungannya Melalui Corporate Social Responsibility (CSR) Dalam Upaya Peningkatan Pelayanan Kesehatan Mental | Peringatan Hari Kesehatan Jiwa Sedunia 2024 | Pemprov Jatim | October 18, 2024 |
| 43. | Top 20 Financial Institution 2024 kategori Bank Beraset Rp100 Triliun S.D <rp200 bagus<="" berpredikat="" sangat="" td="" triliun=""><td>Top 20 Financial Institution</td><td>The Finance</td><td>October 22, 2024</td></rp200> | Top 20 Financial Institution | The Finance | October 22, 2024 |
| 44. | Bapak Edi Masrianto sebagai Best CFO Category Bank versi The Finance | 2024 | The Finance | October 22, 2024 |
| 45. | Best Issuer Bank (ATM)-Platinum Award | Prima Awards 2024 | PT Rintis Sejahtera (Jaringan Prima) | October 24, 2024 |
| 46. | Piagam Penghargaan Atas Sinergitas Dalam Meningkatkan PKB dan BBNKB | 62 th Bapenda Jatim | Gubernur Jawa Timur | November 02, 2024 |
| 47. | BUMD Peduli Penyiaran | Anugerah Penyiaran KPID | KPID Jatim | November 12, 2024 |
| 48. | The Best CEO Special Mention Outstanding Internasional Banking Activities/ Remittance Transaction | TOP CEO Indonesia Awards 2024 | Tempo IDN | November 15, 2024 |
| 49. | Gold Rank | Asia Sustainability Reporting Rating 2024 | NCCR | November 21, 2024 |
| 50. | Akselerator Pengembangan UMKM | detikjatim Awards 2024 | detikjatim | November 25, 2024 |
| 51. | Bankers of The Year 2024 | Infobank Top 100 CEO & The 200 Future Leader Forum 2024 | Infobank | November 29, 2024 |
| 52. | BUMD yang Berkolaborasi Terhadap Pelaksanaan Program-Program Sosial di Jawa Timur | Puncak Peringatan Hari Disabilitas Internasional | Pemprov Jatim | December 3, 2024 |
| 53. | BPS/BPIH Pendaftar Haji Muda Terbaik Nomor 1 (kategori BPD-UUS) | Annual Meeting | | |
| 54. | BPS/BPIH Pendaftar Haji Nomor 2 (kategori BPD-UUS) | dan Awarding Mitra Penghimpunan BPKH Tahun | ВРКН | December 13, 2024 |
| 55. | Rewarding Umroh Pencapaian Terbaik Semerster Dua (kategori BPD) | 2024 | | |
| 56. | Indonesia CEO Excellence 2024 for Fostering Business Transformation to Create Positive Growth, Category Regional Bank4 | Indonesia CEO Excellence 2024 | Warta Ekonomi | December 19, 2024 |
| 57. | Busrul Iman Direktur Utama Bank Jatim: Visionary and Economic Pillars of Regional Growth | Pasca Award 2024 | Sekolah Pascasarjana Universitas Airlangga | December 21, 2024 |







Certification

ISO 37001:2016 Anti-Bribery Management System

Validation:

December 18, 2023-December 17, 2026

Recipient:

Bank Jatim

Issued by:

PT TUV Nord Indonesia ISO/IEC 27001:2022

Validation:

October 15, 2022 -October 20, 2025

Recipient:

Bank Jatim

Issued by:

Lembaga Sertifikasi Bureau Veritas Indonesia ISO/IEC 20000-1:2018

Validation:

August 10, 2023-August 09, 2026

Recipient:

Bank Jatim

Issued by:

Lembaga Sertifikasi Bureau Veritas Indonesia







Information Available on the Website

The availability of information on website refers to the OJK Regulation No. 8/POJK.04/2015 regarding Website of Issuers or Public Companies. Thus, Bank Jatim has provided various key information on its official website, such as information on shareholders, organizational structure, financial performance analysis, as well as profiles of Board of Commissioners and Board of Directors. In addition, the Bank's website displays the following information;



YOUR NEEDS

Contains all information on customer and community needs which include Savings, Financing, Business, Sharia, Services, Investor Relations, Corporate Governance, Bank Jatim Peduli, Interest Rates, and Information.



PROFILE

Contains information on Bank's Profile, Management, and Awards.



CAREER

Contains information on Career Management and Information on Recruitment.



MSME PARTNER

Contains information on MSME Partners of Bank Jatim accessible by the public and the Bank's customers.



INTERNET BANKING

Contains information on Bank Jatim's Internet Banking usage guide and Internet Banking Portal.



ONLINE REGISTRATION

Contains options for e-form credit applications, providing convenience for prospective customers in applying for credit.



| Information | Description |
|---|-------------|
| Shareholder information up to individual final owners | Available |
| Contents of the Code of Conduct | Available |
| Information on the General Meeting of Shareholders (GMS) at least includes the material for the agenda discussed in the GMS, summary of the minutes of the GMS, and important date information, namely the date of the announcement of the GMS, the date of the sum-mons for the GMS, the date of the GMS, the date of the summary of the minutes of the GMS was announced. | Available |
| Separate annual financial statements (last 5 years), Financial Information (including Quarterly Financial Statements) | Available |
| Profile of the Board of Commissioners and Directors | Available |
| Charter of the Board of Commissioners, Board of Directors, Committees, and the Internal Audit Unit | Available |
| Media Briefing | Available |







04

Economic Review

Global Economic Analysis

Global economic conditions in 2024 are faced with various challenges, especially related to geopolitical conditions due to the ongoing Russia - Ukraine conflict, as well as the re-election of President Donald Trump with his America First policy. These factors have increased the risk of heightened fragmentation in global trade and investment, as well as greater uncertainty in global financial markets, which impacts global economic growth.

Amid these geopolitical tensions and policies affecting international relations, global economic growth in 2024 reached 3.2%. Advanced economies experienced relatively slow growth, at 1.7%, while developing countries, despite facing similar challenges, grew by 4.2%. On the other hand, the Middle East and Asia, which also faced various political and economic challenges, recorded growth of 2.4%, even though tensions continue in several regions.

Table of Global Economic Growth Projections

| Poster | WEG GALANA COOL | WEO January 2025 | | | |
|----------------------------|------------------|------------------|------|------|--|
| Region | WEO October 2024 | 2024 | 2025 | 2026 | |
| Global Economy | 3.2 | 3.2 | 3.3 | 3.3 | |
| Developed Countries | 1.8 | 1.7 | 1.9 | 1.8 | |
| Amerika | 2.8 | 2.8 | 2.7 | 2.1 | |
| Eropa (Euro Area) | 0.8 | 0.8 | 1.0 | 1.4 | |
| Jepang | 0.3 | (0.2) | 1.1 | 0.8 | |
| Inggris | 1.1 | 0.9 | 1.6 | 1.5 | |
| Developing Countries | 4.2 | 4.2 | 4.2 | 4.3 | |
| China | 4.8 | 4.8 | 4.6 | 4.5 | |
| India | 7.0 | 6.5 | 6.5 | 6.5 | |
| Middle East & Central Asia | 2.4 | 2.4 | 3.6 | 3.9 | |

Source: World Economic Outlook (WEO), International Monetary Fund (IMF), January 2025

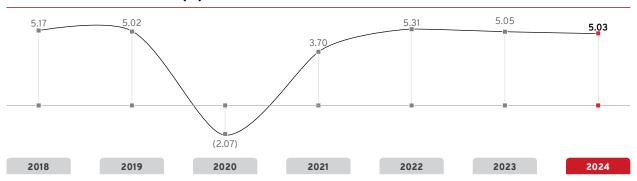
Divergences in economic growth patterns among countries are expected to continue as global economic and trade fragmentation intensifies. The IMF's January 2025 World Economic Outlook report revised the growth projections for Developed Countries, including Japan and the United Kingdom,

downward compared to previous projections. However, the U.S. economy is expected to remain strong due to improvements in employment conditions, rising domestic demand, and controlled inflation. This has led to market expectations for the Fed Funds Rate being lower than earlier estimates.

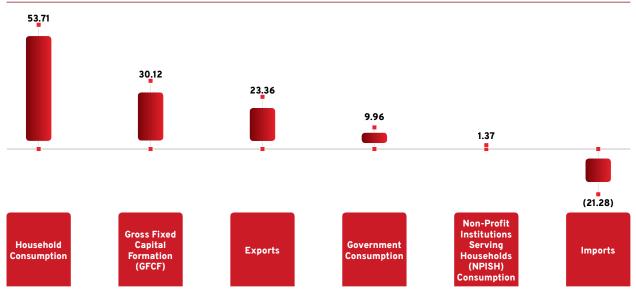
National Economic Analysis

Despite the dynamic global conditions, Indonesia's national economic performance remained resilient, although it experienced a relative slowdown compared to the previous year. In 2024, the national economy grew cumulatively by 5.03%, driven primarily by strong domestic demand from the household sector and supported by a responsive mix of economic policies.

National Economic Growth (%)



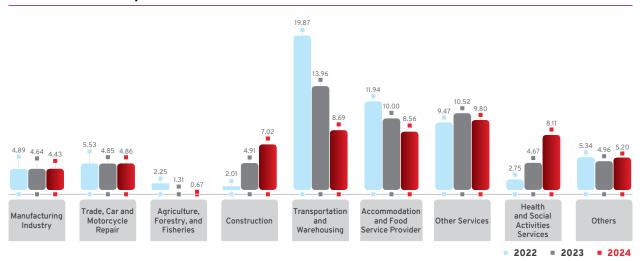
GDP Distribution (%)



 $\textbf{Source:} \ \textbf{Official Statistics Report, Statistics Indonesia (BPS), February 2025}$

The national economic structure continues to be underpinned by the manufacturing, trade, agriculture, construction, and mining sectors. Cumulatively, all economic sectors posted positive growth, even though some sectors experienced lower growth compared to the previous year. The highest growth was recorded in the Other Services sector, while the lowest growth occurred in the agriculture, forestry, and fisheries sector. This lower growth was influenced by climatic and weather factors.

Economic Growth by Sector



The Five Largest Economic Sectors



Source: Official Statistics Report, Statistics Indonesia (BPS), February 2025

National economic stability was also supported by low inflation, recorded at 1.57%, which is lower than the 2.61% in 2023. In addition, maintained external resilience helped preserve the stability of the Rupiah exchange rate. Compared to the previous

year, the Rupiah depreciated by 4.34% (ptp), yet it performed better than other currencies such as the Korean Won, Mexican Peso, Brazilian Real, Japanese Yen, and Turkish Lira.

Source: Financial Stability Review, Bank Indonesia, February 2025

Banking Industry Analysis

The stability of the national financial system is also supported by the resilience of the banking industry. This resilience is evident from high intermediation performance, maintained credit quality, and relatively strong capital performance, accompanied by a gradually improving Non-Performing Loan (NPL) ratio year over year. The overall performance of the banking industry is as follows.

Table of National Banking Performance

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|----------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Intermediation | | | | | |
| Bank Loans | IDR7,827.15 trillion | IDR7,090.24 trillion | IDR6,423.56 trillion | IDR5,768.59 trillion | IDR5,481.56 trillion |
| | 10.39% yoy | 10.38% yoy | 11.35% yoy | 5.24% yoy | (2.41%) yoy |

| Description | 2024 | 2023 | 2022 | 2021 | 2020 |
|-------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Third-Party Funds (TPF) | IDR8,837.24 trillion | IDR8,457.93 trillion | IDR8,153.59 trillion | IDR7,479.46 trillion | IDR6,665.39 trillion |
| | 4.48% yoy | 3.73% yoy | 9.01% yoy | 12.21% yoy | 11.11% yoy |
| Capital | | | | | |
| Banking CAR | 26.76% | 27.75% | 25.62% | 25.66% | 23.89% |
| Interest Rates | | | | | |
| BI Rate | 6.00% | 6.00% | 5.50% | 3.50% | 3.75% |
| Financial Services Institution (FSI |) Ratio | | | | |
| Credit Risk | | | | | |
| Gross NPL | 2.08% | 2.19% | 2.44% | 3.00% | 3.06% |
| Liquidity Risk | | | | | |
| LDR | 89.05% | 84.11% | 78.98% | 77.49% | 82.54% |

Source: Indonesian Banking Statistics, Financial Services Authority (OJK), December 2024 (processed data)

In 2024, bank loans grew by 10.39% year over year, which is slightly higher than the 10.38% growth in 2023. This reflects the strength and adaptability of Indonesia's banking sector. Similarly, Third-Party Funds (TPF) increased by 4.48% year over year, compared to 3.73% in 2023. This indicates a stronger public preference for more liquid savings instruments amid ongoing economic dynamics.

Along with credit and TPF growth, the Indonesian banking sector also demonstrated solid performance in terms of the Capital Adequacy Ratio (CAR). In 2024, the banking CAR was recorded at 26.76%, a slight decline from 27.75% in 2023. This

minor decrease is attributed to aggressive credit expansion, faster asset growth relative to capital, and the constantly evolving economic conditions.

Credit quality remained robust. The gross NPL ratio in 2024 improved to 2.08% from 2.19% in 2023. This improvement reflects the success of Indonesian banks in managing credit risk effectively, supported by appropriate economic policies and innovations in risk management. Nonetheless, it remains crucial for banks to continuously maintain credit quality and remain vigilant to potential risks arising from changes in both domestic and global economic conditions.

Analysis of Bank Jatim's Position in the Banking Industry

Compared to its national banking industry peers and Regional Development Bank of Indonesia (BPD SI), Bank Jatim's performance growth is as follows.

Table of Bank Jatim Growth Performance Compared to BPD SI and the National Banking Industry

| Performance | Bank Jatim (IDR Billion) | | ВР | BPD SI (IDR Billion) | | | National Banking Industry (IDR Billion) | | |
|----------------------------|--------------------------|------------------|-----------------|----------------------|------------------|-----------------|--|------------------|-----------------|
| Feriorillance | December 2024 | December 2023 | Growth (yoy) | December 2024 | December 2023 | Growth (yoy) | December 2024 | December 2023 | Growth (yoy) |
| Assets | 102,074 | 103,855 | (1.72%) | 1,021,878 | 985,415 | 3.70% | 12,460,955 | 11,765,838 | 5.91% |
| Loans | 64,057 | 54,761 | 16.98% | 645,772 | 606,680 | 6.44% | 7,827,148 | 7,090,243 | 10.39% |
| Third-Party Funds (TPF) | 77,496 | 78,197 | (0.90%) | 752,685 | 730,333 | 3.06% | 8,837,242 | 8,457,929 | 4.48% |

Source: Indonesian Banking Statistics, Financial Services Authority (OJK), December 2024; Bank Jatim Financial Statements 2024 (processed data)

Along with the overall stability of the national banking industry, Bank Jatim's financial performance throughout 2024 was solid. Although Bank Jatim's asset performance declined by 1.72% due to a decrease in the TPF component, the bank's loan disbursement performance grew significantly by 16.98%, above both the national banking industry and BPD SI peers. In terms of financial ratios, although some components were slightly lower compared to the industry and BPD SI peers, overall, Bank Jatim's financial performance ratios remained well maintained throughout 2024.

As of December 2024, Bank Jatim's CASA and NIM ratios were 65.14% and 5.86%, respectively. Both ratios were higher compared to the national banking industry and BPD SI. This indicates that Bank Jatim performed very well in managing low-cost funds (CASA) and generating income (NIM). The higher ratios relative to the national banking industry and BPD SI demonstrate Bank Jatim's competitive advantage, which can have a positive impact on its profitability and competitiveness in the banking market.

Table of Bank Jatim Financial Ratios Compared to BPD SI and the National Banking Industry

| | D | ecember 202 | 24 | December 2023 | | | |
|---|------------|-------------|---------------------|---------------|--------|---------------------|--|
| Ratio | Bank Jatim | BPD SI | Banking Industry | Bank Jatim | BPD SI | Banking Industry | |
| Current Account Saving Account (CASA) | 65.14% | 54.25% | 63.39% | 63.61% | 55.75% | 63.04% | |
| Net Interest Margin (NIM) | 5.86% | 5.24% | 4.72% | 5.57% | 5.52% | 4.92% | |
| Non Performing Loan (NPL) Gross | 3.45% | 2.48% | 2.08% | 2.49% | 2.18% | 2.19% | |
| Return on Assets (ROA) | 1.60% | 1.76% | 2.72% | 1.87% | 1.98% | 2.78% | |
| Capital Adequacy Ratio (CAR) | 23.49% | 25.77% | 26.76% | 25.71% | 25.91% | 27.75% | |
| Loan to Deposit Ratio (LDR) | 82.05% | 85.91% | 89.05% | 70.03% | 83.03% | 84.11% | |
| Operating Expenses to Operating Income (BOPO) | 81.89% | 81.13% | 81.45% | 77.27% | 78.38% | 78.94% | |

Source: Indonesian Banking Statistics, Financial Services Authority (OJK), December 2024; Bank Jatim Financial Statements 2024 (processed data)



Operational Review

Bank Strategic Plan

The bank's strategic plan comprises a long-term corporate plan and medium- to short-term business plans.

Long-Term Strategy

Bank Jatim has a long-term strategic plan in the form of the Corporate Plan 2024-2028. In order to support the strategic objectives, targets, and to address gaps in achieving its vision, the bank's policy direction is as follows:

- 1. Internalizing the corporate culture practiced at Bank Jatim.
- 2. Achieving both organic and inorganic growth through the Bank Business Group (KUB) scheme or other structures to realize the bank's vision.
- Optimizing intermediation functions by redesigning the credit process through organizational restructuring, reengineering business processes, developing human resources, and implementing performance management.

- Disbursing productive loans selectively in sectors with high potential in East Java Province to boost regional economic growth
- Enhancing bank profitability by increasing the CASA ratio, improving credit quality, delivering sustainable financial services, boosting foreign exchange revenue, and developing other digital and customer-centric products.
- Meeting the funding needs of the Sharia Business Unit and developing sharia business in accordance with OJK Regulation No. 12 of 2023 on Sharia Business Units.
- 7. Improving digital-based services and building an ecosystem among local governments and non-governmental entities.

The main strategy is concentrated in 43 strategic initiatives for strengthening and development, which cover the strategic initiatives for both Bank Jatim and the Sharia Business Unit. These strategic initiatives are mapped across seven business areas and three enablers. They are executed in two phases: one to strengthen capabilities and capacity, and another to accelerate business implementation and growth.

Diagram of Grand Roadmap



The bank's long-term targets are set in a business strategy in accordance with the Corporate Plan 2024-2028. The bank's business strategy for the next five years is divided into 7 business areas and 3 enabler areas.

Diagram of Business Strategy

Vision To become the No. 1 Regional Development Bank in Indonesia **Mission** Retail & MSMEs Commercial & Consumer **Funds** Treasury & Sharia Corporate International Corporate [DNA] [SYR] Actions [RKM] [KSR] Banking [KSK] [KRP] [TRI] Governance, Risk, & Compliance [GRC] Organization & Information Technology [OIT] Human Capital, Culture, & Performance Management [HCM]

The execution of the business strategy is cascaded into strategic initiatives grouped into two segments: Continuously Competency Enhancement and Selective Market Capture Acceleration.

Strategic Initiatives Diagram



Selective Markt Capture Acceleration

Retail & MSMEs

Consumer

- Refining the value proposition and the competitive advantage of products and service standards for Retail & MSME/non-State Civil Apparatus consumer loans [RKM-1] [KSR-1]
- Intensifying the marketing and sales of Retail & MSME/non- State Civil Apparatus consumer loan products, aligned with sectoral potential and branch office segmentation [RKM-1] [KSR-2]
- Expanding alliances/fintech/eCommerce and ecosystem-based business with local governments, regionally owned enterprises and communities [RKM-3] [KSR-3]

Commercial & Corporate

16. Accelerating medium and corporate loan sales in selected sectors and target markets [KSK-1]

Human Capital, Culture, &

Performance Management

Funds

- 17. Refining the competitive advantage of products and service standards for retail DPK/priority banking [DNA-1]
- Expanding and intensifying marketing and sales programs for fund products [DNA-2]
- Accelerating the development of branchless banking (card-based and gadget/cardless) [DNA-3]
- 20. Developing alliances/fintech/ eCommerce and ecosystem-based business with local governments, state-owned enterprises/ regionally owned enterprises, and communities (in East Java and selected areas outside East Java) [DNA-4]

Treasury dan International Banking

21. Optimizing treasury business and foreign exchange bank licensing (increasing revenue beyond intermediation margins) [TRI-1]

Corporate Actions

22. Increasing the Bank's business volume growth inorganically through equity participation under the Bank Business Group scheme [KRP-1]

Continously Competency Enhancement

Intensifying the internalization of corporate culture through derivative development (sales, credit, risk & compliance, digital, and

- performance-based culture) [HCM-1]

 2. Fulfilling manpower requirements and enhancing personnel competencies, as well as developing employee welfare programs [HCM-2]
- Refining Human Capital management and strengthening the Human Capital Business Partner function [HCM-3]
- Refining the implementation of the performance management system and ensuring supporting tools are in place [HCM-4]

Organization & Information Technology

- 5. Refining the next-stage organizational structure (business- & customer-centric) [OIT-1]
- Reorganizing branch roles and functions inside and outside East Java (developing credit centers, services, priority, and institutional banking) [OIT-2]
- Accelerating digitalization efforts and IT security [OIT-3]
- 8. Protecting customers' personal data [OIT-4]
- Establishing a dedicated function or team to analyze high-potential industry sectors [OIT-5]

Governance, Risk, & Compliance

- Refining and updating policies/ guidelines [GRC-1]
- 11. Formulating Risk Assessment Criteria (RAC) that serve as a key focus for the banking industry [GRC-2]
- 12. Developing Portfolio Risk Management to optimize credit processes based on environmental, social, and governance principles [GRC-3]



Medium-Term Strategy

In the medium term of 2025-2026, the grand roadmap strategy is in the phase of Accelerating Implementation and Business Growth. In this phase, business expansion is carried out by leveraging the enhanced capabilities developed in the first year. The medium-term targets include:

- Intensifying the internalization of corporate culture and its derivative developments.
- Meeting the adequacy requirements and enhancing the competencies of business personnel.
- 3. Refining Human Capital management and strengthening the Human Capital Business Partner function.
- Refining the implementation of the performance management system and ensuring supporting tools are in place.
- Refining the advanced organizational structure and its derivative developments.
- Accelerating the digitalization of business processes and support functions.
- Refining the value proposition and competitive advantage of products and service standards for retail and MSME/ non-State Civil Apparatus consumer credit.
- 8. Intensifying the marketing and sales of retail and MSME/ non-State Civil Apparatus consumer credit products in line with sector potential and branch area segmentation.
- 9. Accelerating medium and corporate loan sales in selected sectors and target markets.
- 10. Refining the competitive advantage of products and service standards for retail/priority banking DPK.
- Accelerating the development of branchless banking (cardbased and gadget/cardless).
- 12. Developing alliances with fintech/eCommerce and ecosystem-based business with local governments, SOEs/ Regional Owned Enterprises, and communities (selected in East Java and outside East Java).
- Optimizing treasury business and foreign exchange bank licensing (increasing revenue beyond intermediation margins).
- 14. Achieving balanced and sustainable organic business growth, as well as inorganic business growth through equity participation in financial institutions or via the Bank Business Group

Short-Term Strategy

In line with the bank's policy direction and considering the latest economic developments, management has formulated the strategic focus for 2024 to achieve sustainable business growth as follows:

 Implementing the Perfect-I strategy, which focuses on strengthening the organization, improving IT policies,

- optimizing the core banking system, enhancing infrastructure management, developing innovative business applications, and improving IT system security.
- To enhance the performance of the Sharia Business Unit in accordance with OJK Regulation No. 12/POJK/2023, Bank Jatim is implementing the Dual Banking Leverage Model (DBLM) strategy.
- 3. Pursuing inorganic business growth through equity participation in financial institutions or via the Bank Business Group
- 4. Planning to issue a Sustainable Public Offering by issuing bonds.
- 5. Refining the implementation of the performance management system (enhancing KPI effectiveness).
- 6. Transforming the organizational structure, human capital (Human Capital Transformation), and digital banking.
- 7. Optimizing policy and procedure forums to ensure effective and efficient internal regulatory discussions.
- 8. Planning an office and service network, especially new branch offices, and expanding electronic networks in high-potential locations.
- Accelerating credit growth supported by the five pillars of Bank Jatim's transformation.
- 10. Increasing trade finance transactions.
- 11. Enhancing the acquisition of low-cost funds to boost CASA.
- 12. Strengthening institutional relationships with government and private sector agencies.

Marketing Aspects

Marketing Strategy

In line with Bank business development and Government programs, Bank Jatim continued to improve its marketing strategy by conducting promos. Which follows and adjusts National Day's themes, and support Government's Programs by implementing educative activities and comprehensive financial literacy to certain customers or certain groups.

As one of the Regional Development Bank which also manage The Third Paty Funding and Number of Account in a big amount, Bank Jatim also appreciates its customer by organizing price draw events in "SIKLUS and SIMPEDA" accounts.

Bank Jatim is also consistant in a sponsorship activity which collaborate with government or private institutions, do a promotion through an open space medium such as videtron and billboard which aims for building corporate image, product image, and customer awareness for the growth of Third Funding Parties and Bank Jatim's Number of Accounts.

Bank Jatim also doing collaboration with corporate institutions such as in ministry, province, and city levels in order to provide financial service for Civil Servants and non Civil Servants. Besides that, developing product and digital services as the form of Bank Jatim support toward the economic development in East Java. Those collaborations accelerate non-cash transaction activities, especially the utilization of Cash Management System (CMS) by Budget Implementation Work Unit for The State Budget, Dashboard Development Virtual Account, online Letter of Fund Disbursement Authorization

in the Government Internal Control System application. Bank Jatim has become a pioneer in the implementation of Digital Population Identity in Indonesia. The other strategy is done by enhancing mobile banking feature and corporate internet banking, especially for payment transaction. The other digitalization development is interconnected by utilizing API (Open Banking) for information and technology, increasing ecosystem energy to collaborate with banks / fintech in order to lift up collaboration amounts with the Institutional Partners.

Market Share

Bank Jatim's performance in facing competition from regional development banks (BPD SI) and the national banking industry tends to be fluctuating. Compared to the regional banking industry, Bank Jatim's key financial performance market share is positive in the loan disbursement component, while the market share for assets and third-party funds tends to decline compared to the same period in the previous year.

Table of Bank Jatim Market Share Compared to BPD SI

(in IDR Billions)

| Description | Notes | December 2024 | December 2023 | Increase/ Decrease |
|-------------------|------------------|------------------|------------------|-----------------------|
| Total Assets | BPD SI | 1,021,878 | 985,415 | 36,463 |
| | Bank Jatim | 102,074 | 103,855 | (1,781) |
| | Market Share (%) | 9.99% | 10.54% | (0.55%) |
| Third-Party Funds | BPD SI | 752,685 | 730,333 | 22,352 |
| | Bank Jatim | 77,496 | 78,197 | (701) |
| | Market Share (%) | 10.30% | 10.71% | (0.41%) |
| Total Loans | BPD SI | 645,772 | 606,680 | 39,092 |
| | Bank Jatim | 64,057 | 54,761 | 9,296 |
| | Market Share (%) | 9.03% | 9.92% | 0.89% |

Source: Indonesian Banking Statistics, Financial Services Authority (OJK), December 2024; Bank Jatim Financial Statements 2024 (processed data)

Market share analysis for Bank Jatim compared to BPD SI in December 2024 shows changes in both assets and Ioan disbursement. In 2024, the market share for assets and third-party funds were recorded at 9.99% and 10.30%, respectively. There was a decline in market share for assets and third-party funds compared to the previous period. This decline was influenced, among other factors, by a decrease in current accounts, due to changes in the operational needs of local governments and agencies, as well as intense interest rate competition with competitors.

Nevertheless, Bank Jatim succeeded in registering an increase in its loan disbursement market share by 0.89%, reaching 9.03% in 2024. This increase reflects the bank's success in strengthening its position in the credit market despite intensifying competition. Focus on targeted credit expansion, service innovation, and the utilization of digital technology have been key factors in Bank Jatim's credit growth strategy.

Diagram of Bank Jatim Market Share Compared to BPD SI December 2024

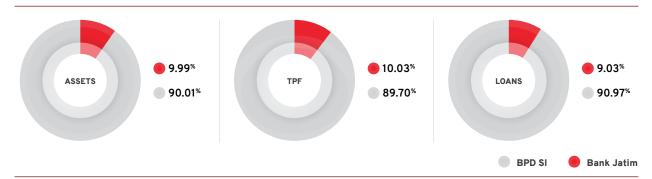


Diagram of Bank Jatim Market Share Compared to BPD SI December 2023

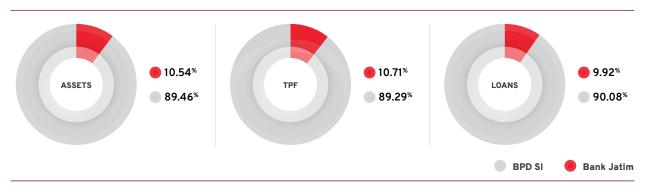


Table of Bank Jatim Market Share Compared to the Indonesian Banking Industry

(in IDR Billions)

| Description | Notes | December 2024 | December 2023 | Increase/ Decrease |
|-------------------|------------------|------------------|------------------|-----------------------|
| Total Assets | Banking Industry | 12,460,955 | 11,765,838 | 695,118 |
| | Bank Jatim | 102,074 | 103,855 | (1,781) |
| | Market Share (%) | 0.82% | 0.88% | (0.06%) |
| Third-Party Funds | Banking Industry | 8,837,242 | 8,457,929 | 379,313 |
| | Bank Jatim | 77,496 | 78,197 | (701) |
| | Market Share (%) | 0.88% | 0.92% | (0.05%) |
| Total Loans | Banking Industry | 7,827,148 | 7,090,243 | 736,904 |
| | Bank Jatim | 64,057 | 54,761 | 9,296 |
| | Market Share (%) | 0.82% | 0.77% | 0.05% |

Source: Indonesia Banking Statistics – Financial Services Authority December 2024; Bank Jatim Internal Data

A similar condition occurred in Bank Jatim's market share compared to the national banking industry. Positive performance was observed in the loan disbursement component, while the asset and third-party funds components tended to decline compared to the same period in the previous year.

In line with the BPD SI market share, Bank Jatim's market share compared to the Indonesian banking industry in December 2024 shows an increase in the loan disbursement side. The market share based on loan disbursement was recorded at 0.82% in December 2024. This increase indicates that the growth in Bank Jatim's loan disbursement performance exceeded the overall growth of the banking industry. Positive national and regional economic conditions have also supported this increase, providing a strong foundation for Bank Jatim to achieve even better performance in 2025.

On the other hand, the market share based on third-party funds experienced a slight decline of 0.05%, from 0.92% in December 2023 to 0.88% in December 2024. This decline was influenced by a drop in giro accounts due to changes in the operational needs of local governments and agencies, intense interest rate competition with competitors, and increased savings withdrawals by customers. The market share for assets also declined in line with the decrease in third-party funds, dropping by 0.06% from 0.88% in 2023 to 0.82% in 2024.

Diagram of Bank Jatim Market Share Compared to the Indonesian Banking Industry December 2024

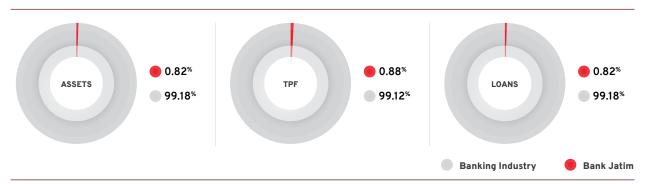
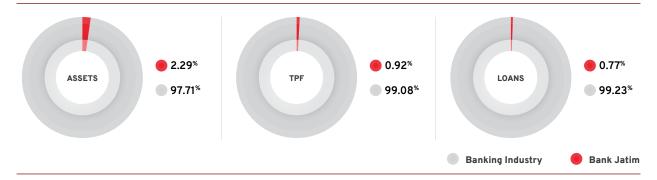


Diagram of Bank Jatim Market Share Compared to the Indonesian Banking Industry December 2023



Operation Review Per Business Segment

Operational segments of Bank Jatim are based on business segments which include conventional banking (loan, third party funds and other services) and sharia segment (sharia third party funds, sharia financing and other sharia services).

Conventional Segment

Bank Jatim conventional segment consisted of credit/loan products, third party funds/deposits and services.

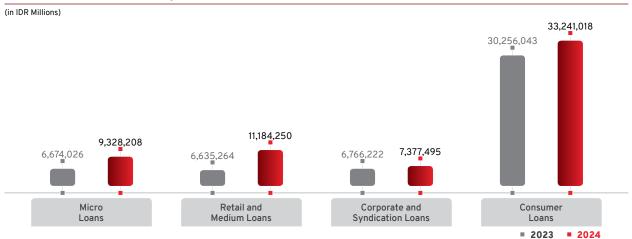
Description and Productivity of Conventional Segments

A description of the explanation and productivity of the conventional segment of Bank Jatim is presented as follows.

Loan

Bank Jatim's loan consists of Micro Loan, Retail and Medium Loan, Corporate and Syndication Loan, and Consumer Loan. Explanations of each loan product have been presented in the Profile section of the Product and Services Sub-Chapter in this Annual Report.

Chart of Loan Productivity



MICRO LOANS

Bank Jatim's Micro Loans is a credit given to small enterprneur to fund productive business needs either for investment or working capital needs with maximum plafond is 500 million rupiahs.

Productivity of Micro Credit is explained below:

Table of Micro Loans Productivity

(in IDR Millions)

| Description | 0004 | 2000 | Growth | |
|--|-----------|-----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Financial Technology Loan (Amartha) | 215,085 | 687,209 | (472,124) | (68.70%) |
| Bank Jatim Micro Loan | 3,388,113 | 2,021,999 | 1,366,114 | 67.56% |
| Restructuring Loan | 95,000 | 77,846 | 17,155 | 22.04% |
| SiUMI Loan (Micro Small Cycle) | 11,067 | 29,506 | (18,439) | (62.49%) |
| Micro Business Loan | 5,606,265 | 3,854,756 | 1,751,509 | 45.44% |
| KUMK SU-005/Government Investment Credit | 784 | 951 | (167) | (17.56%) |
| Cattle Breeding Business Loan | 0 | 641 | (641) | (100.00%) |
| Laguna Loan | 68 | 118 | (50) | (42.37%) |
| Warehouse Receipt Subsidy | 9,900 | 1,000 | 8,900 | 890.00% |
| Non-Personal Productive CCC | 863 | 0 | 863 | 100.00% |
| Dagulir Executing | 65,337 | 0 | 65,337 | 100.00% |
| Total Micro Loans Distribution | 9,328,208 | 6,674,026 | 2,654,182 | 39.77% |

Total micro loan distribution in 2024 amounted to IDR9.33 trillion, an increase of 39.77% compared to IDR7.29 trillion in 2023. This increase was primarily driven by the growth in Micro Business Loan of IDR1.75 trillion, Bank Jatim Micro Loan of IDR1.36 trillion, and Dagulir Executing Loan of IDR65.3 billion.

The skim growth of People's Business Credit and Micro Jatim is influenced by internal and external factors. Internal factors consist of application development of micro credit processing, quality account officer upgrade, performance monitoring and evaluation, reward and punishment based on performance, micro product segment completion and refocusing target market. Meanwhile, external factors are related to the condition of Micro, Small, and Medium Enterprises, off take collaboration, synergy with government institution, distribution to micro enterprise cluster.

Tabel of Total NoA Micro Loans

(in NoA)

| Description | 2024 | 0000 | Growth | | |
|--|---------|---------|---------------|---------------|--|
| | 2024 | 2023 | NoA | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Financial Technology Loan (Amartha) | 115,446 | 195,085 | (79,639) | (40.82%) | |
| Bank Jatim Micro Loan | 26,678 | 17,943 | 8,735 | 48.68% | |
| Restructuring Loan | 518 | 423 | 95 | 22.46% | |
| SiUMI Loan (Micro Small Cycle) | 234 | 542 | (308) | (56.83%) | |
| Micro Business Loan | 57,172 | 39,293 | 17,879 | 45.50% | |
| KUMK SU-005/Government Investment Credit | 3 | 5 | (2) | (40.00%) | |
| Cattle Breeding Business Loan | - | 2 | (2) | (100.00%) | |
| Laguna Loan | 7 | 11 | (4) | (36.36%) | |
| Warehouse Receipt Subsidy | 20 | 2 | 18 | 900.00% | |
| Total NoA Micro Loans | 200,381 | 253,306 | (52,925) | (20.89%) | |

Total micro loan accounts in 2024 amounted to 200,381, a decrease of 20.89% compared to 253,306 in 2023. This decline was primarily due to a reduction of 79,639 accounts in Financial Technology (Amartha) Loans as a result of stopping lending for the Financial Technology (Amartha) Loan product.

Graph of Micro Loan Distribution

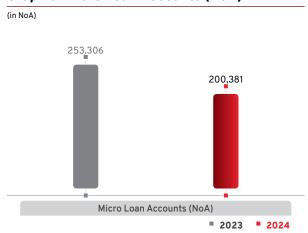


Micro Loans Strategy in 2024

The description of the Micro Loans strategy implemented in 2024 is as follows:

- 1. Optimalization of People's Business Credit
- 2. Optimalization Fintech collaboration
- 3. Reward for account officer
- 4. Digitalize the credit process
- 5. Weekeng banking
- 6. Reward referral

Graph of Micro Loan Accounts (NoA)



Micro Loans Competitive Advantage and Innovation

Competitive Advantage and Innovation Micro Loans are as follows:

- 1. Fast process
- 2. Easy requirements
- 3. Competitive interest rate
- 4. Paperless
- 5. Digitalization of the credit process

Micro Loans Business Prospect 2025

Based on data from the East Java Department of Cooperatives and MSMEs, there are currently about 9 million MSMEs in East Java. Bank Jatim's market share for micro-segment MSME financing is only around 0.7%, which corresponds to approximately 69,743 debtors financed with micro loans. Consequently, the future outlook for Bank Jatim's micro loan business appears promising.

Micro Loans Strategy in 2025

Description of the Micro Loans strategy that will be implemented in 2025 is presented as follows:

- 1. Diversification of target market
- 2. Optimalization of People's Business Credit distribution
- 3. Digitalization of credit process
- Collaboration with off taker in agriculture sector, fisheries, and livestock
- 5. Synergy with government institution
- 6. Referral rewards

RETAIL AND MEDIUM LOANS

Bank Jatim's Retail and Medium Loans are productive loans with a credit limit of over IDR500 million up to IDR25 billion for the Retail Segment and over IDR25 billion up to IDR50 billion for the Medium Segment. These loans are managed by the Retail and Medium Loans Division.

Retail and Medium Loan Productivity is presented as follows.

Table of Retail and Medium Loan Productivity

(in IDR Millions)

| Description | 2024 | 2023 | Growth | | |
|---|------------|-----------|---------------|---------------|--|
| Description | 2024 | 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Retail Segment | 10,931,531 | 6,305,177 | 4,626,354 | 73.37% | |
| Medium Segment | 252,719 | 330,087 | (77,368) | (23.44%) | |
| Total Retail and Medium Loan Distribution | 11,184,250 | 6,635,264 | 4,548,986 | 68.56% | |

Total retail and medium loan distribution in 2024 amounted to IDR11.18 trillion, an increase of 68.56% compared to IDR6.64 trillion in the previous year. This increase was primarily driven by the growth in retail loan distribution of 73.37%, or IDR4.62 trillion.

Retail Segment Loans in 2024 amounted to IDR10.93 trillion, an increase of 73.37% compared to the cut-off segmentation in 2023 of IDR6.30 trillion.

Medium Segment Loans in 2024 amounted to IDR252.71 billion, a decrease of 23.44% compared to the cut-off segmentation in 2023 of IDR330.08 billion. One of the factors contributing to the decline was the decrease in Cooperative Credit to Members (KKPA), which fell by IDR69.5 billion compared to the previous year.

Table of Number of Retail and Medium Loan Accounts

(in NoA)

| Description | 2024 | 2023 | Growth | | |
|-------------------------------|--------|--------|---------------|---------------|--|
| Description | 2024 | 2023 | NoA | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Retail Segment | 22,881 | 13,483 | 9,398 | 69.70% | |
| Medium Segment | 887 | 3,719 | (2,832) | (76.15%) | |
| Total Retail and Medium Loans | 23,768 | 17,202 | 6,566 | 38.17% | |

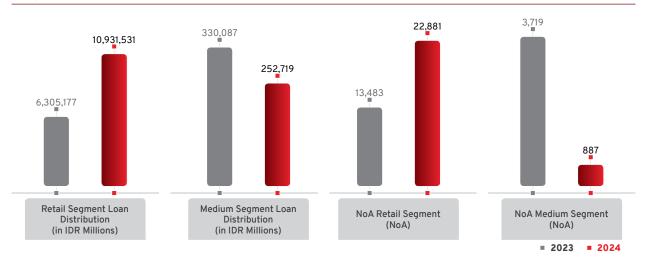
Total number of retail and medium loans in 2024 was 23,768, an increase of 38.17% compared to 17,202 in 2023. This increase was primarily driven by the growth in retail segment accounts of 69.70%, or 9,398 accounts.

The number of retail segment loans in 2024 was 22,881, an increase of 69.70% compared to 13,483 in 2023. This increase was due to the realization of Bank Jatim Retail Current Account Loans amounting to 2,190 accounts, an increase of 311.65%

from the previous year's acquisition of Bank Jatim Retail Current Account Loans.

The number of medium segment loans in 2024 was 887, a decrease of 76.15% compared to 3,719 in 2023. One of the factors contributing to the decline was the decrease in the number of accounts (NoA) for Cooperative Credit to Members (KKPA), which dropped by 2,695 compared to the previous year.

Graph of Retail and Medium Loan Distribution and NoA



Retail and Medium Loan Strategy 2024

The strategies for Retail and Medium Loans in 2024 are as follows:

- 1. Entering into cooperation agreements with sugar factories, both state-owned and private.
- 2. Entering into cooperation agreements with associations of MSME operators in East Java.
- 3. Collaborating with Ministries, Regional Governments, and other agencies to hold MSME product exhibitions.
- Collaborating with Ministries, Regional Governments, and other agencies to conduct training and financial literacy for MSMFs
- Collaborating with Ministries, Regional Governments, and other agencies to organize business matching activities for MSME products.
- 6. Involving MSMEs in the Trade Mission Program of the East Java Provincial Government.
- 7. Creating an MSME Award program.
- 8. Developing company branding using MSME products.
- 9. Holding gatherings with Housing/Developer Associations.
- 10. Holding gatherings with other business associations.
- 11. Evaluating loan disbursement performance.
- 12. Promoting the online loan application (Jconnect E-Loan).
- 13. Promoting loan products through MSME exhibitions.

- 14. Promoting loan products through Bank social media.
- 15. Conducting training on loan marketing, loan analysis, and loan monitoring.
- 16. Conducting training on the use of the loan application.
- 17. Conducting training on trade finance.
- 18. Conducting training on legal aspects of lending.
- 19. Evaluating pricing (rates and tariffs).
- 20. Evaluating the Loan SOP.
- 21. Evaluating the E-Loan credit analysis application

Competitive Advantage and Innovation of Retail and Medium Credit

The competitive advantages and innovations of Retail and Medium Credit are as follows:

- For credit schemes to cooperatives for their members (KKPA) the credit period can be up to 15 years.
- For BPR linkage schemes the credit period can be up to 15 years.
- 3. Acceleration of the credit process through application development.
- 4. Competitive interest rates with competitor banks.
- Credit installment schemes can be adjusted to the needs of the debtor.

Retail Loan Business Prospects 2025

The Retail Credit Division in 2025 will focus on maximizing the potential of all credit schemes in the Retail Segment. This includes financing for contractors through the Contractor Credit Scheme, particularly for projects funded by APBD/APBN. At the same time, lending to MSMEs will not be overlooked, with Bank Jatim Retail Loans offered through both the Installment and Current Account schemes.

Retail Loan Strategy 2025

The strategy for Retail Loans to be implemented in 2025 is presented as follows:

- Entering into cooperation agreements with sugar plantation companies, both state-owned and private.
- Entering into cooperation agreements with associations of MSME operators in East Java.
- Entering into cooperation agreements with Developer Associations.
- 4. In collaboration with Ministries, Regional Governments, and other agencies, holding MSME product exhibitions.
- In collaboration with Ministries, Regional Governments, and other agencies, conducting training and financial literacy sessions for MSMEs.

- In collaboration with Ministries, Regional Governments, and other agencies, organizing business matching activities for MSME products.
- 7. Including MSMEs in the Trade Mission Program of the East Java Provincial Government.
- 8. Holding gatherings with Housing/Developer Associations.
- 9. Holding gatherings with other business associations.
- 10. Evaluating loan disbursement performance.
- 11. Conducting training on credit marketing, credit analysis, and credit monitoring.
- 12. Conducting training on using the loan application.
- 13. Conducting training on trade finance.
- 14. Conducting training on the legal aspects of lending.
- 15. Conducting training on the preparation of financial reports.
- Conducting training on risk management (credit risk mitigation).
- 17. Conducting training on procurement of goods and services for government.
- 18. Evaluating pricing (rates and tariffs).
- 19. Evaluating the loan SOP.
- 20. Evaluating the E-Loan credit analysis application.

CORPORATE AND SYNDICATION LOANS

Bank Jatim Corporate Loans are productive loans with a credit limit of over IDR50 billion for the Corporate Segment. These loans are managed by the Corporate and Syndication Credit Division.

Productivity of Corporate and Syndication Loans is presented as follows.

Table of Productivity of Corporate and Syndication Loans

(in IDR Millions)

| Description | 2024 | 2023 | Growth | | |
|-----------------------------------|-----------|-----------|---------------|---------------|--|
| | | 2025 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Corporate and Syndication Segment | 7,377,495 | 6,766,222 | 568,427 | 8.35% | |

Total distribution of Corporate Loans in 2024 amounted to IDR7.38 trillion, an increase of 8.35% compared to IDR6.76 trillion in 2023. This was driven by growth in general investment and syndication loan distribution.

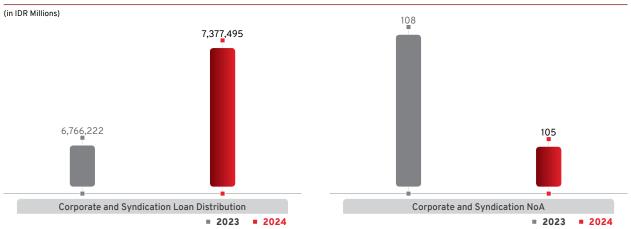
Table of NoA of Corporate and Syndication Loans

(in NoA)

| Description | 2024 | 2023 | Growth | |
|-----------------------------------|------|------|---------------|---------------|
| | | | NoA | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Corporate and Syndication Segment | 105 | 108 | (3) | (2.78%) |

Total number of Corporate and Syndication Loans in 2024 was 105 NoA, a decrease of 2.78% compared to 108 NoA in 2023. This decline was caused by several loan accounts for KKPA being repaid.

Graph of NoA and Corporate and Syndication Loan Distribution



Corporate and Syndication Loan Strategy 2024

The strategy executed by the Commercial, Corporate, and Syndication Loan Division in 2024 is presented as follows:

- 1. Building an organized and visualized sales pipeline.
- 2. Providing stimulus for credit restructuring and credit monitoring.
- Collaborating with other banks to provide Syndication financing for government projects as well as prospective private enterprises.
- 4. Participating in green financing (environmentally friendly based)
- Enhancing the prospect of the Number of Accounts (NoA) in potential sectors by:
 - Mapping potential sectors based on sector characteristics where there is potential and smooth cash flow.
 - b. Approaching debtors to join debtor business associations and obtaining a list of prospective debtors.
 - c. Making proposals to SOEs/BUMD and private companies.
- Conducting socialization on the updated SOP of the Corporate & Syndicated Loans Division and organizing training sessions to improve the skills of personnel in the field.

Competitive Advantage and Innovation in Corporate and Syndication Loans

Corporate & Syndicated Loans Division has established the following partnerships:

- Collaborating with companies related to receivables financing using a Supply Chain Finance (SCF) mechanism for vendors or suppliers.
- 2. Partnering with other financial institutions to provide credit facilities to companies in the export commodities sector.

Corporate Business Prospect 2025

In 2025, the Corporate and Syndication Loans Division will focus on prospecting among state-owned enterprises (BUMN), local governments (PEMDA), BLUD, and private companies within Bank Jatim's working area, leveraging a pipeline built through both bilateral and syndication financing channels.

Corporate Strategy 2025

The strategy for 2025, as formulated by the Corporate and Syndication Loans Division, is outlined as follows:

- 1. Building an organized and visualized sales pipeline.
- Providing stimulus for credit restructuring and credit monitoring.
- 3. Collaborating with other banks to provide syndication financing for government projects as well as prospective private enterprises.
- Participating in green financing (environmentally friendly based).
- 5. Enhancing the prospect of the Number of Accounts (NoA) in potential sectors by:
 - Mapping potential sectors based on sector characteristics where potential and smooth cash flow over the content of the co
 - Approaching debtors to join debtor business associations and obtaining a list of prospective debtors.
- Making proposals to SOEs, local governments, BLUD, and private companies.

CONSUMER LOANS

Consumer Loans consisted of Multipurpose Loans, Employee Loans, Cash Collateral Credit (CCC), Motor Vehicle Loans, Property Loans and Gold Backed Loans. A description of each Consumer Loan product is presented in the Profiles section of the Products and Services Sub-Chapter in this Annual Report.

Consumer Loan Productivity is described as follows:

Table of Consumer Loan Productivity

(in IDR Millions)

| Description | 2024 | 2023 | Growth | |
|---|------------|------------|---------------|---------------|
| | | | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Multiguna Loan | 28,132,911 | 25,193,188 | 2,939,723 | 11.67% |
| Employee Loan | 1,946,391 | 2,023,504 | (71,113) | (3.51%) |
| Deposit Credit (Cash Collateral Credit) | 78,613 | 773,812 | (695,199) | (89.84%) |
| Motor Vehicle Loan | 711,530 | 330,692 | 380,838 | 115.16% |
| Gold Collateral Loan | 10,744 | 6,828 | 3,916 | 57.35% |
| Property Loan | 2,487,932 | 1,928,019 | 559,913 | 29.04% |
| Total Consumer Loan Distribution | 33,368,121 | 30,256,043 | 3,112,078 | 10.29% |

Total Consumer Loan in 2024 reached IDR33.37 trillion, an increase of 10.29% compared to 2023 which was IDR30.26 trillion. The increase mainly came from the growth of Multiguna Loan by 11.67% or IDR2.94 trillion. When viewed from the

percentage of growth, motor vehicle loan recorded the highest growth at 115.16% while Cash Collateral Loan decreased by 89.84% and Employee Loan also decreased by 3.51%.

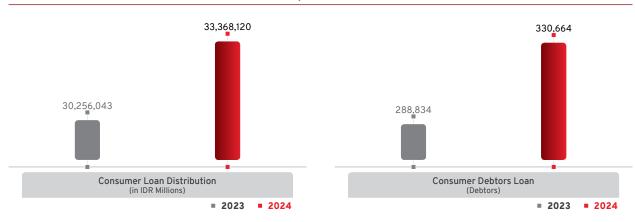
Table of Number of Loan Debtors Consumer

(in Debtors)

| Description | 2024 | 2023 | Growth | |
|---|---------|---------|---------------|---------------|
| | | | Debtors | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Multiguna Loan | 308,567 | 269,038 | 39,529 | 12.81% |
| Employee Loan | 7,283 | 6,931 | 352 | 4.83% |
| Deposit Credit (Cash Collateral Credit) | 513 | 1,166 | (653) | -127.29% |
| Motor Vehicle Loan | 4,522 | 2,784 | 1,738 | 38.43% |
| Gold Collateral Loan | 212 | 202 | 10 | 4.72% |
| Property Loan | 9,567 | 8,713 | 854 | 8.93% |
| Total Consumer Loan Debtors | 330,664 | 288,834 | 41,830 | 12.65% |

In line with the nominal growth of Consumer Loan, the number of Bank Jatim Consumer Loan debtors in 2024 was recorded at 330,664 debtors, an increase of 41,830 debtors or 12.65% compared to 2023 which was 288,834 debtors. The increase in the number of debtors mainly came from the growth of debtors from Multiguna Loan which was 39,529 debtors.

Consumer Loan Distribution and Debtors Graph



The description of each Consumer Credit and Property productivity is outlined below:

Multiguna Loan

Multiguna Loan in 2024 amounted to IDR28.133 trillion, an increase of IDR2.94 trillion or 10.45% compared to 2023 of IDR25.19 billion. The number of Multiguna Loan debtors increased by debtors or 12.81% from 269,038 debtors in 2023 to 308,567 debtors in 2024

Employee Loan

Employee Loan in 2024 amounted to IDR1.946 trillion, a decrease of IDR77 billion or 3.96% compared to 2023 of IDR2.023 trillion. The decrease in outstanding was due to the absence of interest rate reduction stimulus since 2020, considering that the scheme is in kind in the form of employee facilities that tend not to be profit-oriented. The number of Employee Loan debtors increased by 352 debtors or 4.83% from 6,931 debtors in 2023 to 7,283 debtors in 2024.

Deposit Credit (Cash Collateral Credit)

Cash collateral credit in 2024 amounted to IDR78.61 billion, a decrease of IDR695.19 billion or 884.33% compared to 2023 of IDR773.81 billion. The number of cash collateral credit debtors decreased by 653 debtors or 127.29% from 1,166 debtors in 2023 to 513 debtors in 2024.

Motor Vehicle Loan

Motor Vehicle Loan in 2024 amounted to IDR711.53 billion, an increase of IDR380.63 billion or 53.52% compared to IDR330.69 billion in 2023. The number of Motor Vehicle Loan debtors increased by 1,738 debtors or 38.43% from 2,784 debtors in 2023 to 4,522 debtors in 2024.

Gold Collateral Loan

Gold Collateral Loan in 2024 amounted to IDR10.74 billion, an increase of IDR3.92 billion or 36.45% compared to IDR6.83 billion in 2023. The number of Gold Collateral Loan debtors increased by 10 debtors or 4.72% from 202 debtors in 2023 to 212 debtors in 2024. The scheme can *de jure* be implemented in all Bank Jatim work areas, but in fact, the scheme only has 2 (two) market share areas in the Kangean and Bawean branches. This has an impact on the decline in outstanding Gold Collateral Loan.

Property Loan

Property Loan in 2024 amounted to IDR2.49 trillion, an increase of IDR559.91 billion or 22.51% compared to 2023 of IDR1.93 trillion. The number of Property Loan debtors increased by 854 debtors or 8.93% from 8,713 debtors in 2023 to 9,567 debtors in 2024.

Consumer Loan Strategy 2024

The description of the Consumer Loan strategy for 2024 is as follows:

- Focus on expansion to selected Regional Government Organizations (OPD).
- Optimization of Internal Database using Pipeline Management application.
- 3. Digitalization (E-Kmg V2 and paylater).
- 4. AO Incentive Program for Multiguna Loan realization.
- Internal (employee) and external (general public) Multiguna Loan Referral Reward Program.
- 6. Multiguna Loan Marketing Executive Program.
- Development of KKPD phase 2 (two) to maximize transactions and Regional Government spending budget.
- 8. Multiguna Loan Umrah Lottery Program Phase-1.

Meanwhile, to maximize profits from property investment in 2024, several strategies that can be implemented include:

- 1. Property loan interest rate promotion.
- 2. Cashback on property loan provision fees.
- 3. Gathering of developers and property agents.
- 4. October stimulus program Multiple benefits (OKB) installment subsidies.
- Collaboration with developers and property agents and developer associations.
- 6. Rewards for property loan account officers.
- 7. Exhibition and Expo Semarak Lelang.

Competitive Advantage and Innovation in Consumer Loan

The competitive advantages and innovations of Consumer Loan are as follows:

- 1. For the multiguna loan scheme, debtors are given a reward program to perform the Umrah pilgrimage.
- 2. For the multiguna scheme, it also provides referral rewards for internal banks (employees) and external (bank customers) to increase the growth of multiguna loan.
- Various rewards for prospective debtors ranging from cashback on provision fees, installment subsidies and interest rate promos.
- 4. Providing stimulus to improve account officer performance with various rewards given in order to increase consumer loan growth.
- Acceleration of the loan process through application development.
- 6. Competitive interest rates with competitor banks.

Consumer Loan Business Prospects in 2025

In 2025, the focus will be to maximize expansion to selected Regional Apparatus Organizations (OPD) that still have great potential, such as the Education Office, Health Office, Regional Civil Service Agency, Hospitals, State Universities (PTN) and Private Universities (PTS). The Consumer Loan Division will also focus on developing digital products to accelerate business processes and accommodate the needs of flexible payments from the community and the shift in the trend of using quick pay from credit cards to pay later.

In addition, the business prospects for property loan in 2025 look very promising with several factors supporting the growth of this sector. Stable economic growth and increasing purchasing power are the main pillars for the property sector, because increasing incomes in line with economic growth drive purchasing power, especially for primary needs such as housing. Several property market trends that are predicted to dominate in 2025 include:

- Stable economic growth and increasing purchasing power are the main pillars for the property sector, because increasing income in line with economic growth drives purchasing power, especially for primary needs such as housing.
- The increasing demand for housing, especially in urban areas, is one of the main drivers of the high demand for residential property.
- Rapid infrastructure development, such as toll roads, high-speed trains, and mass transportation, will increase property values in the surrounding area.
- Digitalization and technology will be one of the main pillars that change the way people search for, buy, and manage property.
- The focus on sustainability and environmentally friendly housing will be increasingly in demand, along with the increasing public awareness of its importance.

Consumer Loan Strategy 2025

Consumer Loan Strategies to be implemented in 2025 include the following:

- Focus on expansion to selected Regional Government Organizations (OPD).
- 2. Optimization of internal database using pipeline management application.
- 3. Digitalization (E-Kmg V2 and paylater).
- 4. Cooperation between PTN/PTS (KMG Education).
- 5. Multiguna loan referral reward incentive program.
- 6. Optimization of pension and pre-retirement segments by using fronting agent services.
- 7. Development of KKPD phase 2 (two) to maximize transactions and budget of Regional Government spending.
- 8. KKB Expo all branches with marketing method of opening stands in strategic places such as Health Office, Education Office, markets and exhibition places in each city.
- Maximizing profits from property investment in 2025 including through:
 - In-depth market research to understand market dynamics and current trends.
 - b. Selection of strategic locations with good growth prospects and high accessibility.
 - c. Portfolio diversification to spread investment across various types of properties and locations.
 - d. Paying attention to sustainability aspects for investment in environmentally friendly and sustainable properties.
 - Several programs that have been prepared by the Consumer Loan Division to maximize the performance of Property Loan in 2025 are described in the following table

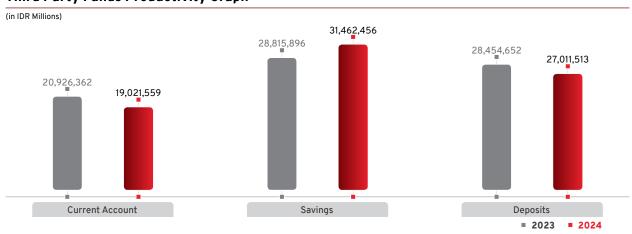
Table of Consumer Loan Division Program in Maximizing Property Loan Performance in 2025

| No | Activity/Program Name | Purpose |
|----|--|---|
| 1 | Property World Cooperation (PKS) | Building an environmental ecosystem for property |
| 2 | Gathering, monitoring and evaluation with all branches and partners in each branch area | Optimizing property loan achievement. |
| 3 | External marketing recruitment program for referrals. | Increasing property loan realization by utilizing freelance marketing as referrals. |
| 4 | Implementation of E-KPR (including scoring credit). | Improving services, developing banking technology and improving business processes |
| 5 | Initiating KPR and KKBP promotional programs as follows: a. Cashback by Provisi b. Buy a house with home furnishings as a prize c. Interest rates promotion d. Promotions for takeover debtors | Targeting prospective debtors and KPR and KKBP enthusiasts for the addition of new NOA and outstanding property loans. |
| 6 | Adding insurance partners and evaluating insurance that has collaborated. | a. Reducing insurance costs that are too high. b. Evaluating the provisions in the Developer PKS so that they become more competitive for prospective debtors. |
| 7 | Proposed new programs/products: a. Extra Benefits KPR b. Instant Approval for Bonafide Developers and Priority Customers | Promotions for loyal debtor segments and priority debtors based on tiering. |
| 8 | Addition/change to SOPs related to property products. | To increase the selling power of property loan products |
| 9 | Referral reward program according to SOP and ALCO guidelines. | To increase customer lifetime value and customer retention by offering or recommending property loan products to others. |

Third Party Funds

Bank Jatim's conventional segment third party funds consist of current accounts, savings and deposits.

Third Party Funds Productivity Graph



CURRENT ACCOUNT

Giro or current account is a deposit that can be withdrawn at any time by using check/transfer form and other payment order facilities, or by way of transfer. Bank Jatim's current account is online at all of its branches so that withdrawals and deposits can be made at all branches while Bank Jatim's check/ transfer form can be cleared anywhere (Intercity Clearing); Bank Jatim Current Account could also be opened in Rupiah and foreign currency (EUR, JPY, SGD, USD, AUD, HKD, and CNY). Bank Jatim Current Account was available for the public (individuals and companies), as well as for local governments.

Bank Jatim's Current Accounts Productivity is described as follows:

Table of Current Accounts Productivity

(in IDR Millions)

| Description. | 2024 | 2023 | Growth | |
|-----------------------------------|------------|------------|---------------|---------------|
| Description | | | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Local Government Current Accounts | 13,936,739 | 14,804,571 | (867,832) | (5.86%) |
| General Current Accounts | 4,999,722 | 5,945,579 | (945,857) | (15.91%) |
| Total | 18,936,461 | 20,750,151 | (1,813,690) | (8.74%) |

Current Accounts in 2024 reached IDR18.93 trillion, down by 8.74% compared to 2023 which reached IDR20.75 trillion. The decrease mainly came from General Current Accounts of 15.91% or IDR945.86 billion and Regional Government Current Accounts of 5.86% or IDR867.83 billion.

SAVINGS

Bank Jatim savings consisted of Simpeda Savings, Hajj Savings, Siklus Savings, TabunganKu (My Saving), Student Savings (SIMPEL), Smart Savings (SiPandai) Siklus Nelayan (Sinyal).

Bank Jatim Savings productivity is described as follows:

Table of Savings Productivity

(in IDR Millions)

| Description | 2024 | 2023 | Growth | |
|------------------|------------|------------|---------------|---------------|
| Description | | | IDR | % |
| (1) | | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Simpeda | 17,141,838 | 16,534,451 | 607,387 | 3.67% |
| Siklus | 4,595,056 | 3,914,574 | 680,483 | 17.38% |
| Siklus Prioritas | 3,892,196 | 3,206,809 | 685,387 | 21.37% |
| Hajj Savings | 15,596 | 17,161 | (1,565) | (9.12%) |
| Tabunganku | 4,716,114 | 4,240,336 | 475,778 | 11.22% |
| Simpel Savings | 128,964 | 102,555 | 26,409 | 25.75% |
| Sinyal Savings | 390 | 414 | (23) | (5.62%) |
| Total | 30,490,156 | 28,016,300 | 2,473,856 | 8.83% |

Total Savings in 2024 reached IDR30.49 trillion, an increase of 8.83% compared to 2023 which reached IDR2 8.02 trillion. The increase mainly came from the increase in growth of Siklus Prioritas Savings which reached IDR685.39 billion.

The description of savings performance is presented as follows:

Simpeda

In 2024, the amount of Simpeda Savings is IDR17.14 trillion, an increase of IDR607.39 billion or 3.67% compared to 2023 of IDR16.53 trillion. This is in line with the increase in the number of Simpeda Savings customers, which also increased by 4.45% due to the growth of financial literacy in the regions.

Siklus

The amount of funds collected from the Siklus Savings in 2024 amounted to IDR4.59 trillion, an increase of IDR680.48 billion or 17.38% compared to 2023 of IDR3.91 trillion. This is in line with the increase in the number of Siklus Savings customers, which also increased by 23% due to Bank Jatim's collaboration with the Regional Government for the distribution of Social Assistance funds

and the implementation of the DPK promo program using the Siklus Savings product.

Siklus Prioritas

The amount of funds collected from Siklus Prioritas Savings in 2024 amounted to IDR3.89 trillion, an increase of IDR685.39 billion or 21.37% compared to 2023 of IDR3.21 trillion. This is in line with the increase in the number of Siklus Prioritas Savings customers, which also increased by 20.87% due to the implementation of the DPK Promo Program using Siklus Prioritas Savings Products.

Hajj Savings

The amount of Hajj Savings in 2024 is IDR15.59 billion, down by IDR1.56 billion or 9.12 compared to 2023 which was IDR17.16 billion.

Tabunganku

The amount of funds raised from TabunganKu products in 2024 is IDR4.72 trillion, an increase of IDR475.78 billion or 11.22% compared to 2023 of IDR4.24 trillion. The

increase is in line with the number of TabunganKu product customers due to the large number of financially literate enthusiasts in schools.

Simpanan Pelajar (Simpel)

The amount of Student Savings (SIMPEL) in 2024 is IDR128.96 billion, an increase of IDR26.41 billion or 25.75% compared to 2023 of IDR102.55 billion. This is in line with the increase in the number of Student Savings (Simpel) customers due to the increase in promotional programs in the student environment.

Simpanan Nelayan (Sinyal)

The amount of Nelayan Savings (Sinyal) in 2024 is IDR390 million, down by IDR23 million or 5.62% compared to 2023 of IDR414 million. This is in line with the decrease in the number of Sinyal Savings customers considering that the population of fishermen is smaller and people are more interested in Simpeda Savings due to the existence of prize and draws promo.

DEPOSITS

Time deposits are the best choice for individuals and companies who want to invest their funds in a safe and reliable place. Funds are guaranteed by the Government through the Deposit Insurance Corporation (LPS) with certain conditions. Time Deposits can be opened in Indonesia Rupiah and Foreign Currency (USD and SGD).

Bank Jatim Deposits productivity is described as follows:

Table of Deposits Productivity

(in IDR Millions)

| Description | 2024 | 2023 | Growth | |
|-------------|------------|------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Deposits | 27,011,513 | 28,454,652 | (1,443,139) | (5.07%) |

Bank Jatim deposits can be used as collateral for loan with competitive interest rates and can be negotiated. Deposits in 2024 reached IDR27.01 trillion, down 5.07% compared to 2023 which reached IDR28.45 trillion. This is in line with the absorption of PEMDA funds for payment of Regional Government projects.

Third Party Fund Strategy in 2024

The description of the strategy for increasing third party funds carried out in 2024 is as follows:

- 1. Distribution of Assistance Programs with Non-Cash
- Implementating a joint commitment between the Governor of East Java, OJK, and the Education Office in East Java in order to open savings accounts for every student in East Java (KEJAR).
- 3. Implementing literacy and financial inclusion activities in collaboration with OJK and local governments targeting areas with the lowest student account ownership.
- Optimizing QRIS Implementation through the 0% MDR Promo program, QRIS merchant branding, transaction promos at QRIS merchants, QRIS merchant acquisition events, and sponsorship events.
- Thematic DPK Promo Programs for priority and nonpriority customers include Sincia, Kareem, Customer Get Customer, Top Up Merdeka, Cashpro, Kasih Angpao, Ketupat Lebaran, Jagoann Seri 1, Setia, Jagoann Seri 2, Yes Top Up, Yes Fresh Fund, and Simata.
- 6. The Simpeda Savings Lottery Program which is held nationally 2 times and regionally 1 time.
- 7. Participation in Financial Inclusion Month activities organized by OJK.
- 8. Events sponsorship participation in Bank Jatim's work area.

- Product and service promotion through social media, outdoor media, and collaboration with influencers in East Java.
- Optimization of support to branches by actively participating in accelerating the deposit negotiation application process.
- Branch assistance in approaching corporate customers to explore the potential for fund placement by company management.
- 12. Branch assistance in approaching corporate customers.
- Promotional programs for Corporate Current Account (Go-Speed).
- 14. Optimization of institutional customer cooperation on funding cooperation opportunities such as payment of membership fees, claim payments, distribution of TNI/Polri and ASN pension salaries.
- Gathering with prospective customers in the private sector with the East Java CEO community.

Competitive Advantage and Innovation of Third Party Funds

- Financial education and literacy services in the field of education in East Java.
- Transaction promotional program at Bank Jatim QRIS merchants.
- 3. Real-time QRIS transaction fund settlement services.
- Providing added value to customers in the form of lottery programs and cashback promotions to all types of customers.
- Increasing bonding between customers and Bank Jatim so that it will form a heart-to-heart service to customers.
- 6. Collaboration with branches in the approach to closing and maintaining corporate customers.

Business Prospect of Third-Party Funds for 2025

The business prospect of third party funds is as follows:

- Thematic DPK promotional program for both priority and non-priority segment customers.
- 2. KEJAR (One Student One Account Program.
- Optimization of QRIS implementation to increase the number of merchants and merchant transactions.
- 4. Savings Lottery Program.
- Establishment of new partnerships and maintaining existing relationships with retail and individual customers.
- Promotional Program for Special Current Account (Go-Speed).
- Optimization of existing corporate customer potential by expanding coverage from upstream to downstream within the customer ecosystem.

Third-Party Fund Strategies for 2025

The strategies of third party funds to be implemented in 2025 are as follows:

 Collaborating with the East Java Provincial Government for the Distribution of Aid Programs through a Non-Cash System.

- Implementing a joint commitment between the Governor of East Java, OJK, and the Education Department of East Java to open a savings account for every student in East Java (KEJAR).
- Conducting Simpel Day activities and promoting financial literacy and inclusion in collaboration with OJK and governments from local areas with the lowest student account ownership.
- 4. Participating in Financial Inclusion Month activities organized by OJK.
- 5. Expanding Financial Services Cooperation in the retail and individual segments through QRIS.
- Enhancing Bank Jatim's QRIS features, including QRIS Crossborder, *Tuntas*, and CPM.
- Optimizing QRIS implementation through initiatives such as the 0% MDR Promo Program for selective merchants, QRIS branding merchant, transaction promotions, merchant acquisition events, and sponsorships.
- 8. Executing a thematic DPK Promotional Program for both priority and non-priority customers.
- Participating in sponsorships for events within Bank Jatim's operational areas.
- 10. Implementing a Bank Jatim branding program in collaboration with local governments.
- 11. Hosting customer gatherings to strengthen relationships and foster a heart-to-heart service approach.
- 12. Organizing the Simpeda Savings Lottery Program, held nationally twice and regionally once per year.
- 13. Promoting products and services through social media, radio, outdoor media, and collaborations with influencers in the East Java region.
- 14. Optimizing support for branches by actively accelerating the process of submitting negotiated deposit applications.
- 15. Assisting branches in engaging corporate customers to explore potential fund placements by company management.
- Introducing new savings products with special features tailored to customer needs, including Business Savings and Term Savings.
- Engaging with potential communities, associations, and markets to explore DPK opportunities, particularly in the corporate sector.
- 18. Expanding financial services through collaborations with various ministries and departments at both the provincial and district/city levels, reinforcing Bank Jatim's support for East Java's economic development.
- Collaborating with Business and Non-Business Divisions, as well as branches, to map potential corporate customers.
- 20. Developing and utilizing payment ecosystems on Bank Jatim's partner e-commerce platforms, including Kompas Gramedia Group, Blibli.com, and JatimBejo.

- 21. Developing a web-based Regional Finance Electronification system to enhance monitoring efforts for all regional agencies, particularly Bank Jatim.
- 22. Initiating the centralization of fund management agreements for Regional Business Service Agencies (BLUD), utilizing Bank Jatim's financial service facilities, both through offline services and digital programs.

Other Services

Other services consist of Treasury, International Banking and Bank Jatim Custodian.

TREASURY

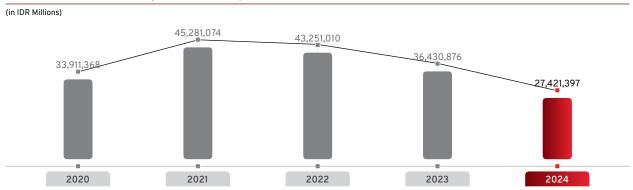
In line with Treasury's role as one of the pillars of Bank Jatim's profit growth supported by professional and reliable staff, the Treasury Division continued to improve Treasury business activities. The main role of the Treasury in banking was to maintain adequate bank liquidity and be responsible for managing the bank's assets and liabilities as well as making an optimal contribution to Bank Jatim's profits in the form of interest and non-interest income (fee base income). In its management, banks faced global and domestic markets which moved very dynamically so that they had to always go hand in hand with the latest market developments, especially from a regulatory and business perspective.

Treasury business basically became a complement and balancing the main business of the bank in the field of fundraising and lending as an intermediary institution. Treasury functioned to optimize access to existing funds in various

Treasury instruments both in the money market and capital market with yield enhancement motives. Conversely, if funds were needed other than third party funds; the Treasury's role was to seek funds in the market either through interbank loans, repos or issuance of debentures. Bank Jatim Treasury business included money market transactions (money market), securities transactions (fixed income) and foreign exchange transactions (foreign exchange) which are carried out by dealing room units under the Treasury Division. These transactions are interbank conducted with Bank and non-Bank counterparties (securities).

The Treasury Business of Bank Jatim managed portfolio of placements with Bank Indonesia, placements with other banks, securities, and reverse repos. As of December 2024, on a year-on-year (YoY) basis, portfolio management decreased by 24.73%, from IDR36,430 billion in 2023 to IDR27,421 billion in 2024.

Graph of Total Treasury Asset Management



Total Treasury Asset Management Position as of December 2023-2024

| Description | 2024 | 2023 | Growth | |
|---------------------------------|------------|------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Total Treasury Asset Management | 27,421,397 | 36,430,876 | (9,009,478) | (24.73%) |

The decline in Treasury asset management led to a year-on-year (YoY) decrease in interest income from investment returns across all Treasury portfolios in 2024 compared to 2023. Despite this decline, the downward trend in interest rates throughout 2024 was effectively leveraged. Throughout the year, Bank Indonesia (BI) adjusted its benchmark interest rate multiple times in response to inflationary pressures and exchange rate volatility. In September 2024, BI lowered its benchmark rate from 6.25% to 6%, maintaining this level until December.

As a result of this decline, the Bank recorded a decrease in Treasury business performance, with interest income totaling IDR1,919 billion in 2024. Additionally, fee-based income from foreign exchange transactions (Telegraphic Transfers and Bank Notes) and securities gains contributed IDR26.10 billion, marking a 63% increase amounting to IDR9.6 billion in 2023. This brought the total Treasury income to IDR1,946 billion in

Table of Treasury Productivity 2023-2024

(in IDR Millions)

| Description | 0004 | | Growth | |
|-------------------------------|--------|--------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Placement with Bank Indonesia | - | 1,000 | (1,000) | (100.00%) |
| Placement with Other Banks | 1,068 | 3,914 | (2,846) | (72.71%) |
| Securities | 16,498 | 15,282 | 1,216 | 7.96% |
| Reverse Repo Receivables | 607 | 6,234 | (5,627) | (90.26%) |
| Repo Obligations | 9,170 | 8,230 | 940 | 11.42% |
| Borrowing | 78 | 1,770 | (1,692) | (95.59%) |
| Total | 27,421 | 36,430 | (9,009) | (24.73%) |

Uncertainty in geopolitical relations between major economies can trigger a global economic downturn through conflicts, trade disputes, shifts in international political dynamics, and currency fluctuations. Exchange rate volatility significantly impacts a country's import and export competitiveness. Meanwhile, fluctuations in global commodity prices, such as oil, metals, and agricultural products, pose substantial challenges to the Treasury Division. Throughout 2024, Bank Indonesia lowered the BI 7-Day Reverse Repo Rate (BI7DDR) by 25 basis points, from 6.25% to 6.00% by year-end. These economic shifts had a direct impact on Treasury activities, both globally and domestically. The annual decline in Treasury income was primarily driven by a decrease in total Treasury asset management, many of which were reallocated in 2024 to lending, which offered higher yields than Treasury's yields. Additionally, market risk management remained a key focus for Treasury portfolio management in 2024, particularly in response to falling interest rates, which directly influenced yields and securities prices. To navigate these challenges, the Bank implemented portfolio reprofiling measures while maintaining a strong focus on risk management.

Bank Jatim's liquidity conditions in 2024 experienced a slight decline compared to the previous year but remained ample due to significant growth in credit and financing. To optimize income from idle funds, the Bank continued to allocate the largest portion for securities management in the capital market, as this portfolio offered relatively high yields compared to other instruments. The purchase of securities was primarily aimed at meeting regulatory requirements, including the Macroprudential Liquidity Buffer (PLM) ratio, and the Macroprudential Intermediation Ratio (RIM) also served as a strategic investment instrument to enhance the Bank's interest income.

Bank Jatim efficiently managed liquidity in 2024 by maintaining compliance with Bank Indonesia's regulations on Minimum Statutory Reserves (GWM) and Net Open Position (PDN). The realization of Rupiah GWM as of December 31, 2024 stood at 6.79%, including a 4% GWM incentive, compared to Bank Indonesia's requirement of 9%. Meanwhile, the realization of GWM in foreign exchange as of December 31, 2024 was 9.03%, exceeding Bank Indonesia's minimum requirement of 4%. The Net Open Position (PDN) was 0.64% as of December 31, 2024, still within Bank Indonesia's limit of 20%.

Treasury Competitive Advantage and Innovation

Bank Indonesia develops money market in alignment with the strengthening of its monetary management strategies. Money market development is perforned across key aspects such as participants, products, pricing, and infrastructure to create integration, interconnectedness, and interoperability. Additionally, repo market development is aligned with the transformation of monetary management through the implementation of primary dealers in monetary operations to reinforce the effectiveness and transmission of Bank Indonesia's monetary policy. To meet the monetary policy targets and prosper at money market development, Bank Indonesia has enhanced monetary operations participation, fostering a wellfunctioning market and deep money market while serving as a primary dealer to maintain its role as the lender of last resort. As part of this effort, Bank Jatim was appointed as a primary dealer for monetary operations on May 14, 2024. In this role, Bank Jatim actively participates in money market transactions and redistributes liquidity to contribute to the ongoing money market development.

Business Prospect and Strategy of Treasury for 2025

In 2025, Bank Jatim will continue to face challenges in the Treasury business, particularly due to tight liquidity and high cost of fund. Additionally, credit growth is expected to slow, requiring the bank to focus on maintaining credit quality and controlling the non-performing loan (NPL) ratio. Furthermore, interest rate changes in both the United States and Indonesia may impact liquidity conditions and credit growth. These factors could increase geopolitical uncertainty, affecting global economic stability and business growth.

To navigate these challenges, banks and financial institutions must adopt the right strategies, such as maintaining credit quality, controlling costs, and enhancing operational efficiency. Additionally, they must remain prepared for changes in the market and global economy. Treasury will continue to play a vital role in optimizing Bank Jatim's business growth through effective liquidity management, fundraising, profit maximization, and increased transaction volumes, which aligns with Treasury's commitment to making positive contributions to the bank. In managing idle funds, Treasury will optimize investments in high-yield instruments by implementing the principle of prudence and particularly maintaining the existing securities portfolio. Furthermore, synergy and partnerships with counterparties will be strengthened to support Treasury business development, all while upholding prudential principles.

To manage liquidity, the Bank focuses on providing short-term liquidity for normalization (up to a three-month tenor) following year-end repos and enhancing liquidity ratios. Meanwhile, to boost fee-based income from foreign exchange transactions, Treasury will actively participate in the development and finalization of mobile cross-currency services. This initiative aims to increase transaction volumes, generate fee-based income, and expand the Bank's market share through the optimization of Treasury products and services, fostering sustainable business growth. Additionally, in adherence to the principle of prudence, the Treasury Division will launch a program to upgrade banknote detectors with the latest software.

INTERNATIONAL BANKING

International Banking products include remittance transactions, export-import transactions, and domestic L/C transactions. An explanation of each product has been presented in the Products and Services Sub-Chapter Profile section in this Annual Report.

International Banking is managed by International Banking Division. International Banking Devision was formed in July 2023 in accordance with the Decree Number: 061/218/DIR/PRS/KEP dated December 7, 2022 concerning the Organizational Structure and Work Procedure. The International Banking Division has duties and responsibilities to business management In the form of remittance, trade finance, and bank to bank business. For Remittance and Trade Finance business, The Internatinal Banking Division has responsibility for managing the end to process, from marketing to operational processes. To contribute to the company revenue and principle of Corporate Governance, as follows:

Vision:

- To make Bank Jatim as the first and leading Regional Development Bank (BPD) through the efforts to develop trade finance products (product re-engineering) and comprehensive marketing strategies
- To create a comprehensive Bank Jatim Remittance service to meet customer needs by paying attention to the speed, accuracy, and security of transactions.

Mission:

- To create, develop, and maintain Bank Jatim's trade finance and remittance products and services in order to get a comparative and competitive advantage and market acceptance.
- To build a marketing system capable to drive Trade Finance marketing activities and all Bank Jatim work units as an effort to increase the Bank Jatim's trade finance and remittance business transactions.

- 3. To provide adequate service in making payments to and from abroad quickly, safely, and at competitive costs.
- 4. To provide the best remittance service supported by a trusted system.

International Banking productivity is described as follows:

Table of International Banking Productivity

(in IDR Millions)

| Description | 2024 | 2023 | Growth | |
|-----------------------------------|-----------|-----------|---------------|---------------|
| Description | | | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Remittance Transactions | 5,573,056 | 2,761,382 | 2,811,674 | 101.82% |
| Export-Import Transactions | 633,362 | 302,468 | 330,894 | 109.40% |
| Domestic Letter of Credit (SKBDN) | 68,577 | 55,917 | 12,660 | 22.64% |

Graph of International Banking Productivity



In 2024, the performance of Bank Jatim's trade finance and remittance products continued to grow on a year-on-year (YoY) basis. This reflects the bank's role as a Foreign Exchange Bank in both domestic and international markets, amid improving economic conditions following the global pandemic. Bank Jatim's strategies to navigate this situation and programs in developing human resources have yielded positive results, as evidenced by the strong performance achieved in 2024. The following is a detailed analysis of the growth in trade finance and remittance product performance at Bank Jatim.

- Remittance Transactions

Bank Jatim's remittance transactions in 2024 reached IDR5.57 trillion, a significant increase of 101.82% compared to IDR2.76 trillion in 2023. This growth was driven by the Bank's strategic expansion of remittance corridors and partnerships with new remittance counterparts.

Additionally, marketing efforts by Branches, Sub-Branches, and the Business Division at the Head Office played a crucial role in promoting Bank Jatim's foreign exchange products. Furthermore, the Treasury Division contributed to this growth by offering competitive exchange rates, facilitating the acquisition of numerous customers in 2024.

- Export-Import Transactions

Bank Jatim's export-import transactions in 2024 totaled IDR633.36 billion, reflecting a significant increase of 109.40% compared to IDR302.47 billion in 2023. Bank Jatim's human resources, both in marketing and operational units, were well-prepared and capable of marketing and handling export-import transactions under both Letter of Credit (LC) and non-LC arrangements. By adopting a customer-centric approach, marketers provided tailored advice to clients and prospective customers, ensuring they

felt supported and making acquisition and retention more seamless. Additionally, the Treasury Division played a key role in this growth by offering competitive rates, further attracting new customers in 2024.

Domestic L/C Transactions

Bank Jatim's Domestic L/C transactions in 2024 reached IDR68.58 billion, reflecting an increase of 22.64% from IDR55.92 billion in 2023. Bank Jatim's human resources, both in marketing and operational units, were well-prepared and highly capable of marketing and handling Domestic L/C transactions. By adopting a customer-centric approach, marketers provided tailored advice to clients and prospective customers, ensuring they felt supported and making customer maintenance and acquisition processes more efficient.

International Banking Strategy in 2024

The strategy carried out by International Banking Division as one of Bank Jatim's business divisions is as follows:

1. Market Intelligence

By developing business processes through benchmarking at other banks and conducting customer satisfaction surveys.

2. Product and Services Development Proposal

Carrying out product innovations, updating internal regulations, and penetrating foreign markets (opening new corridors and collaborating with new remittance counterparts).

3. Third Parties Reciprocal Relation

Collaborating with third parties including Remittance Counterparts/Money Transfer Operator (MTO), synergizing with the Department of Manpower, Indonesian Migrant Worker Placement Companies, synergizing with exportimport associations or communities such as GPEI, ECS, ICC, and other Export-Import Associations.

4. Marketing Action

Conducting effective marketing communication to enhance brand awareness, both through specific marketing tools and promotional programs or event sponsorships; actively carrying out internal and external marketing efforts (targeting business units at the Head Office, Branches, Sub-Branches, and prospective customers); and organizing gatherings with stakeholders (in this case, government agencies, Indonesian Migrant Worker communities, MTOs, as well as private institutions and MSMEs engaged in foreign exchange transactions).

In addition, the Trade Connect Summit 2024 was held, an event featuring exhibitions, business talk shows, and business matching activities, in collaboration with the Ministry of Trade of the Republic of Indonesia, particularly with representatives from overseas trade offices. This initiative successfully attracted potential buyers from five

countries: Thailand, Dubai, Malaysia, Taiwan, and Japan. The offline business matching between export-oriented SMEs/IKMs fostered by Bank Jatim and these potential buyers is expected to open opportunities for global market expansion, ultimately improving Bank Jatim's export product performance.

Furthermore, the collaboration with the Export Center Surabaya, through business matching activities and the shipment of product samples to potential buyers overseas, has also effectively created opportunities for the acquisition of new export-oriented customers

International Banking Competitive Advantage and Innovation

In line with the vision and mission of BPD Jatim, the International Banking Division seeks to make breakthroughs, namely through Foreign Exchange Pendulum Village and J-Export and Trade Assistance (JXTA) programs, as well as collaboration with Remittance Counterparts/Money Transfer Operator (MTO) as a way to develop MSMEs in East Java and provide assistance for Indonesian Migrant Workers abroad with transactions to send/receive funds from/to Indonesia. It is hoped that in the coming year there will be an increase in foreign exchange transactions through Bank Jatim. It is expected that foreign exchange transactions through Bank Jatim will continue to grow in the coming year.

Business Prospect and Strategy of International Banking for 2025

By the end of December 2024, the total volume of foreign exchange transactions at Bank Jatim, including remittance, export-import, and Domestic L/C transactions, reached IDR6.27 trillion, approximately 195.25% of the target set for 2024. This achievement highlights the potential for further growth in foreign exchange transactions, particularly by strengthening the capacity of MSMEs in East Java to engage in direct exports. Seizing new opportunities by facilitating business matching and pitching sessions with potential buyers and Foreign Trade Representatives is expected to foster new exporters and transactions. Additionally, collaboration with Ciputra University, a leading institution committed to nurturing young entrepreneurs, is a key strategy for 2025. Bank Jatim will introduce its exportimport services to the students early on to cultivate a new generation of export-oriented entrepreneurs. This strategy aims to instill Bank Jatim's services in the minds of these young entrepreneurs, ensuring continued engagement as they establish their own enterprises or take over family businesses, which ultimately serves as a strategic investment for Bank Jatim.

Additionally, Bank Jatim aims to expand partnerships with Remittance Counterparts/Money Transfer Operators (MTO) to establish new remittance transaction corridors from abroad. This includes exploring the potential for opening new nostro accounts to enable transactions in additional foreign currencies. Furthermore, the development of Outbound Jconnect Remittance is a key strategic initiative for enhancing Bank Jatim's remittance services, with plans to integrate it into the Bank's digital mobile banking platform.

BANK JATIM CUSTODIAN

Treasury Business PrBank Jatim obtained an operating permit for custodian services from the Financial Service Authority (OJK) under the letter No. S4/ PM.2/2019 dated January 29, 2019. Bank Jatim Custodian is part of the Funds and Services Division, Retail and Individual Funds and Services Sub-Division, the services provided include:

The productivity of Bank Jatim Custodian is described as follows:

- Safekeeping and administration of Securities (corporate bonds, medium term notes, negotiable certificates of deposit, sukuk, etc.) in script or scriptless for m.
- 2. Settlement of sale-purchase transactions of Securities.
- Management of customer's rights over ownership of securities held so that the rights are effective in the customer's account (corporate action).
- 4. Proxy at the General Meeting of Shareholders and General Meeting of Bondholders.
- Sub-Registry to serve investors conducting Securities transactions and investments
- Submission of reports and information related to securities and/or valuable documents belonging to customers, which are stored and administered by Bank Jatim Custodian.

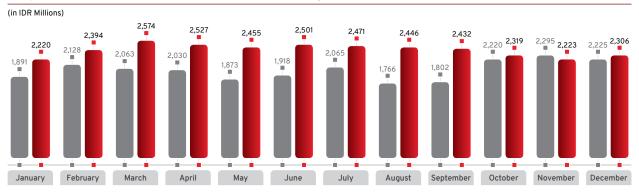
Table of Bank Jatim Custodian Productivity

(in IDR Millions)

| Description | 2024 | 2023 | Growth | |
|---------------------------|-----------|-----------|---------------|---------------|
| Description | | | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Asset Under Custody | | | | |
| January | 2,220,352 | 1,891,700 | 328,652 | 17.37% |
| February | 2,394,326 | 2,128,700 | 265,626 | 12.48% |
| March | 2,574,535 | 2,063,700 | 510,835 | 24.75% |
| April | 2,527,566 | 2,030,700 | 496,866 | 24.47% |
| Мау | 2,455,290 | 1,873,144 | 582,146 | 31.08% |
| June | 2,501,270 | 1,918,089 | 583,181 | 30.40% |
| July | 2,471,387 | 2,065,102 | 406,285 | 19.67% |
| August | 2,446,413 | 1,766,159 | 680,254 | 38.52% |
| September | 2,432,591 | 1,802,449 | 630,142 | 34.96% |
| October | 2,319,806 | 2,220,286 | 99,520 | 4.48% |
| November | 2,223,848 | 2,295,255 | (71,407) | (3.11%) |
| December | 2,306,873 | 2,225,265 | 81,608 | 3.67% |
| Mature Effect | 592,550 | 878,000 | (285,450) | (32.51%) |
| Settled Market Securities | 207,000 | 20,000 | 178,000 | 890.00% |

Total assets under custody in 2024 reached IDR2.30 trillion, an increase of 3.67% compared to 2023 which reached IDR2.23 trillion. The increase was mainly due to the increase in the number of securities purchase transactions for custodian customers and securities instrument management.

Graph of Bank Jatim Custodian Securities Managed Fund



Custodian service customers consist of internal and external customers of Bank Jatim. Internal customers do not directly provide income and profit, but there is cost efficiency for securities that were previously stored by the Treasury Division in other custodian banks.

Bank Jatim Custodian Strategy for 2024

Bank Jatim Custodian's strategy for 2024 is as follows:

- Updating the core custodian system that can accommodate reconciliation, electronic proxy submission and adjustment to C-Best Next G.
- 2. Development of the core custodian system related to the custodian customer portfolio inquiry menu facility.
- Marketing custodian services to fellow BPDs with more competitive storage costs.
- Marketing custodian services to Pension Fund Foundations in the East Java region with more competitive storage costs.

Bank Jatim Custodian Competitive Advantage and Innovation

Bank Jatim Custodian competitive advantage and innovations include:

- 1. Competitive safe keeping costs.
- 2. Provide additional services related to reporting for free.

Bank Jatim Custodian Business Prospects in 2025

The business prospects of Bank Jatim Custodian in 2025 are as follows:

- Cooperation in custodian services with Bank Business Group (KUB) Bank Jatim
- 2. Cooperation in custodian services with the Pension Fund Foundation in the East Java region.
- 3. Cooperation in custodian services with BUMD companies and private companies in the East Java region.
- 4. Cooperation in custodian services with BPD in Indonesia.

Bank Jatim Custodian Strategy for 2025

The strategies that will be implemented by Bank Jatim Custodian for 2025 are as follows:

1. Development System

- a. Updating the core custodian system that can accommodate systematic reconciliation, electronic submission of Corporate Action and proxy and adjustments to the C-Best Next G Application.
- b. Creation of a system to form SID and SRE through the J-Invest application that is synchronized with C-Best. So that the addition of retail custodian customers through the J-Invest application can be realized.
- c. Development of the core custodian system related to the custodian customer portfolio inquiry menu facility.
 Customers can access their portfolios independently through this facility.

2. Marketing Action

Marketing Custodian services to Institutions, Corporations, Pension Funds in East Java, and to other BPDs. Marketing with an emphasis on competitive service fees compared to other Custodians. Raising brand awareness of Bank Jatim Custodian Services products by conducting promotional events and socialization to Business Units located in all Bank Jatim Branch offices. Holding Gatherings for existing and prospective customers with the aim of increasing custodian managed assets.

Sharia Segmen

Bank Jatim sharia segment consisted of third-party funds/deposits, financing and services. Network expansion is a supporting factor for the development of the Sharia Business Unit (UUS) of Bank Jatim. Customers can perform banking transactions easily through the UUS network which included 7 (seven) Sharia Branch Offices, 10 (ten) Sharia Sub-Branch Offices, 4 (four) Cash Offices, 8 (eight) Sharia Payment Points, 217 Agents of Laku Pandai Sharia, 196 Sharia Service Offices (KLS), 26 (twenty six) ATM machines, 10 (ten) CRM ATM Machine and 7 Mobile Cash Cars.

Sharia Segment Explanation and Productivity

Third Party Fund Sharia

Sharia third party funds consist of iB Barokah Current Account (Wadi'ah), iB Barokah Current Account (Mudharabah), Simpel iB Savings, TabunganKu iB, Umroh iB Amanah Savings, SiPandai iB Barokah Savings, Santri (Student) Savings, Barokah Savings, iB Barokah Sejahtera Savings, Hajji iB Amanah Savings, Haji iB

Amanah Savings, iB Barokah Pension and Barokah Deposits. An explanation of each Sharia Funding product has been presented in the Profiles section of the Products and Services Sub-Chapter in this Annual Report.

The description of Sharia TPF Productivity is presented as follows:

Table of Sharia TPF Productivity

(in IDR Millions)

| Description | 2024 | 2023 | Growth | |
|---|-----------|-----------|---------------|---------------|
| Description | | | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Current Account iB Barokah (Wadiah) | 169,114 | 174,426 | (5,312) | (3.05%) |
| Current Account iB Barokah (Mudharabah) | 40,483 | 1,786 | 38,697 | 2,166.69% |
| Simple Savings iB | 11,783 | 10,255 | 1,528 | 14.90% |
| TabunganKu iB | 67,824 | 63,673 | 4,151 | 6.52% |
| Umroh iB Amanah Savings | 5,758 | 5,304 | 454 | 8.56% |
| SiPandai iB Barokah Savings | 43 | 16 | 27 | 168.75% |
| Santri (Student) Savings | 6,620 | 1,877 | 4,743 | 252.69% |
| iB Barokah Savings | 469,955 | 354,156 | 115,799 | 32.70% |
| Barokah Sejahtera Savings | 11,523 | 7,917 | 3,606 | 45.55% |
| Hajj iB Amanah Savings | 396,790 | 354,921 | 41,869 | 11.80% |
| IB Barokah Savings Plan | 1,953 | 1,440 | 513 | 35.63% |
| IB Barokah Pension Savings | 51 | 37 | 14 | 37.84% |
| Barokah Deposits | 1,745,479 | 1,626,798 | 118,681 | 7.30% |
| Total | 2,927,376 | 2,602,606 | 324,770 | 12.48% |

The realization of Sharia TPF in 2024 was IDR2.93 trillion, an increase of IDR324.77 billion or 12.48% compared to 2023 of IDR2.60 trillion. The increase in Sharia TPF mainly came from the growth of Current Account iB Barokah (Mudharabah) by 2,166.69% or IDR38.70 billion. Meanwhile, CASA increased by IDR206.01 billion or 7.68% compared to 2023 which was influenced by the addition of outstanding iB Barokah Savings.

Based on the achievement of TPF in 2024, there are three products that experienced a significant increase in outstanding compared to TPF in 2023, namely iB Barokah Savings of IDR115.80 billion, Hajj iB Amanah Savings of IDR41.87 billion and Current Account iB Barokah (Mudharabah) of IDR38.70 billion.

The description of TPF Syariah customers is presented as follows:

Table of Sharia TPF Customers

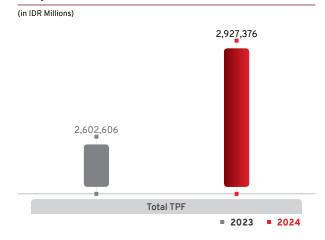
(in IDR Millions)

| Description (1) | 0004 | | Gro | Growth | |
|---|---------|---------|---------------|---------------|--|
| | 2024 | 2023 | IDR | % | |
| | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Current Account iB Barokah (Wadiah) | 1,843 | 1,689 | 154 | 9.12% | |
| Current Account iB Barokah (Mudharabah) | 95 | 8 | 87 | 1,087.50% | |
| Simple Savings iB | 61,037 | 53,480 | 7,557 | 14.13% | |
| TabunganKu iB | 45,633 | 41,567 | 4,066 | 9.78% | |
| Umroh iB Amanah Savings | 2,470 | 2,076 | 394 | 18.98% | |
| SiPandai iB Barokah Savings | 521 | 403 | 118 | 29.28% | |
| Santri (Student) Savings | 28,449 | 14,997 | 13,452 | 89.70% | |
| B Barokah Savings | 57,088 | 50,478 | 6,610 | 13.09% | |
| Barokah Sejahtera Savings | 36 | 69 | (33) | (47.83%) | |
| Haji iB Amanah Savings | 132,619 | 129,284 | 3,335 | 2.58% | |
| IB Barokah Savings Plan | 382 | 355 | 27 | 7.61% | |
| IB Barokah Pension Savings | 115 | 115 | - | 0.00% | |
| Barokah Deposits | 3,216 | 2,977 | 239 | 8.03% | |
| Total | 333,504 | 297,498 | 36,006 | 12.10% | |

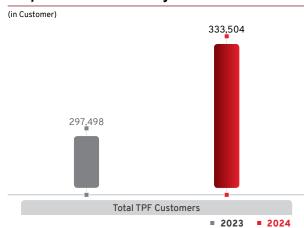
The growth in the number of TPF is followed by an increase in the number of customers. In 2024, the number of TPF customers of UUS Bank Jatim was 333,504 customers, an increase of 36,006 customers or 12.10% compared to 2023. This increase mainly came from an increase in the number of customers from Santri (Student) Savings.

In general, the number of customers in some of UUS Bank Jatim's TPF products has increased compared to 2023, but only one product has decreased, namely Barokah Sejahtera Savings by 33 customers or 47.83%.

Graph of Growth TPF Sharia



Graph of Growth Funding Sharia Customers



The performance description of each Sharia TPF product is presented as follows:

Current Account iB Barokah (Wadiah)

Current Account iB Barokah (Wadiah) experienced a decrease of IDR5.31 billion or 3.05% from IDR174.43 billion to IDR169.11 billion in 2024. In terms of the number of customers, Current Account iB Barokah (Wadiah) experienced an increase of 154 customers or 9.12% compared to 2023.

Current Account iB Barokah (Mudharabah)

Current Account iB Barokah (Mudharabah) experienced an increase of IDR38.70 billion or 2,166.69% from IDR1.79 billion to IDR40.48 billion in 2024. In terms of the number of customers, Current Account iB Barokah (Mudharabah) experienced an increase of 87 customers or 1,087.50% compared to 2023.

Simple Savings iB

Simple Savings iB increased by IDR1.53 billion or 14.90% from IDR10.26 billion to IDR11.78 billion in 2024. In terms of the number of customers, Simple Savings iB increased by 7,557 customers or 14.13% compared to 2023.

TabunganKu iB

TabunganKu iB experienced an increase of IDR4.15 billion or 6.52% from IDR63.67 billion to IDR67.82 billion in 2024. In terms of the number of customers, TabunganKu iB experienced an increase of 4,066 customers or 9.78% compared to 2023.

Umroh iB Amanah Savings

Umroh iB Amanah Savings increased by IDR454 billion or 8.56% from IDR5.30 billion to IDR5.76 billion in 2024. In terms of the number of customers, Umroh iB Amanah Savings increased by 394 customers or 18.98% compared to 2023.

SiPandai iB Barokah Savings

SiPandai iB Barokah Savings experienced an increase of IDR27 million or 168.75% from IDR16 million to IDR43 million in 2024. In terms of the number of customers, SiPandai iB Barokah Savings experienced an increase of 118 customers or 29.28% compared to 2023.

Santri (Student) Savings

Santri (Student) Savings increased by IDR4.74 billion or 252.69% from IDR1.877 billion to IDR6.62 billion in 2024. In terms of the number of customers, Santri (Student) Savings increased by 13,452 customers or 89.70% compared to 2023

iB Barokah Savings

Barokah Savings increased by IDR155.80 billion or 32.70% from IDR354.16 billion to IDR469.96 billion in 2024. In terms of the number of customers, Barokah Savings increased by 6,610 customers or 13.09% compared to 2023.

Barokah Sejahtera Savings

Barokah Sejahtera Savings experienced an increase of IDR3.61 billion or 45.55% from IDR7.92 billion to IDR11.52 billion in 2024. In terms of the number of customers, Barokah Sejahtera Savings experienced a decrease of 33 customers or 47.83% compared to 2023.

Hajj iB Amanah Savings

Hajj iB Amanah Savings increased by IDR41.87 billion or 11.80% from IDR354.92 billion to IDR396.79 billion in 2024. In terms of the number of customers, there was an increase of 3,335 customers or 2.58% compared to 2023.

iB Barokah Savings Plan

iB Barokah Savings Plan increased by IDR513 million or 35.63% from IDR1.44 billion to IDR1.95 billion in 2024. In terms of the number of customers, iB Barokah Savings Plan increased by 27 customers or 7.61% compared to 2023.

iB Barokah Pension Savings

iB Barokah Pension Savings increased by IDR14 million or 37.84% from IDR37 million to IDR51 million in 2024. In terms of the number of customers, iB Barokah Pension Savings in 2024 is the same as in 2023.

Barokah Deposits

Barokah Deposits increased by IDR118.68 billion or 7.30% from IDR1.63 trillion to IDR1.75 trillion in 2024. In terms of the number of customers, Barokah Deposits increased by 239 customers or 8.03% compared to 2023.

Sharia Financing

Sharia Financing consists of Consumer, Micro, Retail, Medium and Corporate Financing. Consumer Financing includes Gold iB Barokah, KPR iB Griya Barokah, KPR Sejahtera, Employee Financing, Multipurpose iB Barokah, Gold Ownership iB Barokah, Umroh Bailout Loan iB Maqbulla, Hajj Al Mabrur Bailout Loan, and Consumptive Cash Collateral Financing (CCF). Micro, Retail, Medium and Corporate Financing includes Linkage, General Financing, Contractor Working Capital Financing, Productive Cash Collateral Financing (CCF), and Sharia KUR. Explanations of each Sharia Financing product have been presented in the Profile section of the Product and Services Sub-Chapter in this Annual Report.

The description of Sharia Financing Productivity is presented as follows:

Table of Sharia Financing Productivity

(in IDR Millions)

| | | | Growth | |
|--|-----------|-----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Consumer Financing | | | | |
| iB Barokah Gold Mortgage | 43,235 | 24,304 | 18,931 | 77.89% |
| Home Ownership Loans (KPR) Griya Barokah | 787,660 | 735,342 | 52,318 | 7.11% |
| a. Commercial KPR | 292,586 | 265,936 | 26,650 | 10.02% |
| b. Housing Finance Liquidity Facility KPR (FLPP) | 495,074 | 469,406 | 25,668 | 5.47% |
| Employee Financing | 145,130 | 141,989 | 3,141 | 2.21% |
| Multipurpose iB Barokah | 59,701 | 47,338 | 12,363 | 26.12% |
| Gold Ownership (KLE) iB Barokah | 1,913 | 1,412 | 501 | 35.48% |
| Umroh Bailout Loan iB Maqbulla | 192 | 239 | (47) | (19.67%) |
| Hajj Al Mabrur Bailout Loan | 0 | 45 | (45) | (100.00%) |
| Consumptive Cash Collateral Financing (CCF) | 1,483 | 0 | 1,483 | 100.00% |
| Sub Total Consumer | 1,039,314 | 950,669 | 88,645 | 9.32% |
| Micro, Retail, Medium, and Corporate | | | | |
| Linkage | 46,137 | 69,754 | (23,617) | (33.86%) |
| a. Cooperative Financing for Members (PKPA) | 43,938 | 61,692 | (17,754) | (28.78%) |
| b. Sharia Rural Bank (BPRS) | 2,199 | 8,062 | (5,863) | (72.72%) |
| General | 1,398,732 | 1,053,351 | 345,379 | 32.79% |
| a. Investment | 1,167,933 | 715,899 | 452,034 | 63.14% |
| b. Working Capital | 218,045 | 312,739 | (94,694) | (30.28%) |
| c. Factoring | 12,754 | 24,713 | (11,961) | (48.40%) |
| Contractor | 70,836 | 102,279 | (31,443) | (30.74%) |
| Productive Cash Collateral Financing (CCF) | 299 | 0 | 299 | 100.00% |
| Micro Business Loan (KUR) | 110,508 | 11,805 | 98,703 | 836.11% |
| Sub Total Micro, Retail, Medium, and Corporate | 1,626,510 | 1,237,189 | 389,321 | 31.47% |
| Total | 2,665,824 | 2,187,858 | 477,966 | 21.85% |

The total of financing in 2024 was realized at IDR2.67 trillion, an increase of IDR477.97 billion or 21.85% compared to 2023 of IDR2.19 trillion, consisting of existing financing schemes including iB Barokah Gold Mortgage, Home Ownership Loans Griya Barokah, Housing Finance Liquidity Facility KPR (FLPP), Employee Financing, Multipurpose iB Barokah, Gold Ownership (KLE), Hajj Al Mabrur Bailout Loan, Umroh Bailout Loan iB

Maqbulla, Consumptive Cash Collateral Financing (CCF), General Financing, Contractor Working Capital Financing, Productive Cash Collateral Financing (CCF), and Sharia KUR. The increase was due to an increase in several Financing Schemes including iB Barokah Gold Mortgage of IDR18.93 billion or 77.89%, Home Ownership Loans (KPR) iB Griya Barokah Financing of IDR26.65 billion or 10.02%, Housing Finance

Liquidity Facility KPR (FLPP) of IDR25.67 billion or 5.47%, Employee Financing of IDR3.14 billion or 2.21%, Multipurpose iB Barokah of IDR12.36 billion or 26.12%, Gold Ownership (KLE) of IDR501 million or 35.48%, Consumptive Cash Collateral Financing (CCF) of IDR1.48 billion or 100.00%, Investment Financing of IDR452.03 billion or 63.14%, Productive Cash Collateral Financing (CCF) of IDR299 million or 100.00%, and Sharia KUR Financing of IDR98.70 billion or 836.11%.

The composition of financing in 2024 was contributed the largest by general investment financing with an outstanding value in 2024 of IDR1.17 trillion with a percentage increase of 63.14% from 2023, while the composition of general investment financing to the total outstanding was 43.81%. In this investment financing, the Sharia Business Unit (UUS) of Bank Jatim collaborated with Persyarikatan Muhammadiyah in order to distribute financing to the Muhammadiyah Business

Association (AUM), in addition to also participating in the syndication financing of PT Indah Kiat Pulp & Paper, Tbk, the construction of the Pasuruan-Probolinggo Toll Road through PT Transjawa Paspro Toll Road, the Semarang-Demak Toll Road through PT Pembangunan Perumahan Semarang Demak, and other Toll Road Businesses. Then the second largest financing is the Housing Financing Liquidity Facility (FLPP) KPR Financing which is still the main focus of financing distribution to Low-Income Communities (MBR) because UUS Bank Jatim is involved in supporting the Government's program in distributing subsidized housing financing, which in 2024 its achievements were also very satisfying. The outstanding value of the Housing Financing Liquidity Facility (FLPP) KPR in 2024 was IDR495.07 billion with a percentage increase of 5.47% from 2023, while the composition of KPR-FLPP to the total outstanding was 18.57%.

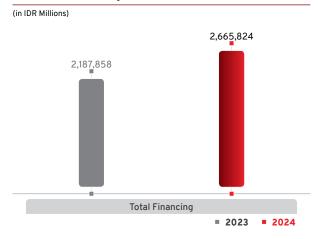
The description of Sharia Financing customers is presented as follows:

Table of Sharia Financing Customers

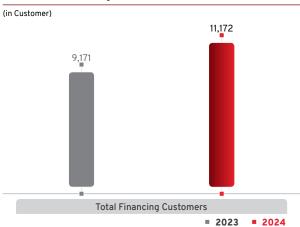
| able of Sharia Financing Customers | | | | | |
|--|-------|-------|---------------|---------------|--|
| Secret Per | 2024 | 2023 | Growth | | |
| Description | 2024 | | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Consumer Financing | | | | | |
| iB Barokah Gold Mortgage | 1,851 | 1,379 | 472 | 34.23% | |
| Home Ownership Loans (KPR) Griya Barokah | 5,669 | 5,314 | 355 | 6.68% | |
| a. Commercial KPR | 1,263 | 1,250 | 13 | 1.04% | |
| b. Housing Finance Liquidity Facility KPR (FLPP) | 4,406 | 4,064 | 342 | 8.42% | |
| Employee Financing | 563 | 513 | 50 | 9.75% | |
| Multipurpose iB Barokah | 684 | 667 | 17 | 2.55% | |
| Gold Ownership (KLE) iB Barokah | 169 | 146 | 23 | 15.75% | |
| Umroh Bailout Loan iB Maqbulla | 9 | 9 | 0 | 0.00% | |
| Hajj Al Mabrur Bailout Loan | 0 | 2 | (2) | (100.00%) | |
| Consumtive Cash Collateral Financing (CCF) | 4 | 0 | 4 | 100.00% | |
| Sub Total Consumer | 8,949 | 8,030 | 919 | 11.44% | |
| Micro, Retail, Medium, and Corporate | | | | | |
| Linkage | 157 | 185 | (28) | (15.14%) | |
| a. Cooperative Financing for Members (PKPA) | 156 | 182 | (26) | (14.29%) | |
| b. Sharia Rural Bank (BPRS) | 1 | 3 | (2) | (66.67%) | |

| Description | 2224 | 0000 | Gro | wth |
|--|--------|-------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| General | 942 | 750 | 192 | 25.60% |
| a. Investment | 349 | 287 | 62 | 21.60% |
| b. Working Capital | 582 | 448 | 134 | 29.91% |
| c. Factoring | 11 | 15 | (4) | (26.67%) |
| Contractor | 54 | 109 | (55) | (50.46%) |
| Productive Cash Collateral Financing (CCF) | 1 | 0 | 1 | 100.00% |
| Micro Business Loan (KUR) | 1,069 | 97 | 972 | 1002.06% |
| Sub Total Micro, Retail, Medium, and Corporate | 2,223 | 1,141 | 1,082 | 94.83% |
| Total | 11,172 | 9,171 | 2,001 | 21.82% |

Graph of Growth Sharia Financing



Graph of Growth Sharia Financing Customers



The performance description of each Sharia Financing product is presented as follows:

1. Consumer Financing

a. iB Barokah Gold Mortgage

During 2024, there was an increase in financing distribution through iB Barokah Gold Mortagage reaching IDR18.93 billion or 77.89% from IDR24.30 billion in 2023 to IDR43.24 billion in 2024. Meanwhile, Pawn Financing customers increased by 472 customers from 1,379 customers in 2023 to 1,851 customers in 2024.

b. Home Ownership Loans (KPR) iB Griya Barokah
 The composition of KPR Bank Jatim UUS is KPR
 Griya Barokah (Commercial) and KPR FLPP. The total

outstanding KPR Griya Barokah in 2024 is IDR787.66 billion, an increase of 7.11% from the financing in 2023 of IDR735.34 billion. In 2024, the distribution of Commercial KPR increased by 10.02% or nominally IDR26.65 billion from 2023, likewise for the distribution of FLPP KPR increased by 5.47% or nominally IDR25.67 billion from 2023. As for the number of customers in the distribution of KPR Financing, there was an increase for KPR Giriya Barokah by 355 customers, Commercial KPR increased by 13 customers, and for FLPP KPR also increased by 342 customers.

c. Multipurpose iB Barokah

During 2024, UUS Bank Jatim recorded an increase in the distribution of Multipurpose iB Barokah financing of IDR12.36 billion or 26.12%, namely from a nominal amount of IDR47.34 billion in 2023 to IDR59.70 billion in 2024. As for customers in the distribution of Multipurpose Financing, there was also an increase of 17 customers, which was originally 667 customers in 2023 to 684 customers in 2024.

d. Ownership of iB Barokah Gold

During 2024, there was an increase in financing distribution through Gold Ownership (KLE) of IDR501 million or 35.48% from a nominal of IDR1.41 billion in 2023 to IDR1.91 billion in 2024. Meanwhile, the number of iB Barokah Gold Ownership financing customers increased by 23 customers from 146 customers in 2023 to 169 customers in 2024.

e. Umroh Bailout Loan iB Magbulla

The distribution of Umroh Bailout Loan iB Maqbulla products decreased by 19.67% or IDR47 million from a nominal amount of IDR239 million in 2023 to IDR192 million in 2024. In terms of the number of customers, the distribution of Umroh Bailout Loan iB Maqbulla did not change, namely 9 customers in 2023 and 2024.

f. Hajj Al Mabrur Bailout Loan

The distribution of the Hajj Al Mabrur Bailout Loan product decreased in 2024 by 100.00% or IDR45 million from IDR45 million in 2023 to IDR0 in 2024. Specifically for Hajj Bailout Loan financing, there has been no expansion of financing due to government regulations so that there is no increase in financing distribution in 2024.

g. Consumtive Cash Collateral Financing (CCF)

During 2024, there was a distribution of new financing products through Consumptive Cash Collateral Financing (CCF) amounting to IDR1.48 billion. As for the number of customers for Consumptive Cash Collateral Financing (CCF) financing, there were 4 customers in 2024.

2. Micro, Retail, Medium and Corporate Financing,

a. Linkage

During 2024, UUS Bank Jatim has recorded a decrease in financing distribution with a Linkage pattern reaching IDR23.62 billion or 33.86% from IDR69.75 billion in 2023 to IDR46.14 billion in 2024.

In terms of the number of customers, Linkage financing distribution also decreased by 28 customers, from 185 customers in 2023 to 157 customers in 2024.

b. General Financing

General Financing is financing for businesses, both individuals and legal entities, to meet working capital and/or investment needs. During 2024, UUS Bank Jatim has recorded general financing growth of IDR345.38 billion or 32.79% from IDR1.05 trillion in 2023 to IDR1.40 trillion in 2024. The growth in general financing distribution in terms of the number of customers also increased by 192 customers, from 750 customers in 2023 to 942 customers in 2024.

c. Contractor Working Capital Financing

During 2024, UUS Bank Jatim experienced a decrease in the distribution of Contractor Working Capital Financing reaching IDR31.44 billion or 30.74% from IDR102.28 billion in 2023 to IDR70.84 billion in 2024. Meanwhile, the number of Contractor Working Capital Financing customers also decreased by 55 customers from 109 customers in 2023 to 54 customers in 2024.

d. Productive Cash Collateral Financing (CCF)

During 2024, there was a distribution of new financing products through Productive Cash Collateral Financing (CCF) amounting to IDR299 million. As for the number of customers of Cash Collateral Financing (CCF) Productive, there was 1 customer in 2024.

e. Sharia KUR Financing

During 2024, UUS Bank Jatim recorded an increase in the distribution of Sharia KUR financing of IDR98.70 billion or 836.11%, namely from a nominal of IDR11.81 billion in 2023 to IDR110.51 billion in 2024. As for customers in the distribution of Sharia KUR Financing, there was also an increase of 972 customers, which was originally 97 customers in 2023 to 1,069 customers in 2024.

Other Services - Sharia

The Sharia Treasury business includes money market and securities transactions carried out by the Sharia Treasury Group under the Sharia Business Division. The Sharia Treasury Portfolio facility includes Sharia Bank Indonesia Deposit Facilities FASBIS), Bank Indonesia Sukuk Interbank Deposits (SukBI), Sharia Interbank Mudharabah Investment Certificates (SIMA), Sharia Participation Mutual Funds Limited Liability Securities (RDSPT) and State Sharia Securities (SBSN).

The description of Sharia Treasury Productivity is presented as follows:

Table of Sharia Treasury Productivity

(in IDR Millions)

| Description | 0004 | 0000 | Gro | wth |
|---|-----------|-----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Sharia Bank Indonesia Deposit Facilities (FASBIS) | 265,000 | 150,000 | 115,000 | 76.67% |
| Bank Indonesia Sukuk Interbank Deposits (SukBI) | 420,377 | 450,000 | (29,623) | (6.58%) |
| Sharia Interbank Mudharabah Investment Certificates (SIMA), | 950,000 | 450,000 | 500,000 | 111.11% |
| Sovereign Sharia Securities (SBSN) | 63,000 | 142,000 | (79,000) | (55.63%) |
| Sharia Corporate Securities | 12,000 | - | 12,000 | 100.00% |
| Total | 1,445,377 | 1,217,000 | 228,377 | 18.77% |

Sharia Bank Indonesia Deposit Facilities (FASBIS) is a sharia monetary operation instrument through standing facilities where the Bank places Rupiah funds in Bank Indonesia with the aim of absorbing the Bank's liquidity. In 2024, FASBIS of Bank Jatim Business Unit was recorded at IDR265.00 billion, an increase of IDR115.00 billion or 76.67% from December 2023. The increase was due to the lack of absorption in the money market, so that the remaining idle funds were placed in the Bank Indonesia Absorption Open Market Operation (OPT) instrument.

Bank Indonesia Sukuk Interbank Deposits (SUKBI) is another instrument of Bank Indonesia's Sharia Monetary Operations that functions as a contraction tool to absorb excess liquidity (absorb). This instrument has a tenor option of 7 (seven) days to 12 (twelve) months. During 2024, Bank Jatim's Sharia Business Unit actively participated in the SUKBI auction and became an alternative placement to maintain short-term liquidity positions (under 1 year). In December 2024, Bank Jatim's SUKBI Sharia Business Unit was recorded at IDR420.37 billion, down IDR29.63 billion compared to December 2023. This decrease was due to a shifting strategy or change in strategy from long-term placement to short-term to manage liquidity amidst the tight liquidity trend. In addition, this step was also taken to diversify investment instruments.

Sharia Interbank Mudharabah Investment Certificates (SIMA) is a certificate issued by a Sharia Commercial Bank or Sharia Business Unit which is used as a means of short-term investment in PUAS with a mudharabah contract. The position of SIMA placement of Bank Jatim's Sharia Business Unit as

of December 31, 2024 was IDR950.00 billion, an increase of IDR500.00 billion or 111.11% compared to December 2023. The increase in this instrument is the result of a strategy to optimize income while maintaining short-term liquidity.

Sovereign Sharia Securities (SBSN) are securities issued by the Government for the portion of participation in assets with sharia principles that are commonly traded in the capital market and money market. As of December 2024, the types of SBSN owned by the Bank Jatim Sharia Business Unit are Retail Sukuk with the Ijarah Asset to be Leased contract and Project Based Sukuk with the same contract. Overall, the SBSN owned by the Bank Jatim Sharia Business Unit decreased by IDR79.00 billion or 55.63% from IDR142.00 billion in 2023 to IDR63.00 billion. The decrease was due to the Sharia Treasury portfolio diversification strategy, considering the tight liquidity conditions, the decision was taken to shift the long-term portfolio to the short-term portfolio.

Corporate Securities are Securities issued by corporate companies operating in accordance with sharia principles owned by the Sharia Business Unit of Bank Jatim in December 2024 totaling IDR12.00 billion. The purchase of these Corporate Securities was taken in order to meet the provisions of the RIM ratio.

Overall, in December 2024, Sharia Treasury managed funds reached IDR1,445.38 billion or increased by 18.77% from December 2023. Of this achievement, 95.62% were short-term placements, and only 4.38% were long-term placements.

Portfolio Chart and Composition of Sharia Treasury Idle Fund Management in 2024



The 5 (five) largest compositions are 55.54% placement in SIMA with a portfolio of IDR950.00 billion, 24.58% in SUKBI investment with a portfolio of IDR420.38 billion, 3.68% in SBSN investment with a portfolio of IDR63.00 billion, 0.70% in Corporate Securities investment with a portfolio of IDR12.00 billion, and 15.49% FASBIS with a portfolio of IDR265.00 billion.

SHARIA SEGMENT STRATEGY IN 2024

The TPF and Sharia Segment Financing strategies implemented in 2024 are as follows:

Sharia TPF

Sharia TPF strategy through increasing CASA and feebased income using two strategic approaches, namely maintaining existing customers and acquiring new customers, which are described as follows:

1. Existing Customer Maintenance

a. Recall of Dormant/Inactive Customers (Current Account/Savings/Deposits)

The mandatory activity carried out by funding officers is to re-communicate with customers who are no longer actively transacting but still have a balance. This is done as an effort to increase the TPF balance as well as cross-selling.

b. Improve relations with potential partners and customers on a regular basis

Bank Jatim Syariah periodically maintains existing customers and increases partners and potential customers. One of the strategies carried out is that Bank Jatim Syariah supports the East Java Provincial Government program, namely the development of One Islamic Boarding School One Product (OPOP). This was realized in Bank Jatim Syariah's participation in the East Java OPOP Development Coordination Meeting on April 25-26, 2024.

2. New Customer Acquisition

a. Implementation of the Barokah Hajj Program

Providing rewards to customers who register for the hajj portion in the form of special gifts and providing rewards to the Sharia service office with customers who register the most hajj portions in each semester in 2024.

b. The Barokah Sejahtera Savings Program (TBS)

The TBS program is an extension program of the previous Barokah Sejahtera Savings (TBS) period (Batch 1-8) which is expected to increase Barokah Savings customers where customers will be able to receive prizes directly by depositing balances within a certain period of time. This TBS extension program is valid from November 2024 to April 2025. The program can also be implemented at the Sharia Service Office.

 c. Collaborating with the Hajj Financial Management Agency (BPKH) in Increasing Hajj Registration

As an effort to increase hajj registrants through iB Amanah Hajj Savings, Bank Jatim Syariah collaborates with BPKH to provide a referral fee of IDR100 thousand for the Hajj Guidance Group (KBIH) who bring their congregation to open an iB Amanah Hajj Savings account while registering for the initial hajj deposit at Bank Jatim Syariah. The referral mechanism uses a reimbursement mechanism to BPKH.

d. Launching Cash Waqf Linked Deposit (CWLD) in collaboration with the Indonesian Waqf Movement (GWI) and the Indonesian Waqf House (RWI)

Bank Jatim Syariah collaborates with GWI and RWI as an innovative product that combines the concept of cash waqf with sharia investment designed to provide significant social and economic impacts for the community through productive management of

waqf funds. The CWLD launch will be held in August 2024.

e. Madani Festival (BaniFest) 2024 Barokah Program

As an effort to increase hajj registrants through iB Amanah Hajj Savings, Bank Jatim Syariah collaborated with the Hajj Financial Management Agency (BPKH) to hold a joint program related to the Young Hajj campaign. The 2024 Young Hajj Savings, in addition to being for students and college students, can also be aimed at the Civil Servant and Government Employees with Work Agreements (PPPK) segments. BaniFest 2024 was held on May 15, 2024.

f. Signing of the MoU between Bank Jatim and PW Muhammadiyah East Java

In order to expand the business and strengthen the synergy of business actors, Bank Jatim has collaborated with PW Muhammadiyah East Java by signing the MoU on Financial Services on June 26, 2024.

· Sharia Financing

Strategic financing steps which are priority agendas taken in the 2024 period include:

- Improvement of the acceleration of the Service Level Agreement (SLA) process for financing proposals processed at Branch Offices and Head Offices.
- Focus on distributing financing to the education/ Islamic boarding school, health, MSME businesses, cooperatives sectors that will become customer-based in mastering the market ecosystem at UUS Bank Jatim.
- Participate in the success of the government's program in accelerating the construction of 1 (one) million houses by contributing to the distribution of Housing Finance Liquidity Facility (KPR FLPP).
- 4. Supporting infrastructure development which is the Government's National Strategic Program, including participating in syndication financing for the construction of Toll Roads and other syndication financing. In addition, for this syndication financing, UUS Bank Jatim can optimize the disbursement plan for the remaining syndication financing withdrawal facilities and other financing that has been approved.
- Optimization of the distribution of Sharia KUR financing in 2024.
- Proposed margin adjustments according to applicable rates and can compete in the market.
- 7. Diversifying financing products by distributing Cash Collateral Financing (CCF) in 2024.

SHARIA SEGMENT COMPETITIVE ADVANTAGE AND INNOVATION

Competitive advantage was obtained through sharia contracts that provide choices for the public to transact in sharia and avoid ribawi transactions. However, innovation needed to be created to maintain the convenience of customers who chose sharia transactions, including sharia digital innovation. Through different products and contracts, sharia products could be an alternative for customers in order to increase equitable investment with attractive profit sharing through profit sharing contracts or murabahah contracts with purchase of precious metals as well as being able to help relieve the customers liquidity burden temporarily through the iB Barokah Gold product (gawn gold). It was hoped that with these advantages and innovations, the sharia segment could increase Bank Jatim's market share as a whole and was an entry barrier for other Islamic bank competitors

PROSPECTS AND STRATEGIES OF THE SHARIAH SEGMENT IN 2025

The business prospects and future strategies for 2025 for Sharia TPF and Sharia Segment Financing are as follows:

Sharia TPF

Based on data from the Central Statistics Agency (BPS), Islam is the largest religion in East Java, making it an opportunity for UUS Bank Jatim to improve and develop financial services ranging from Islamic Boarding Schools, Islamic Schools/Schools, Hospitals, Agencies/Institutions, to Mosques. UUS Bank Jatim has a strategy to develop the digitalization of the sharia ecosystem so that in the future the prospects for UUS Bank Jatim's Third Party Funds will be more positive.

Sharia TPF strategy through increasing CASA and feebased income by using two strategic approaches, namely maintaining existing customers and acquiring new customers, which are described as follows:

1. Existing Customer Maintenance

a. Recall of Dormant/Inactive Customers (Current Account/Savings/Deposits)

The mandatory activity carried out by funding officers is to re-communicate with customers who are no longer actively transacting but still have a balance. This is done as an effort to increase the TPF balance as well as cross-selling.

b. Implementation of the 2025 Tebar Barokah Program

The Tebar Barokah program aims to enable customers who own Barokah Savings accounts to increase their account balances. Prizes are given through a point redeem system where customers who are entitled to points are customers with an average balance at the end of the month of 1 (one) million rupiah. Meanwhile, those who are entitled to redeem points are customers who have obtained 500 points.

c. Implementation of the 2025 JConnect Mobile Ziswaf Transaction Point Promo Program

This Ziswaf Transaction Point Promo Program aims for customers to compete to give alms

(Zakat, Infaq, Sodaqoh, and Wakaf) online through Jconnect Mobile, where each transaction will get certain points and will be accumulated until the period ends. At the end of the period, customers will get attractive prizes.

d. Gathering with potential partners and customers on a regular basis

Gathering will be conducted periodically with partners and customers of Bank Jatim Syariah in order to improve and maintain services to customers so as to increase the number of customer transactions at Bank Jatim Syariah.

2. New Customer Acquisition

a. Barokah Hajj Program

Providing rewards to customers who register for the hajj portion in the form of special prizes and providing rewards to the Sharia service office with customers who register the most hajj portions in each semester in 2025.

b. Barokah Sejahtera Savings Program (TBS)

The TBS program is a program that is expected to increase Barokah Savings customers where customers will be able to receive prizes directly by depositing balances within a certain period of time.

c. One Step Millions of Kindness Program (BaniFest) 2025

As an effort to improve business, Bank Jatim Syariah conducted a roadshow to all Sharia Branch Offices with several activities related to sharia financial literacy.

d. Digitalization of the Sharia Ecosystem

Digitalizing the Existing Sharia ecosystem, as well as prospective customers of Bank Jatim Syariah (schools, Islamic boarding schools, hospitals, and others). Digitalization is carried out by utilizing Bank Jatim's digital services or collaboration with partners such as corporate internet banking, customer self service (CSS), Katalis application, Jatim Code QRIS merchant, virtual account, to the development of mobile banking (portion and settlement of Hajj) and Ziswaf.

e. Intensification of Increasing Partner Bank Fund Transactions

- Synergize with representatives of the Indonesian Waqf Board and Mitra Nazhir for the development of cash waqf and CWLD.
- Synergize with Umrah Travel and Special Hajj and KBIH in East Java to conduct the Young Hajj and Umrah Movement campaign.
- Optimization of QRIS and East Java Agents in East Java.

Sharia Financing

East Java has a Muslim majority population and the existence of more than 6 thousand Islamic boarding schools and 51 thousand mosques, making East Java Province one of the strategic areas in the development of sharia economics, especially sharia financing services. In addition, UUS Bank Jatim has a strategy to approach the largest Islamic organizations in Indonesia, namely Muhammadiyah and Nahdlatul Ulama.

The description of the strategy based on the segmentation of Sharia Financing that will be carried out in 2025 is as follows.

1. Corporate and Syndicated Financing

In achieving corporate and syndication financing targets, Bank Jatim has set its achievement strategies as follows:

- a. Supporting the development of government infrastructure, Government and Business Cooperation (KPBU) and private through syndication financing and/or carried out bilaterally.
- Optimizing financing to the Muhammadiyah Association in order to support business and operational activities of the Muhammadiyah Charity and Muhammadiyah-Owned Enterprises (BUMM).
- Optimizing the synergy of Bank Business Groups (KUB) in order to increase the financing portfolio.
- d. Opening financing opportunities in new leading sectors, namely energy and mining through syndication financing mechanisms.

2. Retail and Medium Segment Financing

In achieving retail and medium financing targets, Bank Jatim has set its achievement strategies as follows:

- Distribution of financing to leading economic sectors that are adjusted to the potential of each work area with a focus on distributing financing to the SME sector, education/Islamic boarding schools, health, construction, and others;
- Increasing financing that has long-term benefits for the sustainability of life (green and sustainability financing).
- Strengthening risk management and sharia compliance in all services and products by strengthening HR competencies in business units.
- d. Strengthening the database of financing prospect targets as feeder account officers in carrying out activities to achieve performance targets.

3. Micro Segment Financing

In achieving the micro financing target, Bank Jatim has set the following achievement strategies:

- a. Market segmentation with a focus on segments that have a real need for micro-financing, such as small entrepreneurs in rural areas, the informal sector, and small businesses in urban areas that require working capital.
- Partnership with Cooperatives, OPOP, and Microfinance Institutions (LKM) through synergistic cooperation that already has local networks and communities to reach more potential customers.
- c. Business assistance by providing assistance services for micro customers in terms of helping to manage their business in the financial sector.

4. Consumer Segment Financing Strategy

In achieving consumer financing targets, Bank Jatim has set the following achievement strategies:

 a. Customer segmentation by identifying potential market segments such as office workers, selfemployed, retirees by offering consumer financing according to their needs. b. Continuous promotional programs by holding promotions at certain moments such as Bank Jatim's anniversary, end of year promotions.

Business Segment Revenue and Profitability

Business segment revenue in 2024 reached IDR5,725,598 million, an increase of 13.58% compared to the previous year which reached IDR5,041,100 million. The increase came from an increase in interest income.

Business segment operating income in 2024 reached IDR1,666,227 million, a decrease of 10.18% compared to the previous year which reached IDR1,855,041 million. The decrease came from an increase in the formation of Credit CKPN.

Table of Business Segment Revenue and Profitability

| Description | 2024 | 0000 | Gro | owth |
|---|-------------|-------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Segment income | 8,381,809 | 7,357,284 | 1,024,525 | 13.93% |
| Segment expenses | (2,656,211) | (2,316,184) | (340,027) | 14.68% |
| Segment Income - net | 5,725,598 | 5,041,100 | 684,498 | 13.58% |
| Other operating income | 1,282,282 | 648,420 | 633,862 | 97.75% |
| Provision for impairment losses on financial and non-financial assets | (1,287,595) | (694,136) | (593,459) | 85.50% |
| Other operating expenses | (4,054,057) | (3,140,343) | (913,714) | 29.10% |
| Operating Profit | 1,666,227 | 1,855,041 | (188,814) | (10.18%) |
| Income from operations Non-operating income (expenses) - net | 16,490 | 37,702 | (21,212) | (56.26%) |
| Tax expense - net | (386,899) | (422,638) | 35,739 | (8.46%) |
| Profit for the period | 1,295,818 | 1,470,105 | (174,287) | (11.86%) |
| Total assets | 118,142,127 | 103,854,773 | 14,287,354 | 13.76% |

Financial Review

The financial review, described herein, refers to the Financial Statements for the years ended as of December 31, 2024 and 2023, presented in this Annual Report. The Financial Statements has been audited by Public Accounting Firm (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partners and received an opinion "fairly presented in material respects of the financial position of PT Bank Pembangunan Daerah Jawa Timur Tbk as of December 31, 2024 and the financial performance and cash flows for the year ended on that date, in accordance with Financial Accounting Standards in Indonesia.

Financial Performance

Bank Jatim's financial performance consists of the performance of Statement of the Consolidated Financial Position, Statement of the Consolidated Profit and Loss and Other Comprehensive Income and Statement of the Consolidated Cash Flow, presented as follows.

Statement of the Consolidated Financial Position

Tabel of Statement of the Consolidated Financial Position

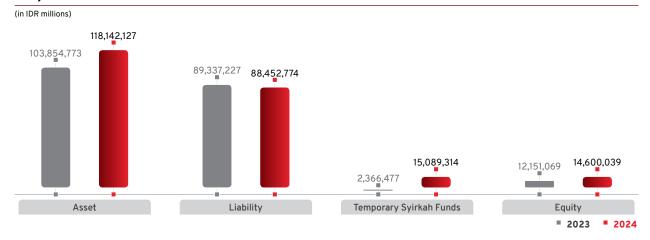
| Description | 222 | | Gro | owth |
|--|------------|------------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| ASSET | | | | |
| Cash | 2,867,479 | 2,652,775 | 214,704 | 8.09% |
| Current accounts with Bank Indonesia | 5,584,147 | 7,971,412 | (2,387,265) | (29.95%) |
| Current accounts with other banks | 505,084 | 491,330 | 13,754 | 2.80% |
| Allowance for impairment losses | (277) | (1,077) | 800 | (74.28%) |
| Current accounts with other banks – Net | 504,807 | 490,253 | 14,554 | 2.97% |
| Placements with Bank Indonesia and other banks | 1,633,470 | 5,234,721 | (3,601,251) | (68.80%) |
| Allowance for impairment losses | (1,278) | (5,026) | 3,748 | (74.57%) |
| Current accounts with other banks – Net | 1,632,192 | 5,229,695 | (3,597,503) | (68.79%) |
| Receivables of spot and derivative | 1,144 | - | 1,144 | 0.00% |
| Marketable securities | 20,367,544 | 16,323,831 | 4,043,713 | 24.77% |
| Allowance for impairment losses | (3,052) | (511) | (2,541) | 497.26% |
| Marketable securities – Net | 20,364,492 | 16,323,320 | 4,041,172 | 24.76% |
| Marketable securities sold under resale agreement | 9,149,544 | 8,303,663 | 845,881 | 10.19% |
| Receivables from marketable securities purchased under resale agreements | 617,860 | 6,247,318 | (5,629,458) | (90.11%) |
| Other receivables | 333,339 | 275,049 | 58,290 | 21.19% |
| Allowance for impairment losses | (79,003) | (58,656) | (20,347) | 34.69% |
| Other receivables – Net | 254,336 | 216,393 | 37,943 | 17.53% |

| | | | Gro | wth |
|--|-------------|-------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Loans and sharia financing | | | | |
| - Related parties | 112,444 | 184,817 | (72,373) | (39.16%) |
| - Third parties | 75,240,296 | 54,576,086 | 20,664,210 | 37.86% |
| Total Loans | 75,352,740 | 54,760,903 | 20,591,837 | 37.60% |
| Allowance for impairment losses | (2,113,224) | (1,364,905) | (748,319) | 54.83% |
| Loans - Net | 73,239,516 | 53,395,998 | 19,843,518 | 37.16% |
| Accrued interest incomes | 790,520 | 685,734 | 104,786 | 15.28% |
| Prepaid expenses | 206,572 | 207,452 | (880) | (0.42%) |
| Investment in shares | 2,568 | - | 2,568 | 0.00% |
| Fixed assets and right of use asset | | | | |
| Cost | 2,980,176 | 2,110,487 | 869,689 | 41.21% |
| Accumulated depreciation | (1,054,455) | (856,218) | (198,237) | 23.15% |
| Book value | 1,925,721 | 1,254,269 | 671,452 | 53.53% |
| Intangible asset | 162,946 | 23,444 | 139,502 | 595.04% |
| Deferred tax assets, net | 438,391 | 472,123 | (33,732) | (7.14%) |
| Tax receivables | 67,274 | 777 | 66,497 | 8,558.17% |
| Other assets, net | 332,618 | 380,147 | (47,529) | (12.50%) |
| TOTAL ASSETS | 118,142,127 | 103,854,773 | 14,287,354 | 13.76% |
| LIABILITY, TEMPORARY SYIRKAH FUNDS, AND EQUI | TY | | | |
| LIABILITY | | | | |
| Obligation due immediately | 914,703 | 987,604 | (72,901) | (7.38%) |
| Deposits from customers | | | | |
| - Related parties | 12,268,842 | 12,644,538 | (375,696) | (2.97%) |
| - Third parties | 62,787,996 | 63,205,317 | (417,321) | (0.66%) |
| Total deposits from customers | 75,056,838 | 75,849,855 | (793,017) | (1.05%) |
| Deposits from other banks | | | | <u> </u> |
| - Related party | 44,323 | 56,694 | (12,371) | (21.82%) |
| - Third party | 689,451 | 2,503,627 | (1,814,176) | (72.46%) |
| Total Deposits from Other Banks | 733,774 | 2,560,321 | (1,826,547) | (71.34%) |
| Liabilities of marketable securities sold under repurchase agreement | 8,780,366 | 7,915,163 | 865,203 | 10.93% |
| Securities issued | 102,389 | - | 102,389 | 0.00% |
| Borrowings | 1,527,532 | 596,977 | 930,555 | 155.88% |

| | | , | Grov | wth | |
|--|-------------|------------|---------------|---------------|--|
| Description | 2024 | 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Tax payable | 85,316 | 143,245 | (57,929) | (40.44%) | |
| Accrued expenses | 442,600 | 504,748 | (62,148) | (12.31%) | |
| Other Liabilities | 809,256 | 779,314 | 29,942 | 3.84% | |
| TOTAL LIABILITY | 88,452,774 | 89,337,227 | (884,453) | (0.99%) | |
| TEMPORARY SYIRKAH FUNDS | | | | | |
| Deposits from customers | | | | | |
| - Related party | 1,193,291 | 3,764 | 1,189,527 | 31,602.74% | |
| - Third party | 13,765,482 | 2,343,291 | 11,422,191 | 487.44% | |
| Total Deposits from Customers | 14,958,773 | 2,347,055 | 12,611,718 | 537.34% | |
| Deposits from other banks | | | | | |
| - Related party | - | - | - | 0.00% | |
| - Third party | 130,541 | 19,422 | 111,119 | 572.13% | |
| Total Deposits from Other Banks | 130,541 | 19,422 | 111,119 | 572.13% | |
| TOTAL TEMPORARY SYIRKAH FUNDS | 15,089,314 | 2,366,477 | 12,722,837 | 537.63% | |
| TOTAL LIABILITY AND TEMPORARY SYIRKAH FUNDS | 103,542,088 | 91,703,704 | 11,838,384 | 12.91% | |
| EQUITY | | | | | |
| Share capital: | | | | | |
| - Series A: Rp250 (full Rupiah) par value per share | | | | | |
| - Series B: Rp250 (full Rupiah) par value per share | | | | | |
| Authorized: | | | | | |
| - Series A: 24.000.000.000 shares | | | | | |
| - Series B: 12.000.000.000 shares | | | | | |
| Issued and fully paid: | | | | | |
| - Series A - 11.934.147.982 shares | | | | | |
| - Series B - 3.081.350.100 shares | 3,753,875 | 3,753,875 | - | 0.00% | |
| Paid-in capital – Net | 532,734 | 532,734 | - | 0.00% | |
| Revaluation surplus of fixed assets | 788,317 | 788,049 | 268 | 0.03% | |
| Remeasurement of defined employee benefit liabilities - net of deferred tax | (135,364) | (117,777) | (17,587) | 14.93% | |
| Unrealized gain (loss) financial assets measured at fair value through other comprehensive income – net deferred tax | (150,141) | (63,958) | (86,183) | 134.75% | |

| Description | 0004 | 0000 | Gro | wth |
|--|-------------|-------------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Retained Earnings | | | | |
| General reserve | 6,441,453 | 5,788,041 | 653,412 | 11.29% |
| Unappropriated | 1,281,718 | 1,470,105 | (188,387) | (12.81%) |
| Non-controlling interest over net asset of the consolidated Subsidiary | 2,087,447 | - | 2,087,447 | 0.00% |
| TOTAL EQUITY | 14,600,039 | 12,151,069 | 2,448,970 | 20.15% |
| TOTAL LIABILITIES, TEMPORARY SYIRKAH, AND SECURITIES | 118,142,127 | 103,854,773 | 14,287,354 | 13.76% |

Graph of Statement of the Consolidated Financial Position



Total Assets

For the fiscal year ending December 31, 2024, Bank Jatim's total assets was IDR118,142,127 million, increasing 13.76% from the previous year as of IDR103,854,773 million. This increase in assets was due to the increase in the provided loans, interest income that would be received, cash, current accounts with other banks, securities, repo securities, other receivables, and the presence of share equity.

Table of Asset (in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|--------------------------------------|-----------|-----------|---------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Cash | 2,867,479 | 2,652,775 | 214,704 | 8.09% |
| Current accounts with Bank Indonesia | 5,584,147 | 7,971,412 | (2,387,265) | (29.95%) |
| Current accounts with other banks | 505,084 | 491,330 | 13,754 | 2.80% |
| Allowance for impairment losses | (277) | (1,077) | 800 | (74.28%) |

| | | | Gro | owth |
|--|-------------|-------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Current accounts with other banks – net | 504,807 | 490,253 | 14,554 | 2.97% |
| Placements with Bank Indonesia and other banks | 1,633,470 | 5,234,721 | (3,601,251) | (68.80%) |
| Allowance for impairment losses | (1,278) | (5,026) | 3,748 | (74.57%) |
| Placements with Bank Indonesia and other banks | 1,632,192 | 5,229,695 | (3,597,503) | (68.79%) |
| Receivables of spot and derivative | 1,144 | - | 1,144 | 0.00% |
| Marketable securities | 20,367,544 | 16,323,831 | 4,043,713 | 24.77% |
| Allowance for impairment losses | (3,052) | (511) | (2,541) | 497.26% |
| Marketable securities – net | 20,364,492 | 16,323,320 | 4,041,172 | 24.76% |
| Marketable securities sold under resale agreement | 9,149,544 | 8,303,663 | 845,881 | 10.19% |
| Receivables from marketable securities purchased under resale agreements | 617,860 | 6,247,318 | (5,629,458) | (90.11%) |
| Other receivables | 333,339 | 275,049 | 58,290 | 21.19% |
| Allowance for impairment losses | (79,003) | (58,656) | (20,347) | 34.69% |
| Other receivables – net | 254,336 | 216,393 | 37,943 | 17.53% |
| Loans and sharia financing | | | | |
| - Related parties | 112,444 | 184,817 | (72,373) | (39.16%) |
| - Third parties | 75,240,296 | 54,576,086 | 20,664,210 | 37.86% |
| Total Loans | 75,352,740 | 54,760,903 | 20,591,837 | 37.60% |
| Allowance for impairment losses | (2,113,224) | (1,364,905) | (748,319) | 54.83% |
| Loans – net | 73,239,516 | 53,395,998 | 19,843,518 | 37.16% |
| Accrued interest income | 790,520 | 685,734 | 104,786 | 15.28% |
| Prepaid expenses | 206,572 | 207,452 | (880) | (0.42%) |
| Investment in shares | 2,568 | - | 2,568 | 0.00% |
| Fixed asset and right of use asset | | | | |
| Cost | 2,980,176 | 2,110,487 | 869,689 | 41.21% |
| Accumulated depreciation | (1,054,455) | (856,218) | (198,237) | 23.15% |
| Book value | 1,925,721 | 1,254,269 | 671,452 | 53.53% |
| Intangible asset | 162,946 | 23,444 | 139,502 | 595.04% |
| Deferred tax assets, net | 438,391 | 472,123 | (33,732) | (7.14%) |
| Tax receivables | 67,274 | 777 | 66,497 | 8,558.17% |
| Other assets, net | 332,618 | 380,147 | (47,529) | (12.50%) |
| TOTAL ASSETS | 118,142,127 | 103,854,773 | 14,287,354 | 13.76% |

Cash

Cash recorded in 2024 reached IDR2,867,479 million, increasing as of 8.09% than the previous year, which reached IDR2,652,775 million. The increase was from the amount of cash in Rupiah, which increased significantly, and the amount of cash in foreign currencies in this year, which the total decreased.

(in IDR millions) **Table of Cash**

| Description | 2024 | 2023 | Gro | wth |
|--------------------------|-----------|-----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Rupiah currency | | | | |
| Rupiah | 2,821,897 | 2,593,983 | 227,914 | 8.79% |
| Foreign currency | | | | |
| US Dollar | 14,295 | 26,668 | (12,373) | (46.40%) |
| Saudi Arabia Riyal | 14,699 | 15,436 | (737) | (4.77%) |
| Singapore Dollar | 6,841 | 7,746 | (905) | (11.68%) |
| Malaysia Ringgit | 2,909 | 1,984 | 925 | 46.62% |
| European Euro | 2,766 | 3,113 | (347) | (11.15%) |
| Australia Dollar | 1,345 | 1,414 | (69) | (4.88% |
| UK Pound sterling | 1,168 | 1,128 | 40 | 3.55% |
| Japanese Yen | 846 | 610 | 236 | 38.69% |
| Hong Kong Dollar | 471 | 368 | 103 | 27.99% |
| Chinese Yuan Renminbi | 242 | 325 | (83) | (25.54%) |
| Total foreign currencies | 45,582 | 58,792 | (13,210) | (22.47%) |
| Total cash | 2,867,479 | 2,652,775 | 214,704 | 8.09% |

Current Accounts with Bank Indonesia

In 2024, current accounts with Bank Indonesia were IDR5,584,147 million, decreasing 29.95% than the previous year, which reached IDR7,971,412 million. The decrease came from the total current accounts with Bank Indonesia. Also, in Indonesia, the rupiah sectors declined in great number.

Table of Current accounts with Bank Indonesia

| Description | 2024 | 0000 | Gro | wth |
|--|-----------|-----------|---------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Rupiah | 5,551,957 | 7,940,618 | (2,388,661) | (30.08%) |
| US Dollar | 32,190 | 30,794 | 1,396 | 4.53% |
| Total current accounts with Bank Indonesia | 5,584,147 | 7,971,412 | (2,387,265) | (29.95%) |

Current Accounts with other Banks

Current Accounts with Other Banks in 2024 reached IDR504,807 million, increasing as of 2.97% than the previous year, which reached IDR490,253 million. The increase came from the increasing total of current accounts with other banks in rupiah and current accounts with other banks in foreign currencies increased in Japanese Yen and Hong Kong Dollar.

Table of Current Accounts with Other Banks

(in IDR millions)

| Description | 2004 | 2222 | Gro | owth |
|---------------------------------|---------|---------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Rupiah | 433,698 | 336,488 | 97,210 | 28.89% |
| Foreign currency | | | | |
| US Dollar | 53,151 | 78,132 | (24,981) | (31.97%) |
| Singapore Dollar | 11,744 | 64,172 | (52,428) | (81.70%) |
| Euro Europe | 2,003 | 3,104 | (1,101) | (35.47%) |
| Australia Dollar | 1,941 | 3,531 | (1,590) | (45.03%) |
| Chinese Yuan Renminbi | 812 | 4,348 | (3,536) | (81.32%) |
| UK Pound sterling | 757 | 1,112 | (355) | (31.92%) |
| Japanese Yen | 572 | 57 | 515 | 903.51% |
| Hong Kong Dollar | 406 | 386 | 20 | 5.18% |
| Total foreign currencies | 71,386 | 154,842 | (83,456) | (53.90%) |
| Total | 505,084 | 491,330 | 13,754 | 2.80% |
| Allowance for impairment losses | (277) | (1,077) | 800 | (74.28%) |
| Total - Net | 504,807 | 490,253 | 14,554 | 2.97% |

Placements with Bank Indonesia and Other Banks

Placements with Bank Indonesia and Other Banks in 2024 reached IDR1,632,192 million, declining as of 68.79% than the previous year, which reached IDR5,229,695 million. This decrease was due to a decrease in placements with both Bank Indonesia and other banks in the types of deposit facilities, interbank call money in rupiah, and time deposits.

Table of Placements with Bank Indonesia and Other Banks

| Description | 2024 | 2023 | Gro | wth |
|----------------------|---------|-----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Deposit facility | | | | |
| Rupiah | 665,000 | 1,150,000 | (485,000) | (42.17%) |
| Interbank call money | | | | |
| Rupiah | 550,000 | 3,914,000 | (3,364,000) | (85.95%) |
| Foreign currency | 418,470 | 169,367 | 249,103 | 147.08% |

| Description | 0004 | 2222 | Gro | wth |
|---|-----------|-----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Term deposit | | | | |
| Rupiah | - | 1,500 | (1,500) | (100.00%) |
| Total | 1,633,470 | 5,234,867 | (3,601,397) | (68.80%) |
| Less: | | | | |
| Unamortized discount | - | (146) | 146 | (100.00%) |
| Total | 1,633,470 | 5,234,721 | (3,601,251) | (68.80%) |
| Allowance for impairment losses | (1,278) | (5,026) | 3,748 | (74.57%) |
| Total Placements with Bank Indonesia and Other Banks | 1,632,192 | 5,229,695 | (3,597,503) | (68.79%) |

Receivables of spot and derivative

In 2024, Receivables of spot and derivative was IDR1,144 million, increasing than the previous year, which reached IDR0.00 million. This increase was due to an increase in foreign exchange rates with buy-sell swap contracts.

Table of Receivables of spot and derivative

(in IDR millions)

| Description | 0004 | 2023 | Gro | wth |
|-----------------------------------|-------|------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Instrument | - | - | - | 0.00% |
| Related to foreign exchange rates | - | - | - | 0.00% |
| Buy-sell swap contract | 1,144 | - | 1,144 | 0.00% |
| Total | 1,144 | - | 1,144 | 0.00% |

Securities

Securities owned by Bank Jatim in 2024 reached IDR20,364,492 million, increasing as of 24.76% than the previous year, which reached IDR16,323,320 million. This increase was due to the increasing purchase of securities between 1 - 5 years from the previous year.

Table of Securities by Term and Interest Rate

| Description | 2024 | 2023 | Grov IDR (4) = (2)-(3) | wth |
|------------------|------------|------------|------------------------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Less than 1 year | 5,280,112 | 11,668,277 | (6,388,165) | (54.75%) |
| 1 - 5 years | 10,198,511 | 4,655,554 | 5,542,957 | 119.06% |

| Description | 2024 | 0000 | Gro | wth |
|---------------------------------|------------|------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| More than 5 years | 4,888,921 | - | 4,888,921 | 0.00% |
| Total | 20,367,544 | 16,323,831 | 4,043,713 | 24.77% |
| Allowance for impairment losses | (3,052) | (511) | (2,541) | 497.26% |
| Total securities | 20,364,492 | 16,323,320 | 4,041,172 | 24.76% |

Marketable Securities Sold Under Resale Agreement

Marketable securities under resale agreement by type owned by Bank Jatim in 2024 was IDR9,149,544 million, increasing as of 10.19% than the previous year, which reached IDR8,303,663 million. This increase was due to the increase in the resale of securities.

Table of Marketable Securities under Resale Agreement by Type

(in IDR millions)

| Description | | | Gro | wth |
|---|-----------|-----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Amortized cost | | | | |
| Government Bonds | 3,168,474 | 4,291,497 | (1,123,023) | (26.17%) |
| Sovereign Sharia Securities | 1,264,139 | 2,010,140 | (746,001) | 0.00% |
| Total | 4,432,613 | 6,301,637 | (1,869,024) | (29.66%) |
| Fair value through other comprehensive income | | | | |
| Government Bonds | 4,426,465 | 2,002,026 | 2,424,439 | 121.10% |
| Sovereign Sharia Securities | 290,466 | - | 290,466 | 0.00% |
| Total | 4,716,931 | 2,002,026 | 2,714,905 | 135.61% |
| Total marketable securities | 9,149,544 | 8,303,663 | 845,881 | 10.19% |

Receivables from Marketabl Securities Sold Under Repurchase Agreement

Securities owned by Bank Jatim in 2024 reached IDR617,860 million, decreasing as of -90.11% than the previous year, which reached IDR6,247,318 million. This decrease was due to the lack of resale of securities.

Table of Marketable Securities Sold Under Repurchase Agreements (Reverse Repo) Based on Net Value and Type

| Description | 2024 | 2023 | Gro | wth |
|--------------------------------------|-----------|------|---------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| PT Bank Capital Indonesia Tbk FR0087 | 239,536 | - | 239,536 | 0.00% |
| PT Bank Capital Indonesia Tbk FR0059 | 201,889 | - | 201,889 | 0.00% |

| | | | Gro | wth |
|--|---------|---------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| PT Bank Capital Indonesia Tbk FR0086 | 147,125 | - | 147,125 | 0.00% |
| PT Bank KB Bukopin Tbk FR0073 | 10,236 | - | 10,236 | 0.00% |
| PT Bank Pembangunan Daerah Kalimantan Tengah FR0075 | 9,646 | - | 9,646 | 0.00% |
| PT Bank Pan Indonesia Tbk IDSR311025364S | 9,428 | - | 9,428 | 0.00% |
| PT BPD Kalimantan Timur dan Kalimantan Utara FR0076 | - | 592,686 | (592,686) | (100.00%) |
| PT Bank OCBC NISP Tbk FR0059 | - | 584,742 | (584,742) | (100.00%) |
| PT Bank Sinarmas Tbk FR0087 | - | 568,092 | (568,092) | (100.00%) |
| PT Bank Sinarmas Tbk FR0082 | - | 483,626 | (483,626) | (100.00%) |
| PT BPD Sumatera Selatan dan Bangka Belitung FR0087 | - | 378,470 | (378,470) | (100.00%) |
| PT BPD Sulawesi Tengah FR0080 | - | 297,288 | (297,288) | (100.00%) |
| PT Bank Nationalnobu Tbk VR0044 | - | 290,042 | (290,042) | (100.00%) |
| PT Bank Nationalnobu Tbk VR0063 | - | 285,578 | (285,578) | (100.00%) |
| PT BPD Kalimantan Timur dan Kalimantan Utara FR0083 | - | 201,649 | (201,649) | (100.00%) |
| PT BPD Kalimantan Timur dan Kalimantan Utara FR0085 | - | 200,538 | (200,538) | (100.00%) |
| PT BPD Kalimantan Timur dan Kalimantan Utara FR0084 | - | 198,588 | (198,588) | (100.00%) |
| PT BPD Kalimantan Timur dan Kalimantan Utara FR0080 | - | 197,768 | (197,768) | (100.00%) |
| PT BPD Kalimantan Timur dan Kalimantan Utara FR0098 | - | 194,769 | (194,769) | (100.00%) |
| PT BPD Sulawesi Tengah FR0081 | - | 190,774 | (190,774) | (100.00%) |
| PT BPD Sulawesi Utara Gorontalo VR0077 | - | 188,074 | (188,074) | (100.00%) |
| PT Allo Bank Indonesia Tbk FR0091 | - | 185,910 | (185,910) | (100.00%) |
| PT BPD Kalimantan Timur dan Kalimantan Utara FR0091 | - | 185,726 | (185,726) | (100.00%) |
| PT BPD Sulawesi Tengah FR0090 | - | 185,319 | (185,319) | (100.00%) |
| PT Bank CTBC Indonesia FR0084 | - | 148,942 | (148,942) | (100.00%) |
| PT Bank CTBC Indonesia FR0068 | - | 108,098 | (108,098) | (100.00%) |
| PT BPD Papua FR0081 | - | 95,416 | (95,416) | (100.00%) |
| PT BPD Sulawesi Utara Gorontalo VR0063 | - | 95,212 | (95,212) | (100.00%) |
| PT Bank Nationalnobu Tbk VR0072 | - | 75,326 | (75,326) | (100.00%) |
| Bank Indonesia VR0083 | - | 49,706 | (49,706) | (100.00%) |
| PT Bank Nationalnobu Tbk VR0045 | - | 48,340 | (48,340) | (100.00%) |
| PT Bank Nationalnobu Tbk VR0093 | - | 48,295 | (48,295) | (100.00%) |
| PT Bank Nationalnobu Tbk VR0073 | - | 47,034 | (47,034) | (100.00%) |
| PT Bank CTBC Indonesia FR0091 | _ | 46,432 | (46,432) | (100.00%) |

| Description | 2024 | 0000 | Gro | wth |
|-----------------------|---------|-----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Bank Indonesia VR0070 | - | 25,358 | (25,358) | (100.00%) |
| Bank Indonesia VR0068 | - | 24,823 | (24,823) | (100.00%) |
| Bank Indonesia VR0073 | - | 24,697 | (24,697) | (100.00%) |
| Total | 617,860 | 6,247,318 | (5,629,458) | (90.11%) |

Other Receivables

Other receivables in 2024 were IDR254,336 million, increasing as of 17.53% than the previous year which reached IDR216,393 million. This increase was due to an increase in other receivables.

Table of Other Receivables (in IDR millions)

| Description | 0004 | 0000 | Gro | wth |
|--|----------|----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Transfer receivables and ATM | 90,862 | 122,780 | (31,918) | -26.00% |
| Other | 242,477 | 152,269 | 90,208 | 59.24% |
| Total | 333,339 | 275,049 | 58,290 | 21.19% |
| Allowance for impairment net realization value | (79,003) | (58,656) | (20,347) | 34.69% |
| Total - net | 254,336 | 216,393 | 37,943 | 17.53% |

Loans- Net

Loans – net disbursed in 2024 reached IDR73,239,516 million, increasing as of 37.16% than the previous year, which reached IDR53,395,998 million. This increase was dominated by the increase in the total of third parties' loans in rupiah, mainly in working capital, consumption, and the increase in the total of third parties' foreign currency in working capital.

Table of Loans- Net (in IDR millions)

| Description | 2004 | 0000 | Gro | wth |
|------------------|---------|---------|---------------|---------------|
| | 2024 | (3) | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Rupiah | | | | |
| Related parties: | | | | |
| Working capital | 7,820 | 77,134 | (69,314) | (89.86%) |
| Consumption | 104,624 | 107,683 | (3,059) | (2.84%) |
| Total | 112,444 | 184,817 | (72,373) | (39.16%) |

| Description | 222 | | Gro | wth |
|---------------------------------|-------------|-------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Third parties | | | | |
| Working capital | 20,097,447 | 15,344,978 | 4,752,469 | 30.97% |
| Investment | 410,798 | 8,002,279 | (7,591,481) | (94.87%) |
| Consumption | 44,415,662 | 31,100,590 | 13,315,072 | 42.81% |
| Total | 64,923,907 | 54,447,847 | 10,476,060 | 19.24% |
| Total Rupiah | 65,036,351 | 54,632,664 | 10,403,687 | 19.04% |
| Foreign currency: | | | | |
| Third parties: | | | | |
| Working capital | 10,316,389 | 128,239 | 10,188,150 | 7,944.66% |
| Total foreign currencies | 10,316,389 | 128,239 | 10,188,150 | 7,944.66% |
| Total | 75,352,740 | 54,760,903 | 20,591,837 | 37.60% |
| Allowance for impairment losses | (2,113,224) | (1,364,905) | (748,319) | 54.83% |
| Loans - net | 73,239,516 | 53,395,998 | 19,843,518 | 37.16% |

Accrued Interest Income

In 2024, accrued interest income was IDR790,520 million, increasing as of 15.28% than the previous year, which reached IDR685,734 million. The increase came from accrued interest income from the granted total of loans in rupiah and both the total of rupiah and foreign currencies in other sectors.

Table of Accrued Interest Income

(in IDR millions)

| Description | 2024 | 2023 | Growth | |
|-------------------------------|---------|---------|---------------|---------------|
| | | | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Rupiah: | | | | |
| Loans | 472,676 | 376,942 | 95,734 | 25.40% |
| Others | 317,049 | 308,346 | 8,703 | 2.82% |
| Foreign currency: | | | | |
| Loans | 177 | 277 | (100) | (36.10%) |
| Others | 618 | 169 | 449 | 265.68% |
| Total Accrued Interest Income | 790,520 | 685,734 | 104,786 | 15.28% |

Prepaid Expenses

Prepaid expenses in 2024 reached IDR206,572 million, declining 0.42% than the previous year, which reached IDR207,452 million. The decrease came from old age benefit insurance and prepaid lease.

Table of Prepaid Expenses

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|------------------------|---------|---------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Old-age benefit | 86,682 | 97,840 | (11,158) | (11.40%) |
| Other insurances | 55,345 | 50,048 | 5,297 | 10.58% |
| Prepaid lease | 11,931 | 22,372 | (10,441) | (46.67%) |
| Other | 52,614 | 37,192 | 15,422 | 41.47% |
| Total prepaid expenses | 206,572 | 207,452 | (880) | (0.42%) |

Investment in Shares

Investment in Shares in 2024 reached IDR36,216 million, representing an increase of 100.00% compared to 2023, during which there was no investment in shares. This growth was driven by an increase in the ownership percentage.

Table of Investment in Shares

(in IDR millions)

| Description | 2024 | 2023 | Growth | |
|------------------------|--------|---------|---------------|---------------|
| Description | 2024 | .4 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Fair value/cost method | | | | |
| Bank NTB Syariah | 39,216 | - | 39,216 | 100,00% |
| Total | 39,216 | - | 39,216 | 100,00% |

Fixed Asset and Right of Use Asset

Fixed assets and right of use assets in 2024 reached IDR1,925,721 million, increasing as of 53.53% than the previous year, which reached IDR1,254,269 million. The increase came mostly from the acquisition of land, premises, office equipment, and vehicles.

Table of Fixed Asset and Right of Use Asset

| Description | 2024 | 2023 | Gro | wth |
|--------------------------|-----------|-----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Cost | | | , | |
| Land | 1,240,664 | 943,060 | 297,604 | 31.56% |
| Premise | 533,617 | 203,722 | 329,895 | 161.93% |
| Office Equipment | 759,703 | 616,366 | 143,337 | 23.26% |
| Vehicle | 72,498 | 51,710 | 20,788 | 40.20% |
| Total | 2,606,482 | 1,814,858 | 791,624 | 43.62% |
| Construction in progress | 23,624 | 796 | 22,828 | 2,867.84% |

| Description | 0004 | 2023 | Gro | vth | |
|--------------------------------|-----------|-----------|---------------|---------------|--|
| Description | 2024 | 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Right of use assets | 350,070 | 294,833 | 55,237 | 18.74% | |
| Total cost | 2,980,176 | 2,110,487 | 869,689 | 41.21% | |
| Accumulated depreciation | | | | | |
| Premise | 185,476 | 125,475 | 60,001 | 47.82% | |
| Office equipment | 634,905 | 545,619 | 89,286 | 16.36% | |
| Vehicle | 33,213 | 19,490 | 13,723 | 70.41% | |
| Total | 853,594 | 690,584 | 163,010 | 23.60% | |
| Right of use assets | 200,861 | 165,634 | 35,227 | 21.27% | |
| Total accumulated depreciation | 1,054,455 | 856,218 | 198,237 | 23.15% | |
| Book value - Net | 1,925,721 | 1,254,269 | 671,452 | 53.53% | |

Intangible Asset

Intangible assets in 2024 were IDR162,946 million, increasing as of 595.04% than the previous year, which reached IDR23,444 million. The increase came mostly from trademark and goodwill.

Table of Intangible Assets

(in IDR millions)

| Description | 0004 | 0000 | Gro | wth |
|-------------|---------|--------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Cost | | | | |
| Trademark | 136,397 | - | 136,397 | 0.00% |
| Software | 13,651 | 23,444 | (9,793) | (41.77%) |
| Goodwill | 12,898 | - | 12,898 | 0.00% |
| Total | 162,946 | 23,444 | 139,502 | 595.04% |

Other Assets

Other assets in 2024 reached IDR332,618 million, declining as of 12.50% than the previous year, which reached IDR380,147 million. The largest decrease came from other assets, net.

Table of Other Assets (in IDR millions)

| Description | 0004 | 0002 | Gro | wth |
|--|-----------|---------|---------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Deferred expenses | 18,952 | 15,861 | 3,091 | 19.49% |
| Office stationaries and printed supplies | 38,623 | 22,264 | 16,359 | 73.48% |
| Other, net | 275,043 | 342,022 | (66,979) | (19.58%) |
| Total | 332,618 | 380,147 | (47,529) | (12.50%) |

Total Liabilities

Total liabilities in 2024 reached IDR88,452,774 million, declining as of 0.99% than the previous year, which reached IDR89,337,227 million. The decrease was dominated by deposits from customers of related parties, third parties, and deposits from other banks of related parties and third parties.

Table of Liability (in IDR millions)

| Description | 0004 | 0000 | Gro | owth |
|--|------------|------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Obligation due immediately | 914,703 | 987,604 | (72,901) | (7.38%) |
| Deposit from customer | | | | |
| - Related parties | 12,268,842 | 12,644,538 | (375,696) | (2.97%) |
| - Third parties | 62,787,996 | 63,205,317 | (417,321) | (0.66%) |
| Total deposits from customer | 75,056,838 | 75,849,855 | (793,017) | (1.05%) |
| Deposits from other banks | | | | |
| - Related parties | 44,323 | 56,694 | (12,371) | (21.82%) |
| - Third parties | 689,451 | 2,503,627 | (1,814,176) | (72.46%) |
| Total deposits from other banks | 733,774 | 2,560,321 | (1,826,547) | (71.34%) |
| Liabilities of marketable securities sold under repurchase agreement | 8,780,366 | 7,915,163 | 865,203 | 10.93% |
| Securities issued | 102,389 | - | 102,389 | 0.00% |
| Borrowings | 1,527,532 | 596,977 | 930,555 | 155.88% |
| Tax payable | 85,316 | 143,245 | (57,929) | (40.44%) |
| Accrued expenses | 442,600 | 504,748 | (62,148) | (12.31%) |
| Other liabilities | 809,256 | 779,314 | 29,942 | 3.84% |
| Total Liabilities | 88,452,774 | 89,337,227 | (884,453) | (0.99%) |

Obligation due immediately

Obligation due immediately in 2024 reached IDR914,703 million, declining as of 7.38% than the previous year, which reached IDR987,604 million. The decrease came on average from transfers, cheques pending collections, clearing and ATM Bersama.

Table of Obligation Due Immediately

| Description | 2024 | 2023 | Gro | wth |
|---|---------|---------|---------------|---------------|
| Description | 2024 | 24 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Transfer, cheques pending collections, clearing | 212,970 | 308,136 | (95,166) | (30.88%) |
| Acceptance pending statement | 210,454 | 73,803 | 136,651 | 185.16% |
| Amount involving expenses payable | 170,343 | 150,838 | 19,505 | 12.93% |

| Description | 2024 | 2023 | Gro | wth |
|-------------|---------|---------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| ATM Bersama | - | 21,013 | (21,013) | (100.00%) |
| Other | 320,936 | 433,814 | (112,878) | (26.02%) |
| Total | 914,703 | 987,604 | (72,901) | (7.38%) |

Deposits from Customers

Deposits from customers in 2024 reached IDR75,056,838 million, declining as of 1.05% than the previous year, which reached IDR75,849,855 million. The decrease came from deposits from related party customers.

Table of Deposits from Customers

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|-------------------------------|------------|------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Related parties | 12,268,842 | 12,644,538 | (375,696) | (2.97%) |
| Third parties | 62,787,996 | 63,205,317 | (417,321) | (0.66%) |
| Total deposits from customers | 75,056,838 | 75,849,855 | (793,017) | (1.05%) |

Deposits from Other Bank

Deposits from other banks in 2024 reached IDR733,774 million, declining as of 71.34% than the previous year, which reached IDR2,560,321 million. The decrease came from deposits from other banks, third parties and related parties.

Table of Deposits from Other Bank

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|---------------------------------|-----------|-----------|---------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Related parties | 44,323 | 56,694 | (12,371) | (21.82%) |
| Third parties | 689,451 | 2,503,627 | (1,814,176) | (72.46%) |
| Total deposits from other banks | 733,774 | 2,560,321 | (1,826,547) | (71.34%) |

Liabilities of Marketable Securities Sold Under Repurchase Agreement

Liabilities of marketable securities sold under resale agreement in 2024 reached IDR8,780,366 million, increasing as of 10.93% than the previous year, which reached IDR7,915,163 million. The increase averagely came from government bonds.

Table of Liabilities of Marketable Securities Sold Under Repurchase Agreement

(in IDR millions)

| Description | 0004 | 0000 | Gro | wth |
|---|-----------|-----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Ву Туре | , | | | |
| Government Bonds | 7,240,023 | 6,009,856 | 1,230,167 | 20.47% |
| Bank Indonesia Rupiah Securities | 1,263,321 | - | 1,263,321 | 0.00% |
| Sovereign Sharia Securities | 277,022 | 1,905,307 | (1,628,285) | (85.46%) |
| Total Liabilities of Marketable Securities Sold Under Resale Agreement | 8,780,366 | 7,915,163 | 865,203 | 10.93% |

Securities Issued

Securities issued in 2024 reached IDR102,389 million, increasing as of 0.00% than the previous year, which reached IDR0.00 million. The increase came on average from Interbank Mudharabah Investment Certificates and Interbank Sharia-based Fund Management Certificates.

Table of Securities Issued (in IDR millions)

| Description | 2024 | 2002 | Gro | wth |
|--|---------|------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Interbank Mudharabah Investment Certificates | | | | |
| PT Bank Aceh Syariah | 100,000 | - | 100,000 | 0.00% |
| Interbank Sharia-based Fund Management Certificates | | | | |
| Public Housing Savings Management Agency | 2,389 | - | - | - |
| Total deposits from other banks | 102,389 | - | 102,389 | 0.00% |

Borrowings

Borrowings in 2024 reached IDR1,527,532 million, increasing as of 155.88% than the previous year, which reached IDR596,977 million. The increase came from a increase in borrowings from KPR (FLPP), the Ministry of Public Works and People Housing (PUPR) of the Republic of Indonesia, the Hajj Financial Management Agency, PT Sarana Multigriya Finansial (Persero) and others.

Table of Borrowings (in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|---|---------|---------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Housing Financing Liquidity Facility (FLPP) Mortgage | 655,619 | - | 655,619 | 0.00% |
| Ministry of Public Works and People Housing (PUPR) of the Republic of Indonesia | 510,785 | 490,810 | 19,975 | 4.07% |
| Hajj Financial Management Agency (BPKH) | 200,000 | - | 200,000 | 0.00% |

| Description | 2024 | 0000 | Gro | wth |
|--|-----------------------|---------|---------------|---------------|
| Description | Description 2024 2025 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| PT Sarana Multigriya Finansial (Persero) | 99,817 | 66,821 | 32,996 | 49.38% |
| Revolving Fund Management Institution for Cooperatives, Micro, Small and Medium Enterprises (LPDB-KUMKM) | - | 39,253 | (39,253) | (100.00%) |
| East Java Provincial Government | - | 93 | (93) | (100.00%) |
| Other | 61,311 | - | 61,311 | 0.00% |
| Total | 1,527,532 | 596,977 | 930,555 | 155.88% |

Tax Payable

Tax payable in 2024 reached IDR85,316 million, declining as of 40.44% than the previous year, which reached IDR143,245 million. The decrease came from the Bank's current tax payable, income tax article 25, income tax article 21 and income tax article 23.

Table of Tax Payable (in IDR millions)

| Table of Tax Payable (in IDR millions) | | | | |
|--|--------|---------|---------------|---------------|
| Provide Man | 0004 | 0000 | Gro | wth |
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Current tax payable | | | | |
| Bank | - | 20,951 | (20,951) | (100.00%) |
| Subsidiary | 13,125 | - | 13,125 | 0.00% |
| Sub-total current tax payable | 13,125 | 20,951 | (7,826) | (37.35%) |
| Other tax payable - Bank | | | | |
| Corporate income tax article 25 | 48,482 | 59,450 | (10,968) | (18.45%) |
| Corporate income tax article 21 | 1,649 | 48,108 | (46,459) | (96.57%) |
| Corporate income tax article 23 | 698 | 875 | (177) | (20.23%) |
| Corporate income tax article 4 section (2) | 14,209 | 13,446 | 763 | 5.67% |
| Other | 447 | 415 | 32 | 7.71% |
| Total | 65,485 | 122,294 | (56,809) | (46.45%) |
| Subsidiary | | | | |
| Corporate income tax article 25 | 4,227 | - | 4,227 | 0.00% |
| Corporate income tax article 21 | 663 | - | 663 | 0.00% |
| Corporate income tax article 23 | 198 | - | 198 | 0.00% |
| Corporate income tax article 4 section (2) | 1,618 | - | 1,618 | 0.00% |
| Total | 6,706 | - | 6,706 | 0.00% |
| Sub-total other tax payable | 72,191 | 122,294 | (50,103) | (40.97%) |
| Total | 85,316 | 143,245 | (57,929) | (40.44%) |

Deferred Tax Asset

Deferred tax assets in 2024 reached IDR438,391 million, declining as of 7.14% than the previous year, which reached IDR472,123 million. The decrease came on average from production service reserves and allowances for losses on productive assets.

Table of Deferred Tax Asset (in IDR millions)

| Description | 2004 | 0000 | Gro | owth |
|--|---------|---------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Production service reserves | 60,853 | 69,830 | (8,977) | (12.86%) |
| Allowance for loans of earnings assets | 248,377 | 328,215 | (79,838) | (24.32%) |
| Unrealized gain on financial assets at fair value through other comprehensive income | 35,208 | 15,002 | 20,206 | 134.69% |
| Other reserves | 10,907 | 7,758 | 3,149 | 40.59% |
| Right of use assets | (3,895) | (995) | (2,900) | 291.46% |
| Provision for employee benefit | 54,178 | 52,313 | 1,865 | 3.57% |
| Bank's deferred tax assets | 405,628 | 472,123 | (66,495) | (14.08%) |
| Subsidiary | | | | |
| Deferred tax asset | 32,763 | - | 32,763 | 0.00% |
| Consolidated deferred tax asset | 438,391 | 472,123 | (33,732) | (7.14%) |

Accrued Expenses

Accrued expenses in 2024 reached IDR442,600 million, decreasing by 12.31% than the previous year, which reached IDR504,748 million. The decrease came from production services reserves and interest.

Table of Accrued Expenses

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|-----------------------------|-----------|---------|---------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Production service reserves | 342,296 | 367,526 | (25,230) | (6.86%) |
| Interest | 100,304 | 137,222 | (36,918) | (26.90%) |
| Total of accrued expenses | 442,600 | 504,748 | (62,148) | (12.31%) |

Other Liabilities

Other liabilities in 2024 reached IDR809,256 million, increasing as of 3.84% than the previous year, which reached IDR779,314 million. The increase came on average from employee benefit reserves, lease liabilities and others.

Table of Other Liabilities Based on Rupiah Equivalents

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|---|---------|---------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Rupiah | | | | |
| Provision of employee benefit (Note 44) | 361,955 | 275,329 | 86,626 | 31.46% |
| Security deposits | 96,488 | 116,650 | (20,162) | (17.28%) |
| Lease liabilities | 32,160 | 29,538 | 2,622 | 8.88% |
| Principal-channeling loans received | 7,336 | 8,303 | (967) | (11.65%) |
| Interest-channeling loans received | 3,589 | 3,582 | 7 | 0.20% |
| Estimated losses on commitments and contingencies | 1,221 | 3,450 | (2,229) | (64.61%) |
| Provision and loans administration | 12 | 15 | (3) | (20.00%) |
| Other | 35,756 | 4,657 | 31,099 | 667.79% |
| Total | 538,517 | 441,524 | 96,993 | 21.97% |
| Foreign currency | | | | |
| Other | 270,739 | 337,790 | (67,051) | (19.85%) |
| Total | 270,739 | 337,790 | (67,051) | (19.85%) |
| Total Other Liabilities | 809,256 | 779,314 | 29,942 | 3.84% |

Temporary Syirkah Funds

Temporary syirkah funds in 2024 reached IDR15,089,314 million, increasing as of 537.63% than the previous year, which reached IDR2,366,477 million. The increase came from deposits from customers of related parties and third parties and deposits from other banks of related parties and third parties.

Table of Temporary Syirkah Funds

| Description | 0004 | 0000 | Gro | wth |
|---------------------------------|------------|-----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Deposits from customers | | | | |
| - Related party | 1,193,291 | 3,764 | 1,189,527 | 31,602.74% |
| - Third party | 13,765,482 | 2,343,291 | 11,422,191 | 487.44% |
| Total deposits from customers | 14,958,773 | 2,347,055 | 12,611,718 | 537.34% |
| Deposits from other banks | | | | |
| - Related party | - | - | - | 0.00% |
| - Third party | 130,541 | 19,422 | 111,119 | 572.13% |
| Total deposits from other banks | 130,541 | 19,422 | 111,119 | 572.13% |
| Total Temporary Syirkah Funds | 15,089,314 | 2,366,477 | 12,722,837 | 537.63% |

Equity

Equity in 2024 reached IDR14,600,039 million, increasing as of 20.15% than the previous year, which reached IDR12,151,069 million. The increase came from unrealized gains (losses) on financial assets measured at fair value through other comprehensive income - after deferred tax and general reserves.

Tabel of Equity (in IDR millions)

| Description | 222 | 2023 | Gro | owth |
|--|------------|------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Share Capital | | | | |
| - Series A: Rp250 (full Rupiah) par value per share | | | | |
| - Series B: Rp250 (full Rupiah) par value per share | | | | |
| Authorized | | | | |
| - Series A: 24.000.000.000 shares | | | | |
| - Series B: 12.000.000.000 shares | | | | |
| Subscribed and fully paid-in | | | | |
| - Series A: 11.934.147.982 shares | | | | |
| - Series B: 3.081.350.100 shares | 3,753,875 | 3,753,875 | - | 0.00% |
| Other paid-in capital – net | 532,734 | 532,734 | - | 0.00% |
| Revaluation surplus of fixed assets | 788,317 | 788,049 | 268,00 | 0.03% |
| Remeasurement of defined employee benefit liabilities -net of deferred tax | (135,364) | (117,777) | (17,587,00) | 14.93% |
| Unrealized gain (loss) financial assets measured at fair value through other comprehensive income – net deferred tax | (150,141) | (63,958) | (86,183,00) | 134.75% |
| Retained Earnings | | | | |
| General reserve | 6,441,453 | 5,788,041 | 653,412,00 | 11.29% |
| Unappropriated | 1,281,718 | 1,470,105 | (188,387,00) | (12.81%) |
| Non-controlling interest over net asset of the consolidated Subsidiary | 2,087,447 | - | 2,087,447 | 100.00% |
| Total Equity | 14,600,039 | 12,151,069 | 2,448,970 | 20.15% |

Share Capital

Share capital in 2024 reached IDR3,753,875 million, remaining stable with no change of 0.00% compared to the previous year, which was IDR3,753,875 million. This stability is due to the shares being from Series B.

Paid in Capital - Net

Paid-in capital in 2024 reached IDR532,734 million, which was steady at 0.00% than the previous year, which reached IDR532,734 million. There was no change due to Stock Option for the Management and Employee Stock Option Plan (MESOP) program.

Table of Paid in Capital - Net

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|---|---------|---------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Share premium from the Initial Public Offering (IPO) | 509,369 | 509,369 | - | 0.00% |
| Stock option for the Management and Employee Stock Option Plan (MESOP) | 23,365 | 23,365 | - | 0.00% |
| Total | 532,734 | 532,734 | - | 0.00% |

Retained Earnings

The retained earnings in 2024 reached IDR1,281,718 million, declining as of 12.81% than the previous year, which reached IDR1,470,105 million. The decrease came from loans interest income and its unappropriated.

Table of Retained Earnings

(in IDR millions)

| Description | 2024 | 2023 | Grov IDR (4) = (2)-(3) | wth |
|-------------------|-----------|-----------|------------------------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Unappropriated | 1,281,718 | 1,470,105 | (188,387) | (12.81%) |
| Retained Earnings | 1,281,718 | 1,470,105 | (188,387) | (12.81%) |

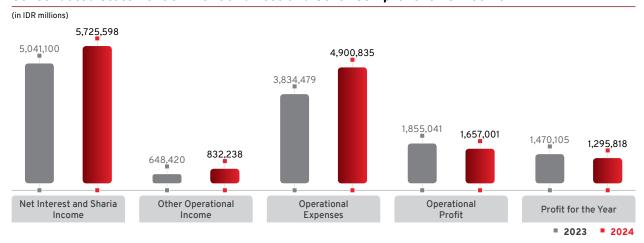
Consolidated Statement of Profit or Loss and Other Comprehensive Income

Table of Consolidated Statement of Profit or Loss and Other Comprehensive Income

| Description | 2024 | 2023 | Gro | wth |
|--|-------------|-------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| OPERATIONAL INCOME AND EXPENSES | | | | |
| Interest income | 8,381,809 | 7,357,284 | 1,024,525 | 13.93% |
| Interest expense | (2,656,211) | (2,316,184) | (340,027) | 14.68% |
| NET INTEREST INCOME | 5,725,598 | 5,041,100 | 684,498 | 13.58% |
| OTHER OPERATIONAL INCOME | 832,238 | 648,420 | 183,818 | 28.35% |
| OTHER OPERATIONAL EXPENSES | | | | |
| Personnel | (1,745,062) | (1,624,532) | (120,530) | 7.42% |
| General and administrative | (1,499,676) | (1,315,015) | (184,661) | 14.04% |
| Provision for impairment of financial assets | (1,287,595) | (694,136) | (593,459) | 85.50% |
| Other expenses | (368,502) | (200,796) | (167,706) | 83.52% |

| | 2004 | 2023 | Gro | wth |
|--|-------------|-------------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| TOTAL OTHER OPERATING EXPENSES | (4,900,835) | (3,834,479) | (1,066,356) | 27.81% |
| OPERATING PROFIT | 1,657,001 | 1,855,041 | (198,040) | (10.68%) |
| NON-OPERATING INCOME (EXPENSE) | | | | |
| Non-operating income | 71,242 | 57,041 | 14,201 | 24.90% |
| Non-operating expenses | (45,526) | (19,339) | (26,187) | 135.41% |
| TOTAL NON-OPERATING INCOME (EXPENSE) | 25,716 | 37,702 | (11,986) | (31.79%) |
| PROFIT BEFORE INCOME TAX EXPENSE | 1,682,717 | 1,892,743 | (210,026) | (11.10%) |
| INCOME TAX EXPENSE | | | | |
| Current | (298,802) | (399,474) | 100,672 | (25.20%) |
| Deferred | (88,097) | (23,164) | (64,933) | 280.32% |
| TAX EXPENSE - NET | (386,899) | (422,638) | 35,739 | (8.46%) |
| NET INCOME | 1,295,818 | 1,470,105 | (174,287) | (11.86%) |
| OTHER COMPREHENSIVE INCOME | | | | |
| Items that will not be reclassified to profit or loss: | | | | |
| Unrealized gains (losses) on financial assets at fair value through other comprehensive income | (107,359) | 63,074 | (170,433) | (270.21%) |
| Related income tax | 20,206 | (11,984) | 32,190 | (268.61%) |
| Total | (87,153) | 51,090 | (138,243) | (270.59%) |
| Items that will be reclassified to profit or loss: | | | | |
| Revaluation deficit of fixed asset | (16,190) | (1,949) | (14,241) | 730.68% |
| Remeasurement of employee benefit liabilities | (20,469) | (21,898) | 1,429 | (6.53%) |
| Related income tax | 3,627 | 5,033 | (1,406) | (27.94%) |
| Total | (33,032) | (18,814) | (14,218) | 75.57% |
| OTHER COMPREHENSIVE INCOME - NET AFTER TAX | (120,185) | 32,276 | (152,461) | (472.37%) |
| TOTAL COMPREHENSIVE INCOME | 1,175,633 | 1,502,381 | (326,748) | (21.75%) |
| Income for the year attributable to: | | | | |
| Equity holders of the parent entity | 1,281,718 | 1,470,105 | (188,387) | (12.81%) |
| Non-controlling interests | 14,100 | - | 14,100 | 100.00% |
| Total | 1,295,818 | 1,470,105 | (174,287) | (11.86%) |
| Comprehensive income for the year attributable to: | | | | |
| Equity holders of the parent entity | 1,178,216 | 1,502,381 | (324,165) | (21.58%) |
| Non-controlling interests | (2,583) | - | (2,583) | (100.00%) |
| Total | 1,175,633 | 1,502,381 | (326,748) | (21.75%) |
| BASIC EARNINGS PER SHARE | 85,36 | 97,91 | (13) | (12.82%) |

Consolidated Statement of Profit and Loss and Other Comprehensive Income



Interest and Sharia Income

In 2024, Bank Jatim's net interest and sharia income was recorded at IDR8,381,809 million, an increase of 13.93% from last year's IDR7,357,284 million. This increase was mainly influenced by the increase in income from related parties, namely profit sharing income margin, income from third parties, namely on loans granted, margin securities and profit sharing income and Bank Indonesia Certificates.

Table of Interest and Sharia Income

(in IDR millions)

| Description | 2004 | 2000 | Gro | wth | |
|--|-----------|-----------|---------------|---------------|--|
| | 2024 | 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Related Parties (Note 45) | | | ' | | |
| Loans | 5,820 | 13,961 | (8,141) | (58.31%) | |
| Margin and profit sharing revenue | 695 | 7 | 688 | 9,828.57% | |
| Third parties | | | | | |
| Loans | 6,030,856 | 4,837,915 | 1,192,941 | 24.66% | |
| Placements with Bank Indonesia and Other Banks | 1,589,237 | 1,806,519 | (217,282) | (12.03%) | |
| Marketable securities | | | | | |
| Amortized cost | 424,913 | 423,992 | 921 | 0.22% | |
| Margin and profit sharing revenue | 190,656 | 157,455 | 33,201 | 21.09% | |
| Provision | 96,953 | 90,157 | 6,796 | 7.54% | |
| Certificate of Bank Indonesia | 23,298 | 23,226 | 72 | 0.31% | |
| Others | 19,381 | 4,052 | 15,329 | 378.31% | |
| Total interest and Sharia Income | 8,381,809 | 7,357,284 | 1,024,525 | 13.93% | |

Interest and Sharia Expenses

Interest and sharia expenses in 2024 reached IDR2,656,211 million, an increase of 14.68% compared to the previous year which reached IDR2,316,184 million. The increase came from related parties and third parties, namely time deposits, savings, current accounts, liabilities for securities sold under agreements to repurchase, other banks, loans received, securities and credit.

Interest and Sharia Expenses

(in IDR millions)

| Description | 2224 | 0000 | Gro | owth |
|---|-----------|-----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Related Parties (Note 45) | | | | |
| Time deposits | 316,640 | 309,603 | 7,037 | 2.27% |
| Saving accounts | 869 | 827 | 42 | 5.08% |
| Current accounts | 159,816 | 148,694 | 11,122 | 7.48% |
| Total | 477,325 | 459,124 | 18,201 | 3.96% |
| Third parties | | | | |
| Time deposits | 1,534,848 | 1,359,679 | 175,169 | 12.88% |
| Saving accounts | 331,309 | 279,326 | 51,983 | 18.61% |
| Current accounts | 22,480 | 52,230 | (29,750) | (56.96%) |
| Liabilities of securities sold under repurchase agreement | 190,338 | 117,839 | 72,499 | 61.52% |
| Other banks | 81,048 | 38,680 | 42,368 | 109.53% |
| Borrowings | 15,130 | 8,543 | 6,587 | 77.10% |
| Marketable securities | 68 | - | 68 | 0.00% |
| Credit | 3,665 | 763 | 2,902 | 380.34% |
| Total | 2,178,886 | 1,857,060 | 321,826 | 17.33% |
| Total interest and sharia expenses | 2,656,211 | 2,316,184 | 340,027 | 14.68% |

Interest and Sharia Income-Net

Interest and sharia income, net in 2024 reached IDR5,725,598 million, an increase of 13.58% compared to the previous year which reached IDR5,041,100 million. This increase was mainly influenced by interest and sharia income.

Table of Interest and Sharia Income-Net

(in IDR millions)

| Description | 2024 | 2022 | Gro | wth |
|--------------------------------|-------------|-------------|---------------|---------------|
| Description | 2024 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Interest and sharia income | 8,381,809 | 7,357,284 | 1,024,525 | 13.93% |
| Interest and sharia expenses | (2,656,211) | (2,316,184) | (340,027) | 14.68% |
| Interest and Sharia Income-Net | 5,725,598 | 5,041,100 | 684,498 | 13.58% |

Other Operational Income

Other operational income in 2024 reached IDR832,238 million, an increase of 28.35% compared to the previous year which reached IDR648,420 million. This increase was due to several influencing factors, namely the administration of current accounts, savings, deposits, re-acceptance of written-off credits, commission provisions other than from credit provided and others.

Table of Other Operational Income

(in IDR millions)

| Description | 0004 | 0000 | Gro | wth | | |
|--|---------|---------|---------------|---------------|--|--|
| Description | 2024 | 2023 | IDR % | | | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | | |
| Current accounts, savings and deposits administration fees | 212,487 | 193,996 | 18,491 | 9.53% | | |
| Collection of loans written-off | 156,285 | 127,264 | 29,021 | 22.80% | | |
| Fees and commissions from other than loans | 47,618 | 22,093 | 25,525 | 115.53% | | |
| Loan administration fees | 28,643 | 30,880 | (2,237) | (7.24%) | | |
| Others | 387,205 | 274,187 | 113,018 | 41.22% | | |
| Other operational income total | 832,238 | 648,420 | 183,818 | 28.35% | | |

Operational Expenses

Operational expenses in 2024 reached IDR4,900,835 million, an increase of 27.81% compared to the previous year which reached IDR3,834,479 million. This increase was mainly due to an increase in employee benefits, general and administrative, provisions for impairment losses on financial assets and other expenses.

Table of Operational Expenses

(in IDR millions)

| Description | 2224 | 0000 | Gro | wth |
|---|-------------|-------------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Labor and employee benefits | (1,745,062) | (1,624,532) | (120,530) | 7.42% |
| General and administrative | (1,499,676) | (1,315,015) | (184,661) | 14.04% |
| Provision for impairment losses on financial assets | (1,287,595) | (694,136) | (593,459) | 85.50% |
| Other expenses | (368,502) | (200,796) | (167,706) | 83.52% |
| Total other operating expenses | (4,900,835) | (3,834,479) | (1,066,356) | 27.81% |

Operational Profit

Operational profit in 2024 reached IDR1,657,001 million, down 10.68% compared to the previous year which reached IDR1,855,041 million. This decline was due to an increase in the amount of other operating expenses.

Table of Operational Profit

| Description | 2024 | 2023 | Gro | wth |
|--------------------------------|-------------|-------------|---------------|---------------|
| Description | 2024 2025 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Interest and sharia income-net | 5,725,598 | 5,041,100 | 684,498 | 13.58% |
| Total other operational income | 832,238 | 648,420 | 183,818 | 28.35% |
| Total operational expenses | (4,900,835) | (3,834,479) | (1,066,356) | 27.81% |
| Operational profit | 1,657,001 | 1,855,041 | (198,040) | (10.68%) |

Non-Operating Income (Expenses)

Operational income (expenses) in 2024 reached IDR71,242 million, an increase of 24.90% compared to the previous year which reached IDR57,041 million. This increase was due to net gains on sales of securities, tax service fees and others.

Table of Non-Operating Income (Expenses)

(in IDR millions)

| Description | 0004 | 0000 | Gro | wth |
|---|--------|--------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Gain on sale of marketable securities-net | 10,241 | 8,698 | 1,543 | 17.74% |
| Tax service fee | 7,563 | 6,444 | 1,119 | 17.36% |
| Gain on sale of fixed assets | 1,470 | 5,608 | (4,138) | -73.79% |
| Gain (loss) on foreign exchange | 695 | 2,390 | (1,695) | -70.92% |
| Others | 51,273 | 33,901 | 17,372 | 51.24% |
| Total non-operating income (expenses) | 71,242 | 57,041 | 14,201 | 24.90% |

Income Before Income Tax

Income before income tax in 2024 reached IDR1,682,717 million, decreased by 11.10% compared to the previous year which reached IDR1,892,743 million. The decrease was due to a decrease in operating profit.

Table of Income Before Income Tax

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|--------------------------------|-----------|-----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Operational Income | 1,657,001 | 1,855,041 | (198,040) | (10.68%) |
| Total non-operating income-net | 25,716 | 37,702 | (11,986) | (31.79%) |
| Income Before Income Tax | 1,682,717 | 1,892,743 | (210,026) | (11.10%) |

Tax Expense - Net

Net tax expense in 2024 reached IDR386,899 million, decreasing by 8.46% compared to the previous year which reached IDR422,638 million. The decrease in net tax expense was influenced by tax restitution.

Table of Tax Expense-Net

| Description | 2024 | 2023 | Growth | |
|-----------------|-----------|-----------|---------------|---------------|
| | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Tax expense-net | (386,899) | (422,638) | 35,739 | (8.46%) |

Net Income

Net Income year 2024 reached IDR1,295,818 million, decreasing by 11.86% compared to the previous year which reached IDR1,470,105 million. This decline was due to a decrease in income before tax and net tax expenses.

Net income for the year attributable to owners of the parent entity in 2024 reached IDR1,281,718 million, a decrease of 12.81% from 2023, which amounted to IDR1,470,105 million. Meanwhile, net income for the year attributable to non-controlling interests in 2024 reached IDR14,100 million, representing a 100.00% increase from 2023, which was IDR0.00.

Table of Net Income (in IDR millions)

| Description | 2024 | 2023 | Gro | wth |
|--------------------------|-----------|-----------|---------------|---------------|
| Description | 2024 | 2025 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Income before income tax | 1,682,717 | 1,892,743 | (210,026) | (11.10%) |
| Tax expense-net | (386,899) | (422,638) | 35,739 | (8.46%) |
| Net Income | 1,295,818 | 1,470,105 | (174,287) | (11.86%) |

Other Comprehensive Income

Other comprehensive income in 2024 reached IDR120,185 million, a decrease of 472.37% compared to the previous year which reached IDR32,276 million. This decrease came from unrealized gains (losses) on financial assets measured at fair value through other comprehensive income.

Table of Other Comprehensive Income

(in IDR millions)

| Description | 2224 | 0000 | Gro | owth |
|--|-----------|----------|---------------|---------------|
| Description | 2024 | 2023 | IDR | % |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) |
| Other comprehensive income (expenses): | | | | |
| Items to be reclassified to profit or loss: | | | | |
| Unrealized gains (losses) on financial assets at fair value through other comprehensive income | (107,359) | 63,074 | (170,433) | (270.21%) |
| Related income taxes | 20,206 | (11,984) | 32,190 | (268.61%) |
| Total | (87,153) | 51,090 | (138,243) | (270.59%) |
| Items that will not be reclassified to profit or loss: | | | | |
| Revaluation surplus (deficit) of fixed assets | (16,190) | (1,949) | (14,241) | 730.68% |
| Remeasurement of employee benefit liabilities | (20,469) | (21,898) | 1,429 | (6.53%) |
| Related income tax | 3,627 | 5,033 | (1,406) | (27.94%) |
| Total | (33,032) | (18,814) | (14,218) | 75.57% |
| Other comprehensive income net of tax | (120,185) | 32,276 | (152,461) | (472.37%) |

Comprehensive Income for the Year

Comprehensive income for the year 2024 reached IDR1,175,633 million, decreasing by 21.75% compared to the previous year which reached IDR1,502,381 million. This decline was triggered by a decrease in other comprehensive income and income for the year.

Comprehensive income for the year attributable to owners of the parent entity in 2024 reached IDR1,178,216 million, a decrease of 21.58% from 2023, which amounted to IDR1,502,381 million. Meanwhile, comprehensive income for the year attributable to noncontrolling interests in 2024 amounted to negative IDR2,583 million, a 100.00% decrease from 2023, which was IDR 0.00.

Table of Comprehensive Income for The Year

(in IDR millions)

| Description | 2024 | 2023 | Gro | wth | |
|---------------------------------------|-----------|-----------|---------------|---------------|--|
| Description | 2024 | 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Income for The Year | 1,295,818 | 1,470,105 | (174,287) | (11.86%) | |
| Other comprehensive income net of tax | (120,185) | 32,276 | (152,461) | (472.37%) | |
| Comprehensive income for the year | 1,175,633 | 1,502,381 | (326,748) | (21.75%) | |

Basic Earnings Per Share

Basic earnings per share in 2024 reached basic earnings per share of IDR85.36, down 12.82% compared to the previous year which reached basic earnings per share of IDR97.91. This decrease was triggered by profit growth for the calculation of basic earnings per share.

Table of Basic Earnings Per Share

| Description | 0004 | 0000 | Growth | | | |
|---|----------------|----------------|---------------|---------------|--|--|
| Description | 2024 | 2023 | IDR | % | | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | | |
| Profit for the year attributable to owners of the parent entity | 1,281,718 | 1,470,105 | (188,387) | (12.81%) | | |
| Weighted average number of ordinary shares outstanding (in full amount) | 15,015,498,082 | 15,015,307,082 | 191,000 | 0.00% | | |
| Basic earnings per share attributable to owners of the parent entity (in full amount) | 85,36 | 97,91 | (13) | (12.82%) | | |

Consolidated Cash Flow Statement

Table of Consolidated Cash Flow Statement

| Description | 0004 | 2020 | Gro | wth | |
|--|-------------|-------------|---------------|---------------|--|
| | 2024 | 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| CASH FLOW FROM OPERATING ACTIVITIES | | | | | |
| Interest, provision and commissions received | 8,306,344 | 7,324,150 | 982,194 | 13.41% | |
| Interest paid | (2,708,316) | (2,310,264) | (398,052) | 17.23% | |
| Other operating income received | 675,952 | 521,156 | 154,796 | 29.70% | |
| Collection of loans written-off | 156,285 | 127,264 | 29,021 | 22.80% | |
| General and administrative expenses paid | (1,566,455) | (1,283,327) | (283,128) | 22.06% | |
| Personnel expenses paid | (1,836,797) | (1,763,167) | (73,630) | 4.18% | |
| Non-operating income received | 69,815 | 60,386 | 9,429 | 15.61% | |

| | | | Gro | wth | |
|--|--------------|-------------|---------------|---------------|--|
| Description | 2024 | 2023 | IDR | % | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Non-operating expenses paid | (45,428) | (19,337) | (26,091) | 134.93% | |
| Income tax paid | (313,729) | (368,455) | 54,726 | (14.85%) | |
| Cash received before changes in operating assets and liabilities | 2,737,671 | 2,288,406 | 449,265 | 19.63% | |
| Decrease (increase) in operating assets | | | | | |
| Placements with Bank Indonesia and other banks | 101,500 | (1,500) | 103,000 | (6.866.67%) | |
| Loans | (10,079,129) | (9,193,797) | (885,332) | 9.63% | |
| Receivables of spot and derivative | (1,144) | - | (1,144) | 0.00% | |
| Marketable securities sold under repurchase agreements | (845,882) | (4,208,597) | 3,362,715 | (79.90%) | |
| Receivables from marketable securities purchased under resale agreements | 5,629,458 | 1,575,529 | 4,053,929 | 257.31% | |
| Other assets | (112,232) | (166,678) | 54,446 | (32.67%) | |
| ncrease (decrease) in operating liabilities | | | - | | |
| Obligation due immediately | (167,942) | 115,091 | (283,033) | (245.92%) | |
| Customer deposits | (329,793) | (3,570,473) | 3,240,680 | (90.76%) | |
| Deposits from other banks | (1,834,568) | (759,380) | (1,075,188) | 141.59% | |
| Liabilities for marketable securities sold under agreements to repurchase | 865,203 | 4,023,817 | (3,158,614) | (78.50%) | |
| Other liabilities | (183,478) | 200,981 | (384,459) | (191.29%) | |
| Net cash used for operating activities | (4,220,336) | (9,696,601) | 5,476,265 | (56.48%) | |
| CASH FLOW FROM INVESTING ACTIVITIES | | | | | |
| Marketable Securities | (1,421,131) | 6,948,323 | (8,369,454) | (120.45%) | |
| Acquisition of fixed assets | (128,851) | (132,044) | 3,193 | (2.42%) | |
| Acquisition of intangible assets | (3,377) | (17,254) | 13,877 | (80.43%) | |
| Proceeds from sale of fixed assets | 1,470 | 5,608 | (4,138) | (73.79%) | |
| Acquisition of Subsidiaries | (100,000) | - | (100,000) | 0.00% | |
| Cash receipts from acquisition of Subsidiaries | 1,126,261 | - | 1,126,261 | 0.00% | |
| Net cash obtained from (used for) investing activities | (525,628) | 6,804,633 | (7,330,261) | (107.72%) | |
| CASH FLOW FROM FINANCING ACTIVITIES | | | | | |
| Proceeds (payments of) from borrowings | (230,423) | 43,578 | (274,001) | (628.76%) | |
| Proceeds (payments) of lease liabilities | (15,724) | 6,316 | (22,040) | (348.96%) | |
| Additional paid-in capital | 50,100 | - | 50,100 | 0.00% | |
| Payment of cash dividends | (816,693) | (797,173) | (19,520) | 2.45% | |
| Marketable securities issued | 100,000 | - | 100,000 | 0.00% | |
| Net cash used for financing activities | (912,740) | (747,279) | (165,461) | 22.14% | |
| NET DECREASE IN CASH AND CASH EQUIVALENTS | (5,658,704) | (3,639,247) | (2,019,457) | 55.49% | |
| Cash and cash equivalents at the beginning of the year | 16,348,884 | 19,988,131 | (3,639,247) | (18.21%) | |
| Cash and cash equivalents at the end of the year | 10,690,180 | 16,348,884 | (5,658,704) | (34.61%) | |
| Cash and cash equivalents consist of: | | | | | |
| | | | | | |

| Description | 0004 | 0000 | Gro | wth | |
|---|------------|------------|---------------|---------------|--|
| Description | 2024 | 2023 | IDR % | | |
| (1) | (2) | (3) | (4) = (2)-(3) | (5) = (4)/(3) | |
| Current accounts with Bank Indonesia | 5,584,147 | 7,971,412 | (2,387,265) | (29.95%) | |
| Current accounts with other banks | 505,084 | 491,330 | 13,754 | 2.80% | |
| Placements with Bank Indonesia and other banks maturing in 3 months or less from the date of acquisition | 1,733,470 | 5,233,367 | (3,499,897) | (66.88%) | |
| Total cash and cash equivalents | 10,690,180 | 16,348,884 | (5,658,704) | (34.61%) | |

Consolidated Cash Flow Statement Graph



At the end of 2024, Bank Jatim recorded a final cash and cash equivalent balance of IDR10,690,180 million, a decrease of 34.61% compared to 2023 which was IDR16,348,884 million. The decrease in cash balance was mainly due to a decrease in placements with Bank Indonesia and Other Banks and net cash obtained from operating activities.

Cash Flow from Operating Activities

Net cash obtained from operating activities in 2024 amounted to IDR4,220,336 million, a decrease of 56.48% compared to 2023 which amounted to IDR9,696,601 million. Net cash flow is the reduction between cash inflow and cash outflow. The highest cash inflows include increases in interest income, investment and sharia, premium income, other operating income, non-operating income, increases in customer deposits, and increases in deposits from other banks. The highest cash outflows include loans, interest payments, and other operating expenses. This means that Bank Jatim is able to carry out good business processes by utilizing its operational sources such as credit provided, customer deposits, and tax payments into cash

that has been recognized and obtained.

Cash Flow from Investment Activities

Net cash used for operating activities in 2024 amounted to IDR525,628 million, a decrease of 107.72% compared to 2023 which amounted to IDR6,804,633 million. The highest cash outflows were primarily due to the purchase of government bonds, acquisition of securities, as well as the purchase of intangible assets and proceeds from the sale of fixed assets. This indicates that Bank Jatim is still making additional investments but has not received returns in the form of cash from investments made during 2023.

Cash Flow from Funding Activities

Net cash used for financing activities in 2024 amounted to IDR912,740 million, an increase of 22.14% compared to 2023 which amounted to IDR747,279 million. This was mainly influenced by the payment of loans received. The highest cash inflows came from, among others, an increase in loans received. The highest cash outflows came from, among others, dividend payments and a decrease in securities issued. This means that Bank Jatim is still able to obtain cash in the form of funding from loans received which is able to cover cash outflows in the form of dividends and others.

Ability to Pay Debt and Receivable Collectibility

Ability to Pay Debt

Bank Jatim's ability to pay debts is measured through several ratios including liquidity ratio, solvency ratio, and profitability ratio. These ratios will be a benchmark for banks in measuring the possibility of risks that arise in bank operational activities.

Protection of Creditors' Rights

Bank Jatim has a policy on the fulfillment of creditor rights used as a guideline in making loans. The purpose of the policy is to ensure the fulfillment of rights and maintain creditor trust in the Bank. The policy includes considerations in making agreements, as well as follow-up in fulfilling obligations to creditors. Bank Jatim explains the creditor rights in the Credit Agreement (PK) including:

1. The bank ensures that the creditor receives the principal and interest on the loan according to the agreed schedule.

- The bank ensures that the creditor receives the loan usage report.
- 3. The bank ensures that creditors receive fines for payments that exceed the agreed schedule.
- 4. The bank ensures that payments of principal and interest on loans are not be subject to penalties if the payment schedule falls on a holiday and will be paid on the next working day.

Ability to Pay Short-Term Debt (Bank Liquidity)

The liquidity ratio is measured by comparing the amount of loan granted to the amount of customer deposits (Loan to Deposit Ratio/LDR) to determine the Bank's ability to repay obligations to customers who have deposited their funds with loan and financing that has been given to debtors as a source of liquidity. In 2024, Bank Jatim's Loan to Deposit Ratio (LDR) was recorded at 82.05%, an increase of 12.02% compared to 2023, which stood at 70.03%. This increase reflects the bank's growth in credit distribution relative to the third-party funds successfully raised. Despite the rise, Bank Jatim's LDR remains within a healthy and controlled range, in line with regulatory requirements. This indicates that the bank continues to maintain a balance between loan expansion and liquidity. As a result, Bank Jatim is in a strong liquidity position and is able to

meet all of its short-term obligations optimally.

Table of Liquidity Ratio

| Description | 2024 | 2023 | Increase/ Decrease | |
|-----------------------------|--------|--------|-----------------------|--|
| (1) | (2) | (3) | (2)-(3) | |
| Loan to Deposit Ratio (LDR) | 82.05% | 70.03% | 12.02% | |

Ability to Pay Long-Term Debt (Bank Solvability)

Bank Jatim's Capital Adequacy Ratio (CAR) in 2024 was recorded at 23.99%, a decrease of 1.72% compared to 2023, which was 25.71%. Despite the decline, this CAR remains at a

risks.

safe level and well above the minimum requirement set by Bank Indonesia/OJK of 14%. The high CAR ratio indicates that Bank Jatim's capital structure is sufficiently capable of anticipating various risks, including market risk, credit risk, and operational risk. This reflects prudent capital management and the bank's ability to maintain adequate capital to protect against solvency

(in %)

Table of Solvency Ratio (in %)

| Description | 2024 | 2023 | Increase/ Decrease | |
|-------------|--------|--------|-----------------------|--|
| (1) | (2) | (3) | (2)-(3) | |
| CAR-TIER I | 22.83% | 24.56% | (1.73%) | |
| CAR-TIER II | 1.16% | 1.15% | 0.01% | |

| Description | 2024 2023 | | Increase/ Decrease |
|--|-----------|--------|-----------------------|
| (1) | (2) | (3) | (2)-(3) |
| CAR (Credit, Market, and Operational Risk) | 23.99% | 25.71% | (1.72%) |

Receivable Collectibility

The level of collectibility of Bank receivables can be seen from the value of the Non Performing Loan (NPL) ratio. The NPL ratio is a benchmark to see how much problematic or bad loan is from all loans given by the bank to customers. The smaller the NPL value, the better the Bank's performance in collectibility of receivables and indicates good credit quality.

Table of Non Performing Loan Ratio

(in %)

| Description | In 2024, Bank Jatim's Gross Non-Performing Liner(NES)/ratio was recorded at 3.45%, an increase of 0.96% compared to |
|---------------------------------|--|
| (1) | 2023, which stood at 2.49%. Meanwhile, the Net NPI ratio in 2024 reached 1.53%, representing an increase of 0.32% from |
| Non Performing Loan (NPL) Gross | the previous የጀመ, which was 1.21%% he rise in the Net የነዋር ratio |
| Non Performing Loan (NPL) Nett | was primarity griven by an increase in non-perfor நூற்ற loans |
| | in the medium and retail credit segments throughout 2024. |
| | Despite the increase, Bank Jatim continues to take measures to |
| | improve asset quality through strengthened risk management |

and intensive handling of non-performing loans.

The Bank loan quality is divided based on its collectibility level, namely into groups of current, special mention, substandard, doubtful, and loss. The purpose of the loan classification is so that the Bank can routinely monitor the loans that have been distributed.

Table of Loans Granted Based on Type and Collectibility

| Description | Current | Special Mention | Sub Standard | Doubtful | Loss | Total |
|-----------------|------------|--------------------|-----------------|----------|-----------|------------|
| 2024 | | | | | | |
| Rupiah | | | | | | |
| Working Capital | | | | | | |
| Consumption | 7,820 | - | - | - | - | 7,820 |
| Total | 104,391 | - | - | - | 233 | 104,624 |
| Third Parties | 112,211 | - | - | - | 233 | 112,444 |
| Working Capital | | | | | | |
| Investment | 17,568,445 | 1,112,444 | 99,547 | 124,032 | 1,192,979 | 20,097,447 |
| Consumption | 394,793 | 1,397 | 31 | - | 14,577 | 410,798 |
| Total | 43,218,336 | 540,376 | 50,337 | 63,400 | 543,213 | 44,415,662 |
| Total Rupiah | 61,181,574 | 1,654,217 | 149,915 | 187,432 | 1,750,769 | 64,923,907 |
| Total Rupiah | 61,293,785 | 1,654,217 | 149,915 | 187,432 | 1,751,002 | 65,036,351 |

| Description | Current | Special Mention | Sub Standard | Doubtful | Loss | Total |
|---------------------------------|-------------|--------------------|-----------------|----------|-------------|------------|
| Third Parties | | | | | | |
| Working Capital | 8,895,748 | 1,181,731 | 27,952 | 23,363 | 187,595 | 10,316,389 |
| Total | 8,895,748 | 1,181,731 | 27,952 | 23,363 | 187,595 | 10,316,389 |
| Total Foreign Currencies | 8,895,748 | 1,181,731 | 27,952 | 23,363 | 187,595 | 10,316,389 |
| Total | 70,189,533 | 2,835,948 | 177,867 | 210,795 | 1,938,597 | 75,352,740 |
| Allowance for impairment losses | (431,246) | | (62,386) | (72,734) | | (2,113,224 |
| , | | (356,037) | | | (1,190,821) | |
| Total - Net 2023 | 69,758,287 | 2,479,911 | 115,481 | 138,061 | 747,776 | 73,239,516 |
| Rupiah | | | | | | |
| Related Parties | | | | | | |
| | | | | | | |
| Working Capital | 107,395 | | | | 288 | 107 (0) |
| Consumption | | - | - | - | 288 | 107,683 |
| Total | 107,395 | <u>-</u> | - | | 200 | 107,683 |
| Third Parties | 12.010.15.4 | 004.041 | 50,000 | 00.040 | 501 (50 | 15 400 11 |
| Working Capital | 13,818,154 | 924,261 | 59,999 | 88,048 | 531,650 | 15,422,112 |
| Investment | 6,786,068 | 1,060,393 | 6,918 | 13,921 | 134,979 | 8,002,279 |
| Consumption | 30,193,793 | 378,777 | 30,496 | 36,134 | 461,390 | 31,100,590 |
| Total | 50,798,015 | 2,363,431 | 97,413 | 138,103 | 1,128,019 | 54,524,98 |
| Total Rupiah | 50,905,410 | 2,363,431 | 97,413 | 138,103 | 1,128,307 | 54,632,664 |
| Foreign Currencies | | | | | | |
| Third Parties | | | | | | |
| Working Capital | 128,239 | - | - | - | - | 128,239 |
| Total | 128,239 | - | - | - | - | 128,239 |
| Total Foreign Currencies | 128,239 | - | - | - | - | 128,239 |
| Total | 51,033,649 | 2,363,431 | 97,413 | 138,103 | 1,128,307 | 54,760,903 |
| Allowance for impairment losses | (427,551) | (236,983) | (27,840) | (49,043) | (623,488) | (1,364,905 |
| Total – Net | 50,606,098 | 2,126,448 | 69,573 | 89,060 | 504,819 | 53,395,998 |
| Growth 2023 - 2024 | | | | | | |
| Rupiah | | | | | | |
| Related Parties | | | | | | |
| Working Capital | 7,820 | - | - | - | - | 7,820 |
| Consumption | (3,004) | - | - | - | (55) | (3,059 |
| Total | 4,816 | - | - | - | (55) | 4,76 |
| Third Parties | | | | | | |
| Working Capital | 3,750,291 | 188,183 | 39,548 | 35,984 | 661,329 | 4,675,335 |
| Investment | (6,391,275) | (1,058,996) | (6,887) | (13,921) | (120,402) | (7,591,481 |
| Consumption | 13,024,543 | 161,599 | 19,841 | 27,266 | 81,823 | 13,315,072 |
| Total | 10,383,559 | (709,214) | 52,502 | 49,329 | 622,750 | 10,398,926 |
| Total Rupiah | 10,388,375 | (709,214) | 52,502 | 49,329 | 622,695 | 10,403,687 |
| Foreign Currencies | | | | | | |
| Third Parties | | | | | | |
| Working Capital | 8,767,509 | 1,181,731 | 27,952 | 23,363 | 187,595 | 10,188,150 |
| Total | 8,767,509 | 1,181,731 | 27,952 | 23,363 | 187,595 | 10,188,150 |
| Total Foreign Currencies | 8,767,509 | 1,181,731 | 27,952 | 23,363 | 187,595 | 10,188,150 |
| Total | 19,155,884 | 472,517 | 80,454 | 72,692 | 810,290 | 20,591,83 |
| | | ,- | | | | |
| Allowance for impairment losses | (3,695) | (119,054) | (34,546) | (23,691) | (567,333) | (748,319 |

| Description | Current | Special Mention | Sub Standard | Doubtful | Loss | Total |
|-------------|---------|--------------------|-----------------|----------|--------|--------|
| Total | 37.85% | 16.62% | 65.99% | 55.02% | 48.13% | 37.16% |

Net loans disbursed in 2024 amounted to IDR73,239,516 million, an increase of 37.16% compared to 2023 which was IDR53,395,998 million with the classification of current loans in 2024 amounting to IDR69,758,287 million, special mention of IDR2,479,911 million, substandard of IDR115,481 million, doubtful of IDR138,061 million, and loss of IDR747,776 million.

Other Financial Ratios

Other financial ratios of Bank Jatim include profitability ratio, efficiency ratio and compliance ratio presented as follows.

Table of Other Financial Ratios

(in %)

| Description | 2024 | 2023 | Increase/ Decrease |
|-------------|------|------|-----------------------|
| (1) | (2) | (3) | (2)-(3) |

| - 6 | וכ | 0 | $\boldsymbol{\cap}$ | ┖ | ıT | ٠. | 0 | 11 | 17 | ┖╲ | / C | 5 | ۸т | 1C |
|-----|----|---|---------------------|-----|----|----|---|----|-----|-----|-----|----------|-----|----|
| | -1 | ҡ | u | νг. | | А | 0 | IL | . 1 | - 1 | | ₹/ | Α І | ı |

| Description | Re | 2024 aty (R | OE) 2023 | Increase/ Decrease |
|---|------------|--|---|---|
| (1) | | , , | • • | 24 wa (2)e(3) rded at |
| Return on Assets (ROA) | 11.8 at | 39%, a decrease of 1.60% 13.96%. This declir | -2.07% compared to 1.87% ne in ROE was prir | 2023, which stood (0.27%) narily driven by an |
| Return on Equity (ROE) | | | | tely mate AZO by the |
| Net Interest Margin (NIM) | gro | wth in net profit. | 5.57% | 0.29% |
| EFFICIENCY RATIO | Ne | t Interest Margin | (NIM) | |
| Operating Expenses to Operating Income (BOPO) | | 81.89% | 77.27% | 4.62% |
| COMPLIANCE RATIO | | | | 024 was recorded at 2023, which stood at |
| Statutory reverses in rupiah | 5.5 | 7%. This 1.66% ase in | NIM was2p4191% arily o | lriven b(Ø.1818&)growth |
| Statutory reverses in foreign exchange | | oan and financing dinet interest income | | ntributed to the rise |

Return On Assets (ROA)

Bank Jatim's Return on Assets (ROA) in 2024 was recorded at 1.60%, a decrease of 0.27% compared to 2023, which stood at 1.87%. This decline was primarily due to an increase in total assets that was not proportionately matched by the growth in net profit.

Operating Expenses to Operating Income (BOPO)

Bank Jatim's Operating Expense to Operating Income Ratio (BOPO) in 2024 was recorded at 81.89%, an increase of 4.62% compared to 2023, which stood at 77.27%. The increase in the BOPO ratio was primarily driven by the rise in fund interest

expenses throughout 2024, which led to a higher total operating expense.

Statutory Reverse Requirement (GWM)

In 2024, Bank Jatim's Statutory Reserve (GWM) in Rupiah was recorded at 1.66%, while the GWM in Foreign Currency reached 9.02%. These liquidity positions are under the provisions of Bank Indonesia Regulation No. 19/6/PBI/2017 dated April 17, 2017, regarding the Fifth Amendment to Bank Indonesia Regulation No. 15/15/PBI/2013 dated December 24, 2013, on Minimum Reserve Requirements in Rupiah and Foreign Currency for Conventional Commercial Banks. This reflects Bank Jatim's compliance with regulatory requirements and its ability to maintain optimal liquidity positions.

Fund Interest Rate

Information on competitive interest rates for savings, deposits and current accounts at Bank Jatim is presented as follows:

Table of Savings Interest Rate as of December 2024

| able of Savings Interest Rate as of December 202 | 4 |
|--|---|
| Tier | Interest rate |
| SIMPEDA | |
| 0 - < IDR1 million | 0.00% |
| IDR1 million - < IDR10 million | 0.50% |
| DR10 million - < IDR50 million | 0.75% |
| DR50 million - < IDR500 million | 1.00% |
| ≥ IDR500 million | 1.50% |
| SIKLUS | |
|) - < IDR1 million | 0.00% |
| DR1 million - < IDR10 million | 0.75% |
| DR10 million - < IDR50 million | 1.00% |
| DR50 million - < IDR500 million | 1.25% |
| ≥ IDR500 million | 1.50% |
| SIKLUS MIKRO KECIL (SIUMI) | |
|) - IDR500 thousand | 0.00% |
| > IDR500 thousand | 1.50% |
| SIKLUS NELAYAN (SiNyal) | |
|) - IDR500 thousand | 0.00% |
| · IDR500 thousand | 0.50% |
| ILAH | |
| All nominal | 1.00% |
| TABUNGANKU | |
|) - IDR500 thousand | 0.00% |
| >IDR500 thousand - IDR1 million | 0.25% |
| IDR1 million | 1.00% |
| | Notes: Interest is calculated daily and in accordance with the applicable tiering Interest is paid according to the payment period |
| SIKLUS PRIORITAS | |
|) - < IDR500 thousand | 0.00% |
| DR500 thousand - < IDR7.5 million | 1.50% |
| DR7.5 million - < IDR100 million | 1.75% |
| DR100 million - < IDR1 billion | 2.00% |
| IDR1 billion | 2.25% |
| | |

| Tier | Interest rate |
|------------------------------------|---------------|
| SIMPANAN LAKU PANDAI | |
| All nominal | 0.50% |
| SIKLUS PENSIUN | |
| 0 - < IDR250 thousand | 0.00% |
| IDR250 thousand - < IDR7.5 million | 1.25% |
| IDR7.5 million - < IDR100 million | 1.50% |
| ≥IDR100 million | 1.75% |
| SIKLUS VALAS | |
| USD | |
| < USD 100 | 0.00% |
| > USD100.00-≤ USD10,000.00 | 0.05% |
| > USD10,000.00-≤ USD100,000.00 | 0.15% |
| > USD100,000.00 | 0.25% |
| SGD | |
| < SGD100 | 0.00% |
| > SGD100.00-≤ SGD10,000.00 | 0.05% |
| > SGD10,000.00-≤ SGD100,000.00 | 0.15% |
| > SGD100,000.00 | 0.20% |
| EUR | |
| 0-EUR300 | 0.00% |
| > EUR300 | 0.10% |
| JPY | |
| All nominal | 0.00% |
| HKD | |
| All nominal | 0.00% |

Table of Time Deposit Interest Rate as of December 2024

| | Tenor (month) | | | | | | | |
|--------------------------------|---------------|------------|------------|------------|-------------|-------------|-------------|--|
| Tier | 1 Month | 2 Month | 3 Month | 6 Month | 12 Month | 18 Month | 24 Month | |
| ≥IDR2,5 million - IDR1 billion | 2.70% pa | 2.80% pa | 2.90% pa | 3.00% pa | 3.10% pa | 3.15% pa | 3.15% pa | |
| >IDR1 billion | 2.75% pa | 2.85% pa | 2.95% pa | 3.05% pa | 3.15% pa | 3.15% pa | 3.15% pa | |

Table of Foreign Exchange Interest Rate as of December 2024

| Tier | | Tenor (month) | | | | | |
|---------------------------|--|---------------|---------|----------|--|--|--|
| Tiel | 1 Month | 3 Month | 6 Month | 12 Month | | | |
| USD | | | | ' | | | |
| ≥ USD 1,000-≤ USD 100,000 | 0.75% pa | | | | | | |
| > USD 100,000 | 1.00% pa | | | | | | |
| SGD | | | | | | | |
| ≥ SGD1,000 | 0.10% pa | | | | | | |
| EUR | | | | | | | |
| ≥ EUR750 | Each placement is subject to approval by the authorized division | | | | | | |
| JPY | | | | | | | |

| Tier | Tenor (month) | | | | | |
|--------------|--|------------------------|-------------------------|------------|--|--|
| 1.6. | 1 Month | 3 Month | 6 Month | 12 Month | | |
| ≥ JPY100,000 | Each placement is subject to approval by the authorized division | | | | | |
| HKD | | | | | | |
| ≥ HKD7,500 | Each plac | ement is subject to ap | proval by the authorize | d division | | |
| AUD | | | | | | |
| ≥ AUD2,000 | 0.50% pa | | | | | |
| CNY | | | | | | |
| ≥ CNY7,000 | 0.70% pa | | | | | |

 $[\]mbox{\ensuremath{\bigstar}}\mbox{\ensuremath{\upshall}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath{\upshall}}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}\mbox{\ensuremath}}\mbox{\ensuremath}}\mbox{\ensuremath}\mbo$

Table of Interest Rate of Deposit On Call as of December 2024

| Tier | Interest rate |
|---------------------------|--|
| Deposito On Call (Rupiah) | 0.75% below the market interest rate of Government Banks, BPD, or Private Banks obtained from LHBU or Reuters |

Table of Interest Rate of Current Account as of December 2024

| Tier | Interest rate |
|---|--|
| RUPIAH | |
| Progressive daily current account service calculation | |
| IDRO - IDR5 million | 0.00% |
| > IDR5 million - IDR100 million | 0.50% |
| > IDR100 million - IDR1 billion | 0.75% |
| > IDR1 billion - IDR500 billion | 0.90% |
| > IDR500 billion - IDR750 billion | 1.25% |
| > IDR750 billion | 1.75% |
| Current account Escrow Account | Same as current account Rupiah. and must be included in the Cooperation Agreement (PK) |
| FOREIGN EXCHANGE | |
| USD Foreign Currency Current Account | |
| ≤ USD1,000.00 | 0.00% |
| > USD1,000.00-≤ USD10,000.00 | 0.05% |
| > USD10,000.00-≤ USD100,000.00 | 0.15% |
| > USD100,000.00 | 0.25% |
| SGD Foreign Currency Current Account | |
| ≤ SGD1,000.00 | 0.00% |
| > SGD1,000.00-≤ SGD10,000.00 | 0.05% |
| > SGD10,000.00-≤ SGD100,000.00 | 0.15% |
| > SGD100,000.00 | 0.20% |
| EUR Foreign Currency Current Account | |
| EUR | 0.10% |

| Tier | Interest rate |
|--------------------------------------|---------------|
| JPY Foreign Currency Current Account | |
| JPY | 0.00% |
| AUD Foreign Currency Current Account | |
| AUD 15,000 -< AUD 150,000 | 0.20% |
| ≥ AUD 150,000 | 0.50% |
| HKD Foreign Currency Current Account | |
| HKD 78,000 -< HKD 780,000 | 0.20% |
| ≥ HKD 780,000 | 0.50% |
| CNY Foreign Currency Current Account | |
| CNY 72,000 -< CNY 720,000 | 0.20% |
| ≥ CNY 720,000 | 0.50% |

Table of Profit Sharing Ratio

| Produk | Profit Sharing Ratio | Profit Sharing Realization |
|---|----------------------|----------------------------|
| Individual Wadiah Current Accounts | 0.00% | 0.00% |
| General Wadiah Current Accounts for Government/Services | 0.00% | 0.00% |
| Public Private Wadiah Current Accounts | 0.00% | 0.00% |
| General Mudharabah Current Accounts for Government/Services | 5.00% | 0.47% |
| Public Private Mudharabah Current Accounts | 5.00% | 0.47% |
| Individual Mudharabah Current Accounts | 5.00% | 0.47% |
| TabunganKu Ib | 0.00% | 0.00% |
| Si Pandai iB Barokah Savings | 0.00% | 0.00% |
| Simpel Savings | 0.00% | 0.00% |
| Santri Savings | 0.00% | 0.00% |
| Umroh iB Amanah Savings | 0.00% | 0.00% |
| Hajj Amanah Savings | 10.00% | 0.94% |
| Barokah Savings | 12.50% | 1.17% |
| Barokah Sejahtera Savings | 4.00% | 0.38% |
| iB Barokah Plan Savings | 25.00% | 2.35% |
| iB Barokah Pension Savings | 15.00% | 1.41% |
| 1 Month Deposit | 36.00% | 3.38% |
| 3 Months Deposit | 38.00% | 3.56% |
| 6 Months Deposit | 41.00% | 3.85% |
| 12 Months Deposit | 42.50% | 3.99% |

Basic Loan Rate

The Basic Loan Rate (SBDK) is used as the basis for determining the credit interest rate that will be charged to customers. SBDK does not take into account the estimated risk premium component, the amount of which depends on the Bank's assessment of the risk of each debtor or group of debtors. Thus, the amount of loan interest charged to debtors is not necessarily the same as the SBDK. Non-KPR Consumption loan does not include the provision of funds through credit cards and unsecured credit (KTA).

Quality Analysis of Productive Assets

Productive assets in 2024 amounted to IDR101,691,196 million, an increase of 3.15% compared to 2023 which amounted to IDR98,582,956 million. The quality of productive assets in 2024 is in the current category of IDR95,419,289 million, in special attention of IDR3,823,820 million, substandard of IDR201,510 million, doubtful of IDR220,155 million, and loss of IDR2,026,422 million.

| | | | | INDIVI | DUAL | | | |
|----|---|---------|--------------------|--------------|----------|------|---------|--|
| No | POSTS | | | December | 31, 2024 | | | |
| NO | PUSIS | Current | Special mention | Sub standard | Doubtful | Loss | Total | |
| | RELATED PARTIES | | | ' | | | ' | |
| 1 | Placement with other banks | | | | | | | |
| | a. Rupiah | - | - | - | - | - | - | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 2 | Spot and deritatives/forward receivables | | | | | | | |
| | a. Rupiah | - | - | - | - | - | - | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 3 | Securities owned | | | | | | | |
| | a. Rupiah | - | - | - | - | - | - | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 4 | Securities sold under repurchased agreement (Repo) | | | | | | | |
| | a. Rupiah | - | - | - | - | - | - | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 5 | Claims on securities purchased under agreement to resell (Reserve Repo) | | | | | | | |
| | a. Rupiah | - | - | - | - | - | - | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 6 | Acceptance Bill | • | - | - | - | - | - | |
| | | | | | | | | |
| 7 | Loans and financing provided | | | | | | | |
| | a. Micro, Small, and Medium Enterprises (MSME) Debtors | | | | | | | |
| | i. Rupiah | 47 | - | - | - | - | 47 | |
| | ii. Foreign exchange | - | - | - | • | - | - | |
| | b. Non-MSME debtor | | | | | | | |
| | i. Rupiah | 104,344 | - | - | - | 233 | 104,577 | |
| | ii. Foreign exchange | - | - | - | - | - | • | |
| | c. Restrustured loan **) | | | | | | | |
| | i. Rupiah | - | - | - | - | - | - | |
| | ii. Foreign exchange | - | - | - | - | - | - | |

| INDIVIDUAL | | | | | | | | | | | |
|-------------------|-----------------|--------------|--------------|----------|----------|--|--|--|--|--|--|
| December 31, 2023 | | | | | | | | | | | |
| Current | Special mention | Sub standard | Doubtful | Loss | Total | | | | | | |
| | | ' | · | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| <u> </u> | <u> </u> | | - | <u> </u> | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | | - | - | - | - | | | | | | |
| <u> </u> | <u> </u> | - | <u> </u> | <u> </u> | <u> </u> | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 10/0 | | | | | 1004 | | | | | | |
| 1,263 | - - | - | 41 - | - | 1,304 | | | | | | |
| | | | | | | | | | | | |
| 106,108 | 77,134 | - | 302 | - | 183,544 | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |

| | - | | | INDIVI | | | | |
|----|---|------------|--------------------|--------------|----------|-----------|------------|--|
| No | POSTS | | | December | 31, 2024 | | | |
| | | Current | Special mention | Sub standard | Doubtful | Loss | Total | |
| 8 | Equity capital | - | - | - | - | - | - | |
| | | | | | | | | |
| 9 | Other receivables | - | - | - | - | - | - | |
| | | | | | | | | |
| 10 | Commitment and contingencies | | | | | | | |
| | a. Rupiah | - | - | - | - | - | - | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 11 | Repossessed assets | - | - | - | - | - | - | |
| | | | | | | | | |
| | TOTAL | 104,391 | - | - | - | 233 | 104,624 | |
| Ш | NON-RELATED PARTIES | | | | | | | |
| 1 | Placement with other banks | | | | | | | |
| | a. Rupiah | 1,083,325 | - | - | - | - | 1,083,325 | |
| | b. Foreign exchange | 489,857 | - | - | - | • | 489,857 | |
| | | | | | | | | |
| 2 | Spot and deritatives/forward receivables | | | | | | | |
| | a. Rupiah | 1,144 | • | - | - | • | 1,144 | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 3 | Securities owned | | | | | | | |
| | a. Rupiah | 17,787,861 | - | - | • | - | 17,787,861 | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 4 | Securities sold under repurchased agreement (Repo) | | | | | | | |
| | a. Rupiah | 9,149,544 | | - | | | 9,149,544 | |
| | b. Foreign exchange | - | | - | | | <u> </u> | |
| | , , | | | | | | | |
| 5 | Claims on securities purchased under agreement to resell (Reserve Repo) | | | | | | | |
| | a. Rupiah | 617,860 | - | - | - | - | 617,860 | |
| | b. Foreign exchange | - | - | - | - | - | - | |
| | | | | | | | | |
| 6 | Acceptance Bill | - | - | - | - | - | - | |
| 7 | Loans and financing provided | | | | | | | |
| | a. Micro, Small, and Medium Enterprises (MSME) Debtors | | | | | | | |
| | i. Rupiah | 17,716,737 | 1,353,814 | 106,291 | 137,802 | 1,005,624 | 20,320,268 | |
| | ii. Foreign exchange | - | - | - | - | - | - | |
| | b. Non-MSME debtor | | | | | | | |
| | i. Rupiah | 41,172,711 | 1,388,937 | 64,901 | 68,182 | 824,562 | 43,519,293 | |
| | ii. Foreign exchange | 112,448 | - | - | - | - | 112,448 | |

| INDIVIDUAL | | | | | | | | | | | |
|------------|-----------------|--------------|----------|---------|------------|--|--|--|--|--|--|
| | | December | 31, 2023 | | | | | | | | |
| Current | Special mention | Sub standard | Doubtful | Loss | Total | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| 107,371 | 77,134 | - | 343 | - | 184,848 | | | | | | |
| | | | | | | | | | | | |
| 4,251,988 | | | | - | 4,251,988 | | | | | | |
| 324,209 | - | - | - | - | 324,209 | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 16,323,719 | - | - | - | - | 16,323,719 | | | | | | |
| 112 | - | - | - | - | 112 | | | | | | |
| | | | | | | | | | | | |
| 8,303,663 | | | | | 8,303,663 | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 6,247,318 | - | - | - | - | 6,247,318 | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 13,056,992 | 1,013,811 | 54,947 | 100,919 | 552,665 | 14,779,334 | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| 37,869,286 | 1,272,486 | 42,466 | 36,841 | 575,642 | 39,796,721 | | | | | | |
| - | - | - | - | - | - | | | | | | |

| | | INDIVIDUAL | | | | | | |
|----|---|------------|--------------------|--------------|----------|-----------|-------------|--|
| | | | | December | | | | |
| No | POSTS | Current | Special mention | Sub standard | Doubtful | Loss | Total | |
| | c. Restrustured loan **) | | | | | | | |
| | i. Rupiah | 2,313,552 | 1,081,069 | 30,318 | 14,171 | 196,003 | 3,635,113 | |
| | ii. Foreign exchange | - | - | - | - | - | - | |
| | iii property loan | - | - | - | - | - | - | |
| 8 | Equity instrument | 100,000 | | | | | 100,000 | |
| | 4.9/ | | | | | | | |
| 9 | Other receivables | - | - | - | | - | - | |
| 10 | Commitment and contingencies | | | | | | | |
| | a. Rupiah | 4,721,574 | - | - | - | - | 4,721,574 | |
| | b. Foreign exchange | 48,285 | - | - | - | - | 48,285 | |
| | | | | | | | | |
| | TOTAL | 95,314,898 | 3,823,820 | 201,510 | 220,155 | 2,026,189 | 101,586,572 | |
| | OTHER INCORMATION | 95,419,289 | 3,823,820 | 201,510 | 220,155 | 2,026,422 | 101,691,196 | |
| | OTHER INFORMATION | | | | | | | |
| 1 | Total pledged bank assets | | | | | | | |
| | a. At Bank Indonesia | - | - | - | - | - | - | |
| | b. On the other hand | - | - | - | - | - | - | |
| 2 | Total CKPN on financial assets on productive assets | - | - | - | - | - | 2,069,345 | |
| 3 | Total PPA that must be formed for assets | - | - | - | | - | 2,865,430 | |
| | | | | | | | | |
| 4 | Percentage of credit to MSMEs to total credit | - | - | - | - | - | 31,72% | |
| | | | | | | | | |
| 5 | Percentage of credit to Small Micro Enterprises (UMK) to total credit | - | - | - | - | - | 24,61% | |
| 6 | Percentage of total MSME debtors to total debtors | - | - | - | - | - | 42,98% | |
| 7 | Percentage of total debtors of Micro Small Enterprises (UMK) to total debtors | - | - | - | - | - | 41,03% | |
| | Others | | | | | | | |
| 8 | Others | | | | | | 422.010 | |
| | a. Channeling loans b. Distribution of Mudharabah | • | | • | • | | 633,818 | |
| | Muqayyadah funds | - | - | • | - | - | | |
| | c. Write-off productive assets | - | - | • | - | • | 4,783,899 | |
| | d. Written off productive asset that were recovered/ successfully billed | - | - | • | - | - | 1,411,825 | |
| | e. Productive assets that are written off | - | - | - | - | - | - | |
| | | | | | | | | |

| INDIVIDUAL | | | | | | | | | | | |
|------------|-----------------|--------------|----------|--------------|------------|--|--|--|--|--|--|
| | | December | 31, 2023 | | | | | | | | |
| Current | Special mention | Sub standard | Doubtful | Loss | Total | | | | | | |
| | | | | | | | | | | | |
| 2,782,704 | 1,005,926 | 18,786 | 4,798 | 88,991 | 3,901,204 | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | - | _ | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| 4,423,649 | - | - | - | - | 4,423,649 | | | | | | |
| 46,191 | - | - | - | - | 46,191 | | | | | | |
| 93,629,831 | 3,292,223 | 116,199 | 142,549 | 1,217,298 | 98,398,108 | | | | | | |
| 93,737,202 | 3,369,357 | 116,199 | 142,892 | 1,217,298 | 98,582,956 | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | | | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | 1,430,174 | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | 1,994,025 | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | 26,99% | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | 20,37% | | | | | | |
| | | | | | | | | | | | |
| - | - | - | - | - | 50,97% | | | | | | |
| | | | | | | | | | | | |
| | | | | | 49,00% | | | | | | |
| <u>-</u> | - | <u> </u> | | - | 49,00% | | | | | | |
| | | | | | | | | | | | |
| | | | | | 240 A1E | | | | | | |
| • | - | - | | - | 640,415 | | | | | | |
| - | - | - | - | - | - | | | | | | |
| - | - | - | - | - | 4,292,820 | | | | | | |
| - | - | - | - | - | 1,228,552 | | | | | | |
| - | - | - | - | - | - | | | | | | |
| | | | | | | | | | | | |

Bank Capital Structure

Significant regulatory developments greatly affect the operational and business conditions of Bank Jatim in the future, including the issuance of Financial Services Authority Regulation Number 12/POJK.03/2021 concerning Commercial Banks. Based on the OJK Regulation, Bank Jatim becomes a Bank Group Based on Core Capital (KBMI) 2 (Banks with Core Capital of more than IDR6 trillion to IDR14 trillion) which was previously in the category of Commercial Banks based on Business Activities (BUKU) III.

As of the end of December 2024, Bank Jatim's core capital reached IDR12,991,006 million and supplementary capital (Tier-2) was IDR661,475 million. An effective, strong, and efficient capital strategy has become the focus of management as Bank Jatim continues to grow into a bigger and stronger bank.

Bank Jatim's capital components are dominated by permanent capital components, where the core capital component is the largest component in the bank's capital structure. In December 2024, Bank Jatim's core capital ratio individually to the bank's total ATMR reached 23.49% and consolidated reached 23.99%. This ratio is above the provisions set by the Financial Service Authority with a minimum limit of 6%. The calculation of the main core capital ratio (Common Equity Tier 1 Ratio) to the bank's total ATMR in December 2024 individually reached 22.34% and consolidated reached 22.83%, above the provisions set by the Financial service Authority with a minimum limit of 4.50%.

Management Policy and Basis of Management Policy Selection on Capital Structure

Bank Jatim's capital management policy is implemented to meet the capital adequacy set by the regulator to cover all risks and ensure that Bank Jatim's capital structure is efficient in supporting business growth in normal and crisis conditions, including participation in subsidiaries in order to meet stakeholder, investor and regulator expectations.

Bank Jatim prepares a Capital Plan based on an assessment and review of the required capital adequacy requirements and combines it with a review of the latest economic developments. Bank Jatim will always link financial objectives and capital adequacy to tolerable risks through the capital planning process, as well as businesses that are adjusted to the Bank's capital level and liquidity requirements. Bank Jatim's capital needs are also planned and discussed routinely, supported by analytical data. The Capital Plan is prepared by the Board of Directors as part of Bank Jatim's Business Plan and approved

by the Board of Commissioners. This planning is expected to ensure the availability of sufficient capital and the creation of a strong capital structure to support future business growth.

The main objective of capital management is to ensure that the Bank can maintain a healthy capital ratio in order to support the business and maximize shareholder value. Bank Jatim in calculating the adequacy of capital refers to the provisions of the Financial Services Authority (OJK), including the following:

- Financial Services Authority Regulation No. 11/ POJK.03/2016 concerning the Minimum Capital Provision Obligation of Commercial Banks as amended several times, most recently by Financial Services Authority Regulation No. 27 of 2022 dated December 26, 2022.
- Financial Services Authority Circular Letter No. 26/ SEOJK.03/2016 dated July 14, 2016 concerning the Minimum Capital Provision Obligation according to Risk Profile and Fulfillment of Capital Equivalency Maintained Assets.

Bank Jatim calculates the Minimum Capital Provision Requirement (KPMM) to measure the Bank's capital capacity to absorb risk, namely by stages:

- Calculating the adequacy of minimum capital provision using a standard approach referring to the Basel III Reforms (Standardized Approach) for credit risk, market risk and operational risk.
- Calculating the adequacy of minimum capital provision according to Bank Jatim's risk profile. Based on Financial Services Authority Regulation No. 11/POJK.03/2016 concerning the Minimum Capital Provision Obligation of Commercial Banks as amended several times, most recently by Financial Services Authority Regulation No. 27 of 2022 dated December 26, 2022, it states that the minimum capital provision for banks with a risk profile rating 2 (low to moderate) has a minimum CAR ratio of 9% to less than 10%, so that the KPMM ratio according to Bank Jatim's risk profile is 9.88%.
- 3. Calculating additional capital as a buffer, in the event of a financial and economic crisis that can disrupt the stability of the financial system. The additional capital is in the form of a capital conservation buffer of 2.5% of Risk-Weighted Assets, while the countercyclical buffer and capital surcharge for systemic banks are 0% of Risk-Weighted Assets.

As of December 31, 2024, Bank Jatim had an individual CAR or Minimum Capital Adequacy Ratio (KPMM) of 23.49% and a consolidated CAR of 23.99% with Bank Jatim's total minimum CAR recorded at 12.38%. Throughout 2024, Bank Jatim has met the minimum CAR requirements required by the regulator.

Capital Adequacy

As one of the disclosures of Basel II Pillar III, the Financial Services Authority has issued Financial Services Authority Circular Letter Number 26/SEOJK.03/2016 dated July 14, 2016 concerning the Minimum Capital Adequacy Obligation according to Risk Profile and Fulfillment of Capital Equivalency Maintained Assets (CEMA). In relation to this, the bank has developed and implemented a methodology for the implementation of the Internal Capital Adequacy Assessment Process (ICAAP) and has taken into account Pillars I and II. ICAAP is a process for determining capital adequacy according to the risk profile and determining strategies to maintain capital levels where the methodology has been approved by management. The report on the minimum capital adequacy ratio according to the Risk Profile is reported periodically to the Financial Services Authority as a form of compliance with the provisions of the Financial Services Authority Circular Letter.

In line with Financial Services Authority Regulation No. 11/POJK.03/2016 concerning the Minimum Capital Adequacy Obligation of Commercial Banks as amended several times, most recently by Financial Services Authority Regulation No. 27 of 2022 dated December 26, 2022, where Banks must provide a minimum capital adequacy ratio according to the bank's risk profile plus the Capital Conservation Buffer, Countercyclical Buffer and Capital Surcharge for D-SIB (Domestic Systemically Important Bank). The Capital Conservation Buffer is needed by banks as a buffer in dealing with losses due to crisis

conditions, while the Countercyclical Buffer is needed by banks as additional buffer capital to anticipate losses if there is excessive banking credit growth that has the potential to disrupt the stability of the financial system.

In 2024, in line with these provisions, the CAR that must be provided by considering the Low to Moderate (2) risk profile rating and Basel III Reforms wass 12.38% consisting of the KPMM ratio according to the Risk Profile of 9.88%, Capital Conservation Buffer of 2.5%, and Countercyclical Buffer of 0%. This achievement shows that Bank Jatim was able to have a larger capital reserve than the minimum CAR ratio required by the regulator. Internal measurements carried out by the bank have taken into account Pillars I and II, namely the minimum bank capital adequacy ratio according to the risk profile.

Capital Structure Details

In accordance with Financial Service Authority Regulation No. 27 of 2022 concerning the Second Amendment to Financial Service Authority Regulation Number 11/POJK.03/2016 about the Minimum Capital Provision Obligation for Commercial Banks. Bank capital consists of Core Capital (Tier-1) and Supplementary Capital (Tier-2). In terms of capital structure, until December 2024, a detailed description of the capital structure is presented in the following table.

Table of Capital Structure

| Book tollar Occitat Alas as a Booking | December 31, 2024 | | | |
|---------------------------------------|-------------------|---------------|--|--|
| Bank Jatim Capital Adequacy Position | Individual | Consolidation | | |
| Core Capital | 11,132,593 | 12,991,006 | | |
| Supplementary Capital | 574,469 | 661,475 | | |
| Total Capital | 11,707,062 | 13,652,481 | | |
| ATMR for Credit Risk | 45,383,026 | 52,256,577 | | |
| ATMR for Operational Risk | 54,460 | 4,597,938 | | |
| ATMR for Market Risk | 4,398,974 | 54,460 | | |
| Total Risk Weighted Assets | 49,836,459 | 56,908,975 | | |
| Capital Adequacy Ratio (%) | | | | |
| CAR Ratio | 23.49% | 23.99% | | |
| CET 1 Ratio | 22.34% | 22.83% | | |
| Tier 1 Ratio | 22.34% | 22.83% | | |
| Tier 2 Ratio | 1.15% | 1.16% | | |
| Minimum CAR According to Risk Profile | 9.88% | 9.88% | | |

Information on Capital and Risk Exposure

In accordance with the complexity of its business, the Bank manages 8 (eight) types of risk, namely credit risk, liquidity risk, market risk, operational risk, legal risk, reputation risk, strategic risk and compliance risk. However, this section only explains the risk management practices for credit risk, market risk, liquidity risk, and operational risk. Meanwhile, explanations related to other types of risk are presented in the Risk Profile and Management section on Corporate Governance in this Annual Report.

Disclosure of Quantitative Risk Exposure

Based on the Financial Services Authority Regulation (POJK) Number 37/POJK.03/2019 and OJK Circular Letter Number 9/ SEOJK.03/2020 Concerning Transparency and Publication of Bank Reports and OJK Regulation Number 18/POJK.03/2016 concerning Implementation of Risk Management.

Credit Risk

Disclosure of Credit Quality on Assets

Table of Quality Disclosures on Bank Assets Individually as of December 31, 2024

| | Gross Carrying Value | | | CKPN | | | | |
|-------------------------------------|------------------------|--------------------------|--------------|------------------------|---------|-------------------------|------------------------|----------------------|
| Description | Matured Receivables | Unmatured Receivables | CKPN | Stage 2 and Stage 3 | Stage 1 | CKPN Sharia Exposure | CKPN (IRB Approach) | Net Value (A+B-C) |
| | а | b | С | d | е | f | g | h |
| Loan | 2,135,731.84 | 61,920,901.24 | 1,988,444.93 | - | - | - | - | 62,068,188.15 |
| Securities | - | 17,787,860.76 | 342.13 | - | - | - | - | 17,787,518.63 |
| Administrative account transactions | 81,787.89 | 4,004,558.34 | - | - | - | - | - | 4,086,346.23 |
| Total | 2,217,519.74 | 83,713,320.33 | 1,988,787.06 | - | - | - | - | 83,942,053.01 |

Table of Disclosure of Bank Asset Quality on a Consolidated Basis with Subsidiaries as of December 31, 2024

| | Gross Carrying Value | | | CKPN | | | | |
|-------------------------------------|------------------------|--------------------------|--------------|------------------------|---------|-------------------------|------------------------|----------------------|
| Description | Matured Receivables | Unmatured Receivables | CKPN | Stage 2 and Stage 3 | Stage 1 | CKPN Sharia Exposure | CKPN (IRB Approach) | Net Value (A+B-C) |
| | а | b | С | d | е | f | g | h |
| Loan | 2,135,731.84 | 73,364,272.69 | 1,905,385.64 | - | - | - | - | 73,594,618.89 |
| Securities | - | 20,367,544.05 | 2,712.97 | - | - | - | - | 20,364,831.08 |
| Administrative account transactions | 81,787.89 | 4,180,220.99 | - | - | - | - | - | 4,262,008.88 |
| Total | 2,217,519.74 | 97,912,037.72 | 1,908,098.61 | - | - | - | - | 98,221,458.85 |

Additional Disclosures Related to Credit Quality of Assets

Table of Disclosure of Net Receivables by Region (Individual)

| | Portfolio Category | Re | port Date (D | ecember 20 | 24) | Previous Year Report Date (December 2023) | | | |
|-----|---|----------|--------------|--------------|-------------|--|--------------|--------------|-------------|
| No. | | ı | Net Receivab | les by Regio | n | 1 | Net Receivab | les by Regio | n |
| | | Region 1 | Region 2 | Region 3 | Total | Region 1 | Region 2 | Region 3 | Total |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
| 1 | Bills to the Government | - | - | - | 29,655,340 | - | - | - | 37,413,622 |
| 2 | Bills on Public Sector Entities | - | - | - | 177,201 | - | - | - | 302,283 |
| 3 | Claims to Multilateral Development Banks and International Institutions | - | - | - | - | - | - | - | - |
| 4 | Bills to Bank | - | - | - | 2,526,317 | - | - | - | 4,949,366 |
| 5 | Residential Property Secured Loans | - | - | - | 2,292,742 | - | - | - | 1,965,012 |
| 6 | Commercial Property Secured Loans | - | - | - | 11,421 | - | - | - | 23,560 |
| 7 | Employee or Pensioner Credit | - | - | - | 24,330,062 | - | - | - | 23,544,938 |
| 8 | Bills on Micro Businesses, Small Businesses, and Retail Portfolios | | - | - | 13,809,988 | - | - | - | 10,324,891 |
| 9 | Bills on Corporations | - | - | - | 27,484,862 | - | - | - | 23,129,331 |
| 10 | Past Due Bills | - | - | - | 1,130,648 | - | - | - | 726,097 |
| 11 | Other Assets | - | - | - | 3,082,757 | - | - | - | 2,803,430 |
| | TOTAL | | - | - | 104,501,338 | - | - | - | 105,182,531 |

Table of Disclosure of Net Receivables by Remaining Contract Term (Individual)

| | | Report Date (December 2024) Net receivables based on remaining contractual term | | | | | | | | |
|-----|---|--|------------------------|-------------------------|----------|--------------------|------------|--|--|--|
| | | | | | | | | | | |
| No. | Portfolio Category | <1 Year | > 1 Year to 3 Years | > 3 Years to 5 Years | >5 Years | Non Contractual | Total | | | |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | | | |
| 1 | Bills to the Government | - | - | - | - | - | 29,655,340 | | | |
| 2 | Bills on Public Sector Entities | - | - | - | - | - | 177,201 | | | |
| 3 | Claims to Multilateral Development Banks and International Institutions | - | - | - | - | - | - | | | |
| 4 | Bills to Bank | - | - | - | - | - | 2,526,317 | | | |

| | | | | Report Date (| December 20 | 24) | | | | |
|-----|--|---|------------------------|-------------------------|-------------|--------------------|-------------|--|--|--|
| | | Net receivables based on remaining contractual term | | | | | | | | |
| No. | Portfolio Category | <1 Year | > 1 Year to 3 Years | > 3 Years to 5 Years | >5 Years | Non Contractual | Total | | | |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | | | |
| 5 | Residential Property Secured Loans | - | - | - | - | - | 2,292,742 | | | |
| 6 | Commercial Property Secured Loans | - | - | - | - | - | 11,421 | | | |
| 7 | Employee or Pensioner Credit | - | - | - | - | - | 24,330,062 | | | |
| 8 | Bills on Micro Businesses, Small Businesses, and Retail Portfolios | - | - | - | - | - | 13,809,988 | | | |
| 9 | Bills on Corporations | - | - | - | - | - | 27,484,862 | | | |
| 10 | Past Due Bills | - | - | - | - | - | 1,130,648 | | | |
| 11 | Other Assets | - | - | - | - | - | 3,082,757 | | | |
| | TOTAL | - | - | - | - | - | 104,501,338 | | | |

| | | | | Report Date (| December 20 | 23) | | | | |
|-----|--|---|------------------------|-------------------------|-------------|--------------------|-------------|--|--|--|
| | | Net receivables based on remaining contractual term | | | | | | | | |
| No. | Portfolio Category | <1 Year | > 1 Year to 3 Years | > 3 Years to 5 Years | >5 Years | Non Contractual | Total | | | |
| (1) | (2) | (9) | (10) | (11) | (12) | (13) | (14) | | | |
| 1 | Bills to the Government | - | - | - | - | - | 37,413,622 | | | |
| 2 | Bills on Public Sector Entities | - | - | - | - | - | 302,283 | | | |
| 3 | Claims to Multilateral Development Banks and International Institutions | - | - | - | - | - | - | | | |
| 4 | Bills to Bank | - | - | - | - | - | 4,949,366 | | | |
| 5 | Residential Property Secured Loans | - | - | - | - | - | 1,965,012 | | | |
| 6 | Commercial Property Secured Loans | - | - | - | - | - | 23,560 | | | |
| 7 | Employee or Pensioner Credit | - | - | - | - | - | 23,544,938 | | | |
| 8 | Bills on Micro Businesses, Small Businesses, and Retail Portfolios | - | - | - | - | - | 10,324,891 | | | |
| 9 | Bills on Corporations | - | - | - | - | - | 23,129,331 | | | |
| 10 | Past Due Bills | - | - | - | - | - | 726,097 | | | |
| 11 | Other Assets | - | - | - | - | - | 2,803,430 | | | |
| | TOTAL | - | - | - | - | - | 105,182,531 | | | |

Table of Disclosure of Bills by Days Arrears - Bank Individually

| | Exposure type | | Decembe | r 31, 2024 | | December 31, 2024 | | | |
|----|---|--------------------------------|---------------------------------|---------------|--------------|--------------------------------|---------------------------------|---------------|--------------|
| No | | ı | Billing by Da | ys in Arrears | S | Billing by Days in Arrears | | | |
| NO | | > 90 days until 120 days | > 120 days until 180 days | > 180 days | Total | > 90 days until 120 days | > 120 days until 180 days | > 180 days | Total |
| 1 | Loans included in Matured Receivables | 171,191.87 | 205,983.92 | 1,830,420.13 | 2,207,595.92 | 97,412.88 | 138,102.63 | 1,128,307.93 | 1,363,823.44 |
| 2 | Securities included in Matured Receivables | - | - | - | - | - | - | - | - |
| | Total | 171,191.87 | 205,983.92 | 1,830,420.13 | 2,207,595.92 | 97,412.88 | 138,102.63 | 1,128,307.93 | 1,363,823.44 |

Table of Disclosure of Performing and Non Performing Restructuring Assets

| | Performing (L dan DPK Quality) | | Non Performing (KL, D, M Quality) | | Stage 1 | | Stage 2 | | Stage 3 | | CKPN Sharia |
|--|-----------------------------------|------------|--------------------------------------|--------------|----------------------------|------|----------------------------|------|----------------------------|------|-------------|
| Description | Gross Carrying Value | CKPN | Gross Carrying Value | CKPN | Gross Carrying Value | CKPN | Gross Carrying Value | CKPN | Gross Carrying Value | CKPN | Exposure |
| Securities | 17,787,860.76 | 342.13 | - | - | - | - | - | - | - | - | - |
| Loan | - | - | 2,135,731.84 | 1,063,865.40 | - | - | - | - | - | - | - |
| a. Corporate | 21,366,300.12 | 630,270.36 | - | - | - | - | - | - | - | - | - |
| b. Retail | 13,572,994.24 | 157,432.78 | - | - | - | - | - | - | - | - | - |
| Administrative Account Transaction | 4,004,558.34 | - | 81,787.89 | - | - | - | - | - | - | - | - |

Quantitative Disclosures Related to Credit Risk Mitigation Techniques

Table of Quantitative Disclosure of Individual Bank Credit Risk Mitigation Techniques as of December 2024

| Description | Receivables not secured by MRK techniques | Receivables Secured by MRK Techniques | Receivables Secured by Collateral | Receivables Secured by Guarantees, Guarantees and/or Loan Insurance | Receivables Secured by Loan Derivatives |
|---------------------------------|---|---|---|--|---|
| 1 Loan | 2,514,668.65 | 59,553,519.50 | 1,486,616.21 | - | - |
| 2 Securities | 17,787,518.63 | - | - | - | - |
| 3 Total | 20,302,187.28 | 59,553,519.50 | 1,486,616.21 | - | - |
| Matured Loans and Securities | 536,234.78 | 1,071,866.44 | 535,631.66 | - | - |

Table of Quantitative Disclosure of Credit Risk Mitigation Techniques of the Bank on a Consolidated Basis with Subsidiaries as of December 2024

| Description | Receivables not secured by MRK techniques | Receivables Secured by MRK Techniques | Receivables Secured by Collateral | Receivables Secured by Guarantees, Guarantees and/or Loan Insurance | Receivables Secured by Loan Derivatives |
|---------------------------------|---|---|---|--|---|
| 1 Loan | 2,523,738.43 | 71,070,880.46 | 1,527,955.47 | - | - |
| 2 Securities | 20,364,831.08 | - | - | - | - |
| 3 Total | 22,888,569.51 | 71,070,880.46 | 1,527,955.47 | - | - |
| Matured Loans and Securities | 536,234.78 | 1,071,866.44 | 535,631.66 | - | - |

Disclosure of Loan Risk Exposure and Impact of Loan Risk Mitigation Techniques

Table of Quantitative Disclosure of Credit Risk Exposure and Impact of Credit Risk Mitigation Techniques of Individual Banks as of December 2024

| | Net Receiva Application of Techn | FKK and MRK | Application of | rables After FKK and MRK niques | | Average Risk ight |
|---|--|---|---------------------------------|---|---------------|-------------------------------------|
| Kategori Portofolio | Financial Position Report | Account Transactions Administrative | Financial Position Report | Account Transactions Administrative | ATMR | Average Risk Weight (e/(c+d)) |
| Claims to Government | 29,655,304.00 | 3.00 | 34,277.00 | - | 34,277.00 | 33% |
| Claims to Public Sector Entities | 175,806.00 | 1,395.00 | 87,903.00 | 697.50 | 88,600.50 | 50% |
| Claims on Multilateral Development Banks and International Agencies | - | - | - | - | - | 0% |
| Claims on Banks | 2,515,151.00 | 11,166.00 | 715,173.50 | 73.20 | 715,246.70 | 25% |
| Claims on Securities Companies and Other Financial Services Institutions | | - | - | - | - | 0% |
| Claims on Covered Bond | - | - | - | - | - | 0% |
| Claims on Corporates - General Corporate Exposure | 22,868,357.00 | 4,270,697.00 | 18,896,964.30 | 3,041,851.35 | 21,938,815.65 | 78% |
| Claims on securities companies and other financial services institutions | - | - | - | - | - | 0% |
| Special Financing Exposure | | - | - | - | - | 0% |
| Claims in the form of Securities/ Subordinated Debt, | - | - | | - | - | - |
| Equity, and Other Capital Instruments | - | - | - | - | - | - |
| Claims on Micro, Small, and | 13,415,561.00 | 394,427.00 | 5,990,522.85 | 131,012.55 | 6,121,535.40 | 45% |
| Retail Portfolios | - | - | - | - | - | - |

Table of Quantitative Disclosure of Credit Risk Exposure and Impact of Credit Risk Mitigation Techniques of the Bank on a Consolidated Basis with Subsidiaries as of December 2024

| Portfolio Category | Application of | ables Before FKK and MRK siques | | ables After FKK and MRK liques | ATMR and Average Risk Weight | | |
|---|---------------------------------|---|---------------------------------|---|---------------------------------|-------------------------------------|--|
| Portiono Category | Financial Position Report | Account Transactions Administrative | Financial Position Report | Account Transactions Administrative | ATMR | Average Risk Weight (e/(c+d)) | |
| Claims to Government | 32,395,495.00 | 3.00 | 34,277.00 | - | 34,277.00 | 33% | |
| Claims to Public Sector Entities | 175,806.00 | 1,395.00 | 87,903.00 | 697.50 | 88,600.50 | 50% | |
| Claims on Multilateral Development Banks and International Agencies | - | - | - | - | - | 0% | |
| Claims on Banks | 3,160,623.00 | 11,166.00 | 844,362.20 | 73.20 | 844,435.40 | 25% | |
| Claims on Securities Companies and Other Financial Services Institutions | | | - | - | - | 0% | |
| Claims on Covered Bond | - | - | - | - | - | 0% | |
| Claims on Corporates - General Corporate Exposure | 23,719,297.00 | 4,279,855.00 | 19,723,736.45 | 3,032,225.60 | 22,755,962.05 | 78,00% | |
| Claims on securities companies and other financial services institutions | - | - | - | - | - | 0% | |
| Special Financing Exposure | - | - | - | - | - | 0% | |
| Equity, and Other Capital Instruments | - | - | - | - | - | - | |
| Ekuitas, dan Instrumen Modal Lainnya | - | - | - | - | - | - | |
| Claims on Micro, Small, and | 14,139,644.00 | 540,523.00 | 6,307,483.95 | 187,879.50 | 6,495,363.45 | 45% | |
| Retail Portfolios | - | - | - | - | - | - | |

Disclosure of Exposures by Asset Class and Risk Weighting

Table of Exposure Disclosure Based on Asset Class and Bank Risk Weight Individually as of December 2024

| Portfolio Category | 0% | 20% | 50% | 100% | 150% | Lainnya | Net Receivables After FKK and MRK Techniques |
|-----------------------|---------------|-----|-----|-----------|------|---------|---|
| Claims to Government | 29,621,027.00 | - | - | 34,277.00 | - | - | 34,277.00 |

| Risk Weight | Net Receivables of Financial Position Report | Net Receivables Transaction Administrative Account before imposition of FKK) | FKK Average | Net Receivables (After imposition of FKK and MRK Techniques) |
|----------------|--|--|-------------|--|
| <40% | - | - | - | - |
| 40%-70% | - | - | - | - |
| 75% | - | - | - | - |
| 80% | - | - | - | - |

| Risk Weight Net Receivables of Financial Position Report | | Net Receivables Transaction Administrative Account before imposition of FKK) | FKK Average | Net Receivables (After imposition of FKK and MRK Techniques) |
|---|---|--|-------------|--|
| 85% | - | - | - | - |
| 90%-100% | - | - | - | - |
| 105%-130% | - | - | - | - |
| 150% | - | - | - | - |
| 250% | - | - | - | - |
| 400% | - | - | - | - |
| 1250% | - | - | - | - |
| Total Net Receivables | - | - | - | - |

Market Risk

Market Risk Disclosure with Standard Method

The Bank periodically calculates the Capital Adequacy Requirement (KPMM) using the standard method which is reported monthly to the Financial service Authority (OJK). Meanwhile, the consolidated position with Subsidiaries is reported quarterly. This reporting is carried out in order to improve the quality and quantity of the Bank's capital so that the Bank is able to absorb potential losses due to financial and economic crises.

Table of Market Risk Disclosure Using the Standard Method for 2024

(in IDR millions)

| | | December 31, 2024 | | | | | |
|-------|-----------------------|-------------------|-----------|--------------|-----------|--|--|
| No | Risk Type | Bar | ık | Consolic | lation *) | | |
| | | Capital Cost | ATMR | Capital Cost | ATMR | | |
| (1) | (2) | (3) | (4) | (5) | (6) | | |
| 1 | Interest Rate Risk | - | - | - | - | | |
| | a. Specific Risk | - | - | - | - | | |
| | b. General Risk | - | - | - | - | | |
| 2 | Foreign Exchange Risk | 4,308.00 | 54,459.50 | 4,308.00 | 54,459.50 | | |
| 3 | Equity Risk | • | - | - | - | | |
| 4 | Commodity Risk | | - | - | - | | |
| Total | | 4,308.00 | 54,459.50 | 4,308.00 | 54,459.50 | | |

Note: *) Consolidation: Subsidiary Entity has no trading transactions yet

Disclosure of Interest Rate Risk in Banking Book (IRRBB) Exposure

Interest Rate Risk in the Banking Book is the risk from interest rate movements in the market that are contrary to the Banking Book position that has the potential to impact the Bank's capital and income both now and in the future.

In accordance with OJK Circular Letter No. 12/SEOJK.03/2018 concerning the Implementation of Risk Management and Risk Measurement of the Standard Approach for Interest Rate Risk in the Banking Book for Commercial Banks, the Bank uses 2 (two) methods in measuring IRRBB Risk as follows:

- Measurement based on changes in the economic value of equity, which abbreviated as EVE, is a method that measures the impact of changes in interest rates on the economic value of the Bank's equity; and
- 2. Measurement based on changes in net interest income, which abbreviated as NII, is a method that measures the impact of changes in interest rates on the Bank's income.

Based on the calculation results as of the end of December 2024, the impact of changes in interest rates on the economic value of equity and net interest income is as follows:

Table of Interest Rate Risk Exposure in Banking Book (IRRBB) Disclosure - Bank Individually

(in IDR millions)

| Devicedo | ΔΕ | :VE | Δ ΝΙΙ | | |
|--|---------------|---------------|---------------|---------------|--|
| Periode | December 2024 | December 2023 | December 2024 | December 2023 | |
| (2) | (3) | (4) | (5) | (6) | |
| Parallel Up | (1,476,928) | 551,372 | (398,188) | (175,305) | |
| Parallel Down | 1,471,415 | (832,759) | 390,531 | 148,385 | |
| Steepener | (736,749) | (224,010) | - | - | |
| Flattener | 179,414 | 206,086 | - | - | |
| Short rate up | (406,374) | 498,472 | - | - | |
| Short rate down | 480,027 | (500,248) | - | - | |
| Negative Maximum Value (absolute) | 1,471,415 | 551,372 | 398,188 | 175,305 | |
| Tier-1 Capital (for Δ EVE) or Projected Income (for Δ NII) | 11,019,791 | 11,025,184 | 6,174,579 | 7,159,551 | |
| Maximum Value divided by Tier-1 Capital or Projected Income | 13.35% | 5.00% | 6.45% | 2.45% | |

Qualitative Analysis

- 1 IRRBB for measuring and controlling bank risk, is defined as the risk resulting from interest rate movements in the market that are contrary to the Banking Book position, which has the potential to impact capital and profitability.
- 2 The IRRBB value in the current bank reporting period is still within the OJK threshold. The Risk Management and risk mitigation strategies for IRRBB are:
 - a. The Bank evaluates the composition and structure of portfolios exposed to interest rate risk for both Rate Sensitive Asset (RSA) and Rate Sensitive Liability (RSL) portfolios, and regulates the RSA and RSL to be more proportional.
 - b. Evaluates and applies interest rate patterns to each portfolio, both RSA and RSL, or changes the pricing structure in ALCO.
- 3 The Bank's IRRBB calculation period is every quarter.
 - The specific measurements used by the Bank in calculating IRRBB using the EVE and NII methods are:
 - a. CASA Non LPS is included in the Over Night time bucket. While CASA LPS multiplied by Core Deposit and Non Core Deposit is classified into time bucket 4; 4.5 and 5 years based on Transactional and Non Transactional. CASA LPS slotting is also adjusted to the behavior of each type of CASA portfolio.
 - b. The Bank disburses cash from the RSA component.
 - c. The Bank adds up the principal and interest cash flow which is then shocked based on the predetermined scenario.
- 4 IRRBB calculation uses the EVE and NII methods in accordance with the interest rate shock scenario and stress scenario set by OJK. The shock scenarios carried out are:
 - a. Paralel up
 - b. Paralel down
 - c. Steppener
 - d. Flattener
 - e. Short Up
 - f. Short Down

While for NII only 2 (two) shock scenarios are carried out, namely Parallel Up and Parallel Down.

Qualitative Analysis

- 5 The Bank uses the modeling assumptions used in the IRRBB calculation report with a standard approach, namely for CPR, TDRR, NMD Behavior in accordance with the agreed internal model. CPR and TDRR modeling, as attached.
- 6 Banks have not implemented Hedging in banking activities.
- 7 Comprehensive explanation of the main assumptions of modeling and parametric used in calculating Δ EVE and Δ NII, at least contains:
 - a. The Bank uses Risk Free Rate in the calculation with the EVE method, namely the interest rate of Government Securities per term. During the period 2003 to the applicable reporting period sourced from Bloomberg and IBPA.
 - b. Determining the Behavior of Non Maturity Deposit (NMD) based on the behavior of maturity and interest rates in accordance with the categories determined by the OJK. Where by calculating non-core core deposits with the behavior of savings stability, which is combined with the movement of realized interest rates and market interest rates. Then estimating the sensitivity level of real deposit rates to the JIBOR interest rate.
 - c. The methodology used to estimate the prepayment rate of loans and/or early withdrawal rates for time deposits and other significant assumptions, is in accordance with the attached documents, namely: TDRR and CPR modeling.
 - d. The Bank has not/did not prepare other assumptions, including instruments with behavioral options that have been removed from the calculation, which have a material impact on Δ EVE and Δ NII in the IRRBB calculation report using the standard approach.
 - e. The Bank has not/did not prepare a methodology for cross-currency aggregation and significant cross-currency interest rate correlations, because there are no foreign currencies that have significant value (more than 5%).

Quantitative Analysis

- As of December 2024, there is a difference in the EVE and NII values from the results of the previous reporting calculations (namely the position in December 2023). In December 2024, the EVE impact of 13.35% increased by 8.35% compared to December 2023 which was 5% where the ratio is still within the threshold (the EVE limit provisions from the regulator are a maximum of 15% while the soft limit determined by the Bank internally is 14.5%), the smaller the value of this ratio, the smaller the interest rate risk that may occur. Meanwhile, the NII value in December 2024 was 6.45% and increased by 4% compared to December 2023 which was 2.45%, where the ratio improved from the previous period (still within the threshold) while the soft limit determined by the Bank internally was a maximum of 14%.
- On an annual basis from December 2023 to December 2024, the EVE Ratio and NII Ratio increased due to: The R-Current position still shows an increasing trend in interest rates for both short-term and long-term tenors, so that the Bank has a risk of increasing interest rates on all tenors.
- 3 The average interest rate adjustment period (repricing maturity) applied to NMD is spread from a short term in the overnight tenor to 5 (five) years according to each category determined by the OJK.

Table of Interest Rate Risk Exposure in Banking Book (IRRBB) Disclosure -Bank on a Consolidated Basis with Subsidiaries

(in IDR millions)

| Periode | ΔΕ | EVE | Δ ΝΙΙ | | |
|--|---------------|---------------|---------------|---------------|--|
| Periode | December 2024 | December 2023 | December 2024 | December 2023 | |
| (2) | (3) | (4) | (5) | (6) | |
| Parallel Up | 1,971,561 | 551,372 | (626,764) | (175,305) | |
| Parallel Down | (2,923,594) | (832,759) | 597,466 | 148,385 | |
| Steepener | 483,030 | (224,010) | - | - | |
| Flattener | (263,267) | 206,086 | - | - | |
| Short rate up | 891,580 | 498,472 | - | - | |
| Short rate down | (889,022) | (500,248) | - | - | |
| Negative Maximum Value (absolute) | 1,971,561 | 551,372 | 626,764 | 175,305 | |
| Tier-1 Capital (for Δ EVE) or Projected Income (for Δ NII) | 13,878,204 | 11,025,184 | 6,383,943 | 7,159,551 | |
| Maximum Value divided by Tier-1 Capital or Projected Income | 14.21% | 5.00% | 9.82% | 2.45% | |

Qualitative Analysis

- 1 IRRBB, for the measurement and control of Bank Risk, is defined as the risk resulting from movements in market interest rates that are contrary to the Banking Book position, potentially impacting capital and profitability.
- 2 The IRRBB value in the Bank's current reporting period remains within the OJK threshold. Risk management and mitigation strategies for IRRBB include:
 - a. The Bank evaluates the composition and structure of portfolios exposed to interest rate risk for both Rate Sensitive Asset (RSA) and Rate Sensitive Liability (RSL) portfolios, and adjusts RSA and RSL to be more proportionate.
 - b. The Bank evaluates and applies interest rate patterns to each of the existing RSA and RSL portfolios or adjusts the pricing structure through ALCO.
- 3 The Bank's IRRBB calculation period is conducted on a quarterly basis.
 - The specific measurement methods used by the Bank to calculate IRRBB—using both the EVE and NII approaches—are as follows:
 - a. CASA Non-LPS is classified in the overnight time bucket. Meanwhile, CASA LPS, multiplied by Core Deposit and Non-Core Deposit ratios, is categorized into the 4, 4.5, and 5-year time buckets based on Transactional and Non-Transactional classifications. CASA LPS slotting is also adjusted based on the behavioral characteristics of each CASA portfolio type.
 - b. The Bank releases cash from the RSA component.
 - c. The Bank aggregates the principal and interest cash flows on which the shock is applied based on predetermined scenarios.
- 4 The calculation of IRRBB uses the EVE and NII methods in accordance with the interest rate shock and stress scenarios determined by OJK. The shock scenarios applied are as follows:
 - a. Paralel up
 - b. Paralel down
 - c. Steppener
 - d. Flattener
 - e. Short Up
 - f. Short Down

For NII, however, only two (2) shock scenarios are applied—namely, Parallel Up and Parallel Down.

- The Bank uses modeling assumptions in the IRRBB calculation report based on the standard approach, specifically for CPR, TDRR, and NMD Behavior, in accordance with the internally approved model. The modeling of CPR and TDRR is provided in the attachments.
- 6 The Bank has not vet implemented hedging in its activities.
- 7 A comprehensive explanation of the main modeling and parametric assumptions used in calculating ΔEVE and ΔNII includes at least the following:
 - a. The Bank uses the Risk-Free Rate in EVE calculations, which refers to the government securities interest rate for each time period. Data from 2003 to the current reporting period is sourced from Bloomberg and IBPA.
 - b. The behavior of Non-Maturity Deposits (NMDs) is determined based on maturity patterns and interest rate behavior, in accordance with the categories set by OJK. This involves calculating core and non-core deposits using deposit stability behavior, combined with observed and market interest rate movements. The Bank then estimates the sensitivity of real deposit rates to JIBOR interest rate movements.
 - c. The methodology used to estimate loan prepayment rates and/or early withdrawal rates for time deposits, along with other significant assumptions, is detailed in the attached documents, which are specifically the TDRR and CPR models.
 - d. The Bank has not prepared additional assumptions, including instruments with behavioral options that have been excluded from the calculation, which have a material impact on ΔΕVE and ΔΝΙΙ in the IRRBB calculation report under the standardized approach.
 - e. The Bank has not prepared a methodology for aggregating across currencies or correlating interest rates between significant currencies, as there are no foreign currencies with a significant value (exceeding 5%).

Quantitative Analysis

- As of December 2024, there is a difference in the EVE and NII values compared to the reporting calculation results from December 2023. The EVE impact position stood at 14.21%, which remains within the regulatory threshold (with the maximum EVE limit set at 15%). A lower ratio indicates a lower potential interest rate risk. Meanwhile, the NII value for the December 2024 period was recorded at 9.82%, which also remains within the regulatory threshold.
- 2 On an annual (consolidated) basis as of December 2024, R-Current showed an increasing trend in interest rates across both short-term and long-term tenors, resulting in the rising interest rate risks across all tenors.
- 3 The average repricing maturity period applied to NMD ranges from overnight tenors to up to 5 (five) years, in accordance with the categories set by OJK.

Liquidity Risk

In order to improve liquidity resilience, the Bank periodically carries out risk management by measuring short-term liquidity adequacy using the Liquidity Coverage Ratio (LCR) and long-term liquidity adequacy using the Net Stable Funding Ratio (NSFR). The Bank manages both the LCR and NSFR ratios above the 100% minimum on both individual and consolidated levels in accordance with regulatory requirements.

Table of Liquidity Coverage Ratio Disclosure

(in IDR millions)

| | | | Consol | idated | | |
|------|---|---|---|---|---|--|
| | Components | Quai | rter IV of 2024 | ter III of 2024 | | |
| No | | Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | |
| 1 | Number of Data Points Used in LCR Calculation | | 3 Months | | 3 Months | |
| HIGH | -QUALITY LIQUID ASSETS | | | | | |
| 2 | Total high-quality liquid assets (HQLA) | | 28,063,689 | | 24,559,040 | |
| CASH | OUTFLOWS | | | | | |
| 3 | Individual customer deposits and funding from Micro and Small Enterprise customers, consisting of: | 56,470,750 | 3,676,469 | 52,791,058 | 3,492,245 | |
| | a. Stable deposits/ funding | 39,412,128 | 1,970,606 | 35,737,224 | 1,786,861 | |
| | b. Less stable deposits/ funding | 17,058,622 | 1,705,862 | 17,053,834 | 1,705,383 | |
| 4 | Funding derived from corporate customers, consisting of: | 32,154,598 | 8,881,619 | 30,676,259 | 8,249,617 | |
| | a. Operational deposits | 19,640,386 | 4,319,874 | 20,452,181 | 4,478,231 | |
| | b. Non-operational deposits and/or other non- operational liabilities | 12,514,212 | 4,561,745 | 10,224,077 | 3,771,386 | |
| 5 | Secured funding | | - | | - | |
| 6 | Additional requirements, consisting of: | 6,260,060 | 2,407,298 | 5,792,230 | 1,739,247 | |
| | a. Cash outflows from derivative transactions | - | - | - | - | |
| | b. Cash outflows due to increased liquidity requirements | - | - | - | - | |
| | c. Cash outflows resulting from loss of funding | - | - | - | - | |
| | d. Cash outflows from the withdrawal of committed credit and liquidity facilities | - | - | - | - | |

| | Indiv | dual | | | |
|---|--|---|--|--|--|
| Quarter I | V of 2024 | Quarter I | II of 2024 | | |
| Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | | |
| | 3 Months | | 3 Months | | |
| | 19,921,523 | | 24,559,040 | | |
| 50,315,721 | 3,223,514 | 52,791,058 | 3,492,245 | | |
| 36,161,156 | 1,808,058 | 35,737,224 | 1,786,861 | | |
| 14,154,565 | 1,415,457 | 17,053,834 | 1,705,383 | | |
| 26,743,630 | 7,235,089 | 30,676,259 | 8,249,617 | | |
| 17,546,325 | 3,833,027 | 20,452,181 | 4,478,231 | | |
| 9,197,305 | 3,402,062 | 10,224,077 | 3,771,386 | | |
| | - | | - | | |
| 4,985,435 | 876,423 | 5,792,230 | 1,739,247 | | |
| - | - | - | - | | |
| - | - | - | - | | |
| | - | - | - | | |
| - | - | - | - | | |

| | | | Consol | idated | | |
|------|---|---|---|---|---|--|
| | | Quar | ter IV of 2024 | Quar | | |
| No | Components | Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | |
| | e. Cash outflows related to other contractual obligations in fund distribution | 2,406,848 | 2,406,848 | 1,738,558 | 1,738,558 | |
| | f. Cash outflows from other contingent funding liabilities | 3,853,213 | 451 | 4,053,672 | 689 | |
| | g. Other contractual cash outflows | - | - | - | - | |
| 7 | TOTAL CASH OUTFLOWS | | 14,965,386 | 0 | 13,481,109 | |
| CASH | INFLOWS | | | | | |
| 8 | Secured lending | 2,508,955 | - | 5,473,167 | - | |
| 9 | Inflows from fully performing exposures | 2,882,819 | 512,629 | 3,958,865 | 279,138 | |
| 10 | Other cash inflows | - | - | - | - | |
| 11 | TOTAL CASH INFLOWS | 5,391,774 | 512,629 | 9,432,033 | 279,138 | |
| 12 | TOTAL HQLA | | 28,063,689 | | 24,559,040 | |
| 13 | TOTAL NET CASH OUTFLOWS | | 14,452,757 | | 13,201,971 | |
| 14 | LIQUIDITY COVERAGE RATIO (%) | | 194.18% | | 186.03% | |

ANALYSIS

As of December 2024, the Quarterly LCR for Individual Banks was 194.18%, reflecting an increase of 8.15% from 186.03% in the September 2024 position. This decrease was driven by a 14.27% quarter-to-quarter (qtq) rise in Average HQLA.

| Individual | | | | | | |
|---|--|---|--|--|--|--|
| Quarter I | V of 2024 | Quarter III of 2024 | | | | |
| Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | Outstanding liabilities and commitments / Contractual invoice value | HQLA value after haircut, or Outstanding liabilities and commitments multiplied by run-off rate, or Contractual invoice value multiplied by inflow rate | | | |
| 875,755 | 875,755 | 1,738,558 | 1,738,558 | | | |
| 4,109,680 | 668 | 4,053,672 | 689 | | | |
| - | - | - | - | | | |
| | 11,335,026 | 0 | 13,481,109 | | | |
| | | | | | | |
| 617,860 | - | 5,473,167 | - | | | |
| 1,814,328 | 132,236 | 3,958,865 | 279,138 | | | |
| - | - | - | - | | | |
| 2,432,188 | 132,236 | 9,432,033 | 279,138 | | | |
| | 19,921,523 | | 24,559,040 | | | |
| | 11,202,790 | | 13,201,971 | | | |
| | 177.83% | | 186.03% | | | |

Table of Net Stable Funding Ratio (NSFR) Exposure Disclosure - Individual Basis

(in IDR Millions)

| | | | Positi | on as of December | r 2024 | | |
|----|---|---------------------|------------------------------|--------------------------|-----------|------------|--|
| No | ASF Components | | Carrying Value by (in IDR | Total Carrying | | | |
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | |
| 1 | Capital: | 14,567,851 | - | - | - | 14,567,851 | |
| 2 | Capital in accordance with OJK CAR Regulation | 14,567,851 | - | - | - | 14,567,851 | |
| 3 | Other capital instruments | - | - | - | - | - | |
| 4 | Deposits from individual customers and funding from micro and small business customers. | 33,299,683 | 16,530,744 | 192,460 | 29,935 | 46,860,950 | |
| 5 | Stable deposits and funding | 30,141,578 | 5,979,603 | 87,173 | 21,282 | 34,419,219 | |
| 6 | Less stable deposits and funding | 3,158,104 | 10,551,141 | 105,286 | 8,653 | 12,441,731 | |
| 7 | Funding from corporate customers | 23,527,310 | 15,058,517 | 2,724,032 | 808,626 | 19,852,731 | |
| 8 | Operational deposits | 22,196,047 | 5,092 | 2,320 | - | 11,101,730 | |
| 9 | Other funding from corporate customers | 1,331,263 | 15,053,425 | 2,721,712 | 808,626 | 8,751,001 | |
| 10 | Liabilities with matching interdependent assets | - | 8,780,366 | - | - | - | |
| 11 | Other liabilities and equity | 328,904 | 14,473 | 151,365 | 2,496,152 | 2,571,835 | |
| 12 | NSFR derivative liabilities | | | | | | |
| 13 | Other liabilities and equity not included in the above categories | 328,904 | 14,473 | 151,365 | 2,496,152 | 2,571,835 | |
| 14 | Total ASF | | | | | 83,853,366 | |

| | | | Positi | on as of Decembe | r 2024 | | |
|----|---|---------------------|--|--------------------------|----------|----------------|--|
| No | No RSF Components | (| Carrying Value by Remaining Maturity (in IDR Millions) | | | Total Carrying | |
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | |
| 15 | Total HQLA in NSFR calculation | | | | | 971,381 | |
| 16 | Deposits with other financial institutions for operational purposes | 479,610 | - | - | - | 239,805 | |

| Position as of September 2024 | | | | | | | |
|-------------------------------|----------------------|--------------------------|-----------|----------------------|--|--|--|
| | Total Carrying Value | | | | | | |
| Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Total Carrying Value | | | |
| 12,346,310 | - | - | - | 12,346,310 | | | |
| 12,346,310 | - | - | - | 12,346,310 | | | |
| - | - | - | - | - | | | |
| 32,654,298 | 19,988,582 | 89,492 | 20,076 | 49,540,933 | | | |
| 32,646,106 | 8,499,793 | 88,543 | 19,102 | 39,191,821 | | | |
| 8,192 | 11,488,789 | 949 | 974 | 10,349,112 | | | |
| 23,834,791 | 12,166,902 | 11,992 | 2,677 | 17,255,876 | | | |
| 23,834,791 | 900 | 1,492 | 2,320 | 11,920,911 | | | |
| - | 12,166,002 | 10,500 | 357 | 5,334,965 | | | |
| - | 2,840,965 | - | - | - | | | |
| 328,904 | 17,302 | 152,385 | 2,175,805 | 2,251,998 | | | |
| | | | | | | | |
| 328,904 | 17,302 | 152,385 | 2,175,805 | 2,251,998 | | | |
| | | | | 81,395,116 | | | |

| Position as of September 2024 | | | | | | | |
|-------------------------------|--|-----------------------|----------|------------------------|--|--|--|
| | Carrying Value by Remaining Maturity (In IDR Millions) | | | | | | |
| Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | ─ Total Carrying Value | | | |
| | | | | 1,125,227 | | | |
| 639,234 | - | - | - | 319,617 | | | |

| | | | Positi | on as of December | 2024 | | |
|----|--|---------------------|------------------------------|--------------------------|------------|------------|--|
| No | RSF Components | C | Carrying Value by (in IDR | Total Carrying | | | |
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | |
| 17 | Loans classified as Current and Special Mention (performing). | - | 17,172,443 | 4,123,568 | 65,209,198 | 60,987,462 | |
| 18 | Loans to financial institutions secured by Level 1 HQLA | | 9,767,405 | - | - | 976,740 | |
| 19 | Loans to financial institutions not secured by Level 1 HQLA or unsecured | - | 1,304,283 | 3,201 | 151,470 | 348,713 | |
| 20 | Loans to corporates, retail, MSMEs, government institutions, BI, foreign governments & PSEs | - | 4,666,511 | 3,822,768 | 60,635,672 | 55,784,961 | |
| 21 | Qualifying for 35% risk weight per OJK Risk- Weighted Asset regulation | | 34,000 | 128,000 | - | 81,000 | |
| 22 | Mortgage-backed loans not currently pledged | - | - | - | - | - | |
| 23 | Qualifying for a risk weight of 35% or lower, in accordance with OJK Circular Letter on Risk- Weighted Assets (ATMR) for Credit Risk. | - | 18,536 | 29,467 | 3,738,108 | 2,453,772 | |
| 24 | Securities categorized as Performing and Underperforming that are not pledged, not in default, and not classified as HQLA, including publicly traded stocks. | - | 1,381,708 | 140,131 | 683,948 | 1,342,275 | |
| 25 | Assets with matching interdependent liabilities | - | - | - | - | - | |
| 26 | Other assets | 65,745 | 129,747 | 28,040 | 3,884,570 | 4,108,102 | |
| 27 | Traded physical commodities including gold | | | | | - | |

| Position as of September 2024 | | | | | | |
|-------------------------------|------------------------------|-------------------------------------|------------|----------------------|--|--|
| | Carrying Value by (In IDI | y Remaining Maturity R Millions) | | Total Carrying Value | | |
| Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Total Carrying Value | | |
| - | 16,511,295 | 3,913,399 | 52,848,698 | 50,275,669 | | |
| - | 7,648,006 | - | - | 764,801 | | |
| - | 3,545,528 | 14,211 | 159,334 | 698,268 | | |
| - | 4,438,385 | 3,638,437 | 49,121,805 | 45,791,945 | | |
| - | - | - | - | - | | |
| - | - | - | - | - | | |
| - | 11,656 | 22,222 | 2,909,170 | 1,907,899 | | |
| - | 867,720 | 238,529 | 658,389 | 1,112,756 | | |
| - | - | - | - | - | | |
| 9,590 | 15,367 | 22,704 | 3,939,843 | 3,987,504 | | |
| - | | | | | | |

| | | | Position as of December 2024 | | | | | |
|----|---|---------------------|------------------------------|--------------------------|-----------|------------|--|--|
| No | RSF Components | C | Carrying Value by (in IDR | Total Carrying | | | | |
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | | |
| 28 | Cash, securities, and other assets recorded as initial margin for derivative contracts, and cash or other assets pledged as default fund to the central counterparty (CCP). | | - | - | | | | |
| 29 | NSFR derivative assets | | - | - | | - | | |
| 30 | NSFR derivative liabilities before variation margin | | - | - | | - | | |
| 31 | All other assets not included in the categories above | 65,745 | 129,747 | 28,040 | 3,884,570 | 4,108,102 | | |
| 32 | Administrative Account | | 4,558,418 | 34,176 | | 4,557,995 | | |
| 33 | Total RSF | | | | | 66,340,926 | | |
| 34 | Net Stable Funding Ratio (%) | | | | | 126.40% | | |

Table of Net Stable Funding Ratio (NSFR) Exposure Disclosure - Consolidated

(In IDR Millions)

| | | | Position as of December 2024 | | | | | |
|----|---|---------------------|------------------------------|--------------------------|----------|------------|--|--|
| No | No ASF Components | | Carrying Value by (in IDR | Total Carrying | | | | |
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | | |
| 1 | Capital: | 12,494,291 | - | - | - | 12,494,291 | | |
| 2 | Capital in accordance with OJK CAR Regulation | 12,494,291 | - | - | - | 12,494,291 | | |
| 3 | Other capital instruments | - | - | - | - | - | | |
| 4 | Deposits from individual customers and funding from micro and small business customers. | 30,148,060 | 16,012,547 | 87,449 | 21,778 | 43,454,884 | | |
| 5 | Stable deposits and funding | 30,132,931 | 5,979,303 | 84,873 | 21,282 | 34,408,534 | | |
| 6 | Less stable deposits and funding | 15,129 | 10,033,244 | 2,576 | 496 | 9,046,350 | | |
| 7 | Funding from corporate customers | 21,018,318 | 11,080,307 | 13,058 | 1,870 | 15,213,768 | | |
| 8 | Operational deposits | 21,018,318 | 5,092 | 2,320 | - | 10,512,865 | | |

| | ─ Total Carrying Value | | | |
|------------------|------------------------|-----------------------|-----------|----------------------|
| Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Total Carrying Value |
| | | | | |
| - | | | | |
| - | | | | |
| - | | | | |
| 9,590 | 15,367 | 22,704 | 3,939,843 | 3,987,504 |
| 35,170 | | | | |
| | | | | 55,743,186 |
| | | | | 146.02% |

| Position as of September 2024 | | | | | | | |
|-------------------------------|------------|--------------------------|----------|----------------------|--|--|--|
| | | | | | | | |
| Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Total Carrying Value | | | |
| 12,346,310 | - | - | - | 12,346,310 | | | |
| 12,346,310 | - | - | - | 12,346,310 | | | |
| - | - | - | - | - | | | |
| 32,654,298 | 19,988,582 | 89,492 | 20,076 | 49,540,933 | | | |
| 32,646,106 | 8,499,793 | 88,543 | 19,102 | 39,191,821 | | | |
| 8,192 | 11,488,789 | 949 | 974 | 10,349,112 | | | |
| 23,834,791 | 12,166,902 | 11,992 | 2,677 | 17,255,876 | | | |
| 23,834,791 | 900 | 1,492 | 2,320 | 11,920,911 | | | |

| No | ASF Components | (| Carrying Value by (in IDR | Total Carrying | | | |
|----|---|---------------------|------------------------------|--------------------------|-----------|------------|--|
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | |
| 9 | Other funding from corporate customers | - | 11,075,216 | 10,738 | 1,870 | 4,700,903 | |
| 10 | Liabilities with matching interdependent assets | - | 8,780,366 | - | - | - | |
| 11 | Other liabilities and equity | 328,904 | 14,473 | 151,365 | 2,496,152 | 2,571,835 | |
| 12 | NSFR derivative liabilities | | - | | | | |
| 13 | Other liabilities and equity not included in the above categories | 328,904 | 14,473 | 151,365 | 2,496,152 | 2,571,835 | |
| 14 | Total ASF | | | | | 73,734,778 | |

| | | Position as of December 2024 | | | | | |
|----|---|------------------------------|---------------------------------|--------------------------|------------|------------|--|
| No | RSF Components | С | arrying Value by F (in IDR I | Total Carrying | | | |
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | |
| 15 | Total HQLA in NSFR calculation | | | | | 875,235 | |
| 16 | Deposits with other financial institutions for operational purposes | 479,610 | - | - | - | 239,805 | |
| 17 | Loans classified as Current and Special Mention (performing). | | 16,542,302 | 3,885,257 | 54,729,811 | 51,791,122 | |
| 18 | Loans to financial institutions secured by Level 1 HQLA | | 9,767,405 | | - | 976,740 | |
| 19 | Loans to financial institutions not secured by Level 1 HQLA or unsecured | - | 1,304,283 | 3,201 | 151,470 | 348,713 | |
| 20 | Loans to corporates, retail, MSMEs, government institutions, BI, foreign governments & PSEs | - | 4,078,052 | 3,722,422 | 50,883,111 | 47,150,882 | |

| | Posit | ion as of September 202 | 4 | |
|--------------------------|-----------------------------------|-------------------------------|------------|------------------------------------|
| | Carrying Value by Ro (in IDR M | emaining Maturity illions) | | |
| Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Total Carrying Value |
| - | 12,166,002 | 10,500 | 357 | 5,334,965 |
| - | 2,840,965 | | - | - |
| 328,904 | 17,302 | 152,385 | 2,175,805 | 2,251,998 |
| 328,904 | 17,302 | 152,385 | 2,175,805 | 2,251,998 |
| | | | | 81,395,116 |
| | Posit Carrying Value by Re | ion as of September 202 | 4 | |
| | (in IDR M | illions) | | |
| Without Maturity | (in IDR M | ≥ 6 months - < 1 year | ≥ 1 year | Total Carrying Value |
| Without Maturity | (in IDR M | illions) ≥ 6 months - | ≥ 1 year | Total Carrying Value |
| Without Maturity 639,234 | (in IDR M | illions) ≥ 6 months - | ≥ 1 year | |
| | (in IDR M | ≥ 6 months - < 1 year | | 1,125,227 |
| 639,234 | (in IDR M | ≥ 6 months - < 1 year | | 1,125,227 |
| 639,234 | (in IDR M | ≥ 6 months - < 1 year | 52,848,698 | 1,125,227 319,617 50,275,669 |

| | | | Positio | on as of December | r 2024 | | |
|----|--|---------------------|---------------------------------|--------------------------|-----------|------------|--|
| No | RSF Components | С | arrying Value by F (in IDR I | Total Carrying | | | |
| | | Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Value | |
| 21 | Qualifying for 35% risk weight per OJK Risk- Weighted Asset regulation | - | - | - | | | |
| 22 | Mortgage-backed loans not currently pledged | - | - | - | - | - | |
| 23 | Qualifying for a risk weight of 35% or lower, in accordance with OJK Circular Letter on Risk- Weighted Assets (ATMR) for Credit Risk. | - | 10,854 | 19,502 | 3,011,281 | 1,972,511 | |
| 24 | Securities categorized as Performing and Underperforming that are not pledged, not in default, and not classified as HQLA, including publicly traded stocks. | - | 1,381,708 | 140,131 | 683,948 | 1,342,275 | |
| 25 | Assets with matching interdependent liabilities | - | - | - | - | - | |
| 26 | Other assets | 5,121 | 31,541 | 18,922 | 3,838,641 | 3,894,225 | |
| 27 | Traded physical commodities including gold | - | | | | - | |
| 28 | Cash, securities, and other assets recorded as initial margin for derivative contracts, and cash or other assets pledged as default fund to the central counterparty (CCP). | | - | - | | | |
| 29 | NSFR derivative assets | | - | - | | | |
| 30 | NSFR derivative liabilities before variation margin | | - | - | | | |
| 31 | All other assets not included in the categories above | 5,121 | 31,541 | 18,922 | 3,838,641 | 3,894,225 | |
| 32 | Administrative Account | | 4,558,418 | 34,176 | | | |
| 33 | Total RSF | | | | | 56,834,563 | |
| 34 | Net Stable Funding Ratio | | | | | 129.74% | |

| Position as of September 2024 | | | | | |
|-------------------------------|----------------------------------|---------------------------------|-----------|-----------------------|--|
| | Carrying Value by F (in IDR M | Remaining Maturity Millions) | | Total Committee Volum | |
| Without Maturity | < 6 months | ≥ 6 months - < 1 year | ≥ 1 year | Total Carrying Value | |
| - | - | - | - | - | |
| - | - | - | - | - | |
| - | 11,656 | 22,222 | 2,909,170 | 1,907,899 | |
| - | 867,720 | 238,529 | 658,389 | 1,112,756 | |
| - | - | - | - | - | |
| 9,590 | 15,367 | 22,704 | 3,939,843 | 3,987,504 | |
| | | | | - | |
| | | | | | |
| | | - | | | |
| | | - | | | |
| 9,590 | 15,367 | 22,704 | 3,939,843 | 3,987,504 | |
| | 4,557,995 | 35,170 | | | |
| | | | | 55,743,186 | |
| | | | | 146.02% | |

Operational Risk

In order to calculate the capital charge and Risk-Weighted Assets (RWA) for operational risk, the Bank currently applied the standardized method in accordance with OJK Circular Letter Number 06/SEOJK.03/2020 concerning the Calculation of RWA for Operational Risk Using the Basic Approach for Commercial Banks. The following table presents the capital charge and RWA for operational risk using the Standardized Approach (SA):

Table of Operational Risk Exposure Disclosure

(in IDR Millions)

| No | Description | December 31, 2024 Capital Charge RWA | |
|-----|--------------------------------------|---------------------------------------|-----------|
| 140 | Description | Capital Charge | RWA |
| 1 | Standardized Approach (Individual) | 351,917 | 4,398,973 |
| 2 | Standardized Approach (Consolidated) | 367,835 | 4,597,938 |

Material Commitments Related to Capital Goods Investment

During 2024 and 2023, Bank Jatim will have no material commitments for investment in capital goods. Therefore, there is no information regarding the name of the contracting party, the purpose of the bond, the source of funds expected to fulfill the bonds, the currency denominated and the steps the company plans to take to hedge the risk of the relevant foreign currency position.

Capital Expenditure Investment

Investment in the form of capital expenditure is an activity of spending funds used to buy a number of permanent assets or add fixed assets that are expected to provide future benefits.

Types and Value of Investment Capital Goods

Types and Investment of Capital Goods are presented in the following table.

Table of Types and Value of Investment Capital Goods

(in IDR million)

| Туре | Value in 2024 | Value in 2023 |
|---|---------------|---------------|
| Land, buildings, and complementary facilities | 726 | 1,124,400 |
| Inventory | 61,912 | 710,310 |
| Vehicle | 615 | 46,202 |
| Total | 63,235 | 1,880,912 |

Capital Goods Investment Purpose

Bank Jatim's capital goods spending, among others, aims to develop service office networks and supporting bank operations. All capital goods expenditure transactions are carried out in the IDR currency so that the bank does not have a risk of foreign exchange rates in capital goods expenditure transactions.

Commitment and Contingent

The bank has receivables and liabilities involving commitments and contigencies as follows.

Table of commitment and contigent

(in IDR million)

| Description | 2024 | 2023 |
|--|-----------|-----------|
| COMMITMENTS | | |
| Commitments receivables | | |
| IDR: | | |
| Purchase of spot and derivative | 162,245 | |
| Others | 854,042 | 874,645 |
| Total | 1,016,287 | 874,645 |
| Commitments Liabilities | | |
| IDR | | |
| Unused loan commitments granted to debtors | 4,262,009 | 3,770,265 |
| Total Commitment Liabilities - Net | 3,245,722 | 2,895,620 |
| CONTINGENTCIES | | |
| Contingent receivable | | |
| IDR: | | |
| Interest income on past due account | 152,253 | 82,966 |
| Others | 7,578 | 13 |
| Total contingent receivable | 159,831 | 82,979 |
| Contingent Liabilities | | |
| IDR: | | |
| Bank guarantee issued | 644,012 | 653,383 |
| Foreign Exchange: | | |
| Bank guarantee issued | 48,285 | 46,191 |
| Total Contingent Liabilities | 692,297 | 699,574 |
| Total Contingent liabilities - net | 532,466 | 616,595 |
| Total Commitment and contingencies liabilities - net | 3,778,188 | 3,512,215 |

Material Information and Facts After the Accountant's Report Date

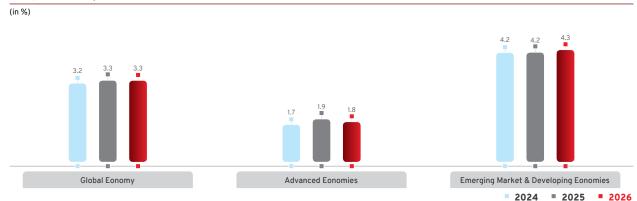
As of the completion of this Annual Report, no significant events have occurred after the accountant's report date that would impact future business performance and risk.

Business Prospects and Future Strategy 2025

The global economy is expected to remain stable despite facing various challenges. Post-pandemic, the global economy has demonstrated resilience; however, disparities persist, affecting the potential for economic performance improvement in the coming year. One of the key factors influencing global economic performance is inflation. While inflation rates in most countries have approached central bank targets, price pressures persist in certain regions. Additionally, the escalation of geopolitical conflicts and regional tensions, advancements in artificial intelligence (AI) disrupting the technology and manufacturing sectors, and extreme climate change affecting energy and food supply chains have significantly impacted the global economy.

To support economic activity, central banks in various countries have implemented policies such as interest rate reductions, expected to stimulate economic growth, along with fiscal policy adjustments in response to monetary policy easing. In this context, the International Monetary Fund (IMF) projects that global economic growth in 2025 will continue to face challenges that may hinder its acceleration.

Graph of Projected Economic Growth



Source: World Economic Outlook (WEO), International Monetary Fund (IMF), January 2025

The global economy is projected to grow by 3.3% in 2025, with advanced economies expected to expand by 1.9%, while emerging markets are projected to record higher growth of 4.2%. This disparity reflects varying growth dynamics, where advanced economies face demographic challenges and economic restructuring, whereas emerging markets are driven by population growth, urbanization, and infrastructure investment.

New risks continue to emerge, while existing risks evolve in response to rapid global changes, including pandemics, energy crises, and shifts in macroeconomic conditions. Although economic turbulence has eased and recovery is underway, some sectors continue to experience significant impacts. If prolonged, these challenges could affect global economic growth, credit ratings, and private sector performance.

Despite these challenges, the global economy remains resilient, with stable growth and controlled inflation. The banking system remains robust, and emerging markets have not encountered major disruptions. However, the financial sector must adapt to technological advancements, including Generative Al and cloud computing, while addressing rising fraud risks and cybersecurity threats, necessitating new strategic policies.

Amid global economic turbulence, Indonesia's economic growth in 2025 is projected to reach 5.2%, driven by stable domestic demand and increased investment. Controlled inflation and heightened economic activity ahead of the general election and

religious holidays are expected to further stimulate growth. The financial services sector plays a crucial role in supporting this expansion, with continuous sectoral development in line with growing investment.

The government has implemented accommodative economic policies to sustain inclusive and sustainable growth while ensuring stability amid increasingly complex global challenges throughout 2024 and 2025. As a result, macroeconomic assumptions indicate resilient performance, albeit with moderate growth constraints.

Table of Macroeconomic Assumptions

| Indicator | 2025 | | 2004 0 112 1 | |
|---|--------|--------|--------------|--|
| | RAPBN | APBN | 2024 Outlook | |
| Economic Growth (%) | 5.2 | 5.2 | 5.1 | |
| Inflation (%) | 2.5 | 2.5 | 2.7 | |
| Exchange Rate (IDR/USD) | 16,100 | 16,000 | 16,000 | |
| SBN interest rates - 10 years (%) | 7.1 | 7.0 | 6.9 | |
| Indonesian crude oil prices (USD/Barrel) | 82 | 82 | 82 | |
| Crude Oil Lifting (thousand barrels/day) | 600 | 605 | 592 | |
| Natural Gas Lifting (million standard cubic feet/day) | 1,005 | 1,005 | 990 | |

Source: State Budget (APBN) 2025, Ministry of Finance

Indonesia's positive economic outlook aligns with the projected growth of banking credit and Third-Party Funds in 2025, driven by stable macroeconomic conditions and strong domestic consumption. Banking credit disbursement is expected to continue expanding at a moderate pace, with banks prioritizing high-potential sectors such as MSMEs, infrastructure, and digital technology, which have gained increasing attention in recent years. According to Bank Indonesia projections, banking credit is expected to grow by approximately 11%-13%, supported by rising demand for business capital amid an improving domestic economy and increasing household consumption. A more accommodative monetary policy and relatively stable interest rates could further support credit expansion, though risks related to inflation and global uncertainty remain a concern.

Third-party funds is also expected to increase in 2025. With controlled inflation and more attractive interest rates, individuals are likely to save more, driving DPK growth of around 5%-7%. Additionally, the expansion of digital banking services, which facilitate easier access to savings and investment products, is expected to further support the growth of third-party funds, particularly in savings and deposits.

In line with these developments, reference interest rate reform is a key policy to strengthen interest rate credibility. Bank Indonesia plans to replace the Jakarta Interbank Offered Rate (JIBOR) with IndoNIA as the benchmark interest rate on January 1, 2026, as part of the transition toward a transaction-based interest rate and an alternative risk-free rate (RFR). This reform is expected to enhance financial market stability and support Indonesia's overall economic growth strategy.

The potential impact of this interest rate benchmark transition on the Bank's operational activities includes:

- Mapping and renegotiation of customers or counterparties related to the implementation of the benchmark interest rate conversion.
- Income volatility as a result of the benchmark interest rate conversion for affected products/services. The impact of interest rate increases or decreases needs to be further analyzed in accordance with the exposure of the related products/services.
- Adjustment of internal policies related to the benchmark interest rate to accommodate future changes.
- 4. Development of the necessary infrastructure and information technology.

Sources:

- World Economic Outlook (WEO), International Monetary Fund (IMF), January 2025
- Financial Stability Review, Bank Indonesia, February 2025
- State Budget (APBN) 2025, Ministry of Finance
- Blueprint for Money Market Development 2025, Bank Indonesia, December 2020

Considering the projected conditions of global and national economic growth, as well as the continuously evolving dynamics of the banking industry, Bank Jatim recognizes the importance of having the right strategy to maintain and strengthen its market position. Therefore, Bank Jatim conducts a competitive analysis using the Strengths, Weaknesses, Opportunities, and Challenges (SWOC) Analysis approach. Through this analysis, Bank Jatim can better understand its internal strengths while also identifying areas for improvement. The factors that constitute Bank Jatim's internal strengths are as follows:

- Bank Jatim's reputation as a regional government-owned bank, with shareholders who act as key stakeholders in the economic development of East Java.
- 2. Bank Jatim has established five pillars of transformation.
- Bank Jatim has an organizational structure aligned with business development.
- 4. It has a strong captive market in the regional government and State Civil Apparatus segments.
- Bank Jatim has an extensive distribution network in economic development areas and a deep understanding of the economic characteristics and potential of East Java.
- Bank Jatim has a soundness rating with a composite score of 2 over the past two periods.
- 7. Bank Jatim plans to establish Bank Business Group collaboration with BPD Lampung, BPD Banten, BPD Southeast Sulawesi, and BPD East Nusa Tenggara. This will enable product and service diversification, operational efficiency, enhanced competitiveness, greater capital access, stronger brand and reputation, and increased regulatory influence.

Meanwhile, Bank Jatim's weaknesses that need to be addressed to sustain growth and competitiveness in the increasingly dynamic banking industry include:

- Human resources capabilities need improvement, especially in business and business support functions, to drive business growth.
- Policies and procedures need to be updated to align with business development and best practices in the banking industry.
- 3. Banking technology infrastructure, IT security, and human resources expertise require enhancement.
- Innovation in product and service development is needed to reach all customer segments.
- 5. Improvement in credit quality is necessary.
- 6. Marketing activities need to be optimized

By leveraging its internal strengths, Bank Jatim is optimistic about maintaining and even strengthening its position in Indonesia's banking market. The bank is confident that it can continue to grow and adapt to changes in the banking sector. Thus, Bank Jatim remains optimistic about its future prospects, with various opportunities that can be leveraged to achieve its long-term goals. Opportunities that Bank Jatim can leverage in 2025 include:

- 1. Shifting consumer behavior in adopting banking technology.
- 2. The demographic landscape of millennials, who are active internet and e-commerce users, offering potential for digital economic and financial growth.
- 3. A positive economic growth climate in East Java.
- The large market potential for Bank Jatim, especially among state civil apparatus, the Islamic economic ecosystem, regional and private government ecosystems, and MSMEs (Micro, Small, and Medium Enterprises).
- Economic development programs based on regional initiatives in East Java.
- Utilization of Artificial Intelligence (AI) and new technologies to enhance operational efficiency and customer experience.
- 7. Collaboration with the creative and digital industries.

Although Bank Jatim sees significant opportunities in 2025, it must also address various challenges to maximize these opportunities. These challenges stem not only from internal factors but also from external factors that may impact the bank's stability and operations. To navigate these challenges, Bank Jatim must develop appropriate strategic measures to maintain its competitive edge and achieve optimal performance. Some challenges that Bank Jatim must face in 2025 include:

- 1. Strengthening risk management and IT security to anticipate cyber threats.
- 2. Uneven IT infrastructure development, particularly in archipelagic areas, hindering digital transformation.
- Disruptive technology poses both a challenge and a threat to the banking industry.
- Increasing competition in the financing sector, with more diverse funding sources available, particularly from capital markets and fintech companies.
- 5. Strengthening and equalizing MSME quality by increasing credit distribution and financing.
- Regulatory adjustments to support national economic recovery.
- 7. Enhancing the quality of data-driven products and services.
- 8. Competition from national banks with strong brands in specific market segments in East Java.

In addition to conducting a SWOC Analysis, Bank Jatim also performs an Internal Factors Analysis Strategy (IFAS) and External Factors Analysis Strategy (EFAS) Matrix Analysis in formulating its business development strategy. The outlined business development strategies of the Bank for 2025 are as follows:

- 1. Developing and strengthening IT security infrastructure.
- 2. Expanding market reach by leveraging technology and optimizing branch networks, including the Laku Pandai agent network (branchless banking).
- Collaborating with various stakeholders, particularly the government, to enhance performance and economic contributions.
- 4. Optimizing digital-based and environmentally sustainable products and services.

Achievement of Targets and Future Targets

Achievement of Targets

The comparison between targets and actual financial performance, capital structure, marketing, and human resource development is presented as follows.

Comparison of Financial Targets and Realization

The comparison between financial targets and realization in 2024 is as follows.

Table of Comparison of Bank Business Plan and Financial Realization in 2024

(in IDR Millions)

| Description | Realization in 2024 | Target in 2024 | Achievement (%) |
|--|---------------------|----------------|-----------------|
| 1 | 2 | 3 | 4=2/3 |
| Financial Position | | | |
| Assets | 102,073,578 | 105,964,655 | 96.33% |
| Loans | 64,056,633 | 66,831,046 | 95.85% |
| Third-party funds | 77,495,528 | 90,758,260 | 85.39% |
| Current Account | 19,021,559 | 25,150,894 | 75.63% |
| Savings | 31,462,455 | 34,625,447 | 90.87% |
| Time Deposits | 27,011,514 | 30,981,919 | 87.18% |
| Profit and Loss and other Comprehensive Income | | | |
| Interest income | 8,025,378 | 8,010,033 | 100.19% |
| Other operating income | 1,074,866 | 1,956,811 | 54.93% |
| Net Income | 1,651,325 | 2,015,820 | 81.92% |
| Financial Ratios (%) | | | |
| Capital Adequacy Ratio (CAR) | 23.49% | 23.59% | 99.58% |
| Non Performing Loan (NPL) Gross | 3.45% | 2.20% | 63.77% |
| Return on Assets (ROA) | 1.60% | 1.93% | 82.90% |
| Return on Equity (ROE) | 11.89% | 14.96% | 79.48% |
| Net Interest Margin (NIM) | 5.86% | 5.96% | 98.32% |
| Operating Costs Operating Income (BOPO) | 81.89% | 77.06% | 94.10% |
| Loan to Deposit Ratio (LDR) | 82.05% | 73.64% | 111.42% |

Total assets reached 96.33% with realization in 2024 of IDR102.07 trillion, slightly below the target due to a decrease in current accounts and deposits. Loans reached 95.85% with a realization of IDR64.06 trillion in 2024. Third party funds in 2024 were realized at IDR77.50 trillion with an achievement of 85.39%, which is in line with the decline in current accounts and deposits. Despite this, third party funds from savings managed to grow 9.18% yoy as an effort to increase low-cost funds.

In terms of income, the achievement of interest income is 100.19% with a realization of IDR8.03 trillion in 2024. The achievement of net profit for the year 2024 was 81.92% with a realization of IDR1.65 trillion, which was below the target, due to an increase in operational expenses aside from interest.

The CAR ratio in 2024 is 23.49%, with a target achievement of 99.58%. Meanwhile, the LDR ratio grew significantly from the set target, reaching 82.05% in 2024. This demonstrates Bank Jatim's commitment to continuously increasing its productive assets.

In the future, Bank Jatim will continue to implement the strategies that have been determined, and is committed to being able to play an active role in the BPD transformation program which has high resilience and competitiveness while continuing to act as an agent of development in the region through inclusive and sustainable growth.

Comparison of Targets and Actual Capital Structure Performance

Bank Jatim's capitalization has demonstrated resilience in adapting to various business environment changes in 2024. This is evidenced by the achievement of the total core capital and supplementary capital target, which reached 101.92%, with an actual realization of IDR11.70 trillion in 2024. To maintain and strengthen its capitalization, the bank implemented several capital management strategies in 2024, including increasing the bank's capital through retained earnings, boosting capital through general reserves from undistributed profits, capital addition through asset revaluation, and optimizing Risk-Weighted Assets (ATMR).

Table of Target and Actual Capital Structure Comparison in 2024

(in IDR Millions)

| Description | Realization in | Target in 2024 | Achievement (%) |
|--------------------------------------|----------------|----------------|-----------------|
| 1 | 2 | 3 | 4=2/3 |
| Main core capital (CET 1) | 11,132,593 | 10,950,968 | 101.66% |
| Complementary capital (Tier 2) | 574,469 | 534,995 | 107.38% |
| Total Core and Supplementary Capital | 11,707,062 | 11,485,963 | 101.92% |

Comparison of Marketing Target and Realization

The comparison of marketing targets and actual performance is presented as follow.

Table of Comparison of Marketing Targets and Realization in 2024

| Target Description | Realization in 2024 |
|---|--|
| Special Rate Current Account Promotion Program in 2024 | Special rate current account promotion was conducted from June 2024 to December 2024, providing an interest rate subsidy of 3.55% for 1- and 3-month tenors. |
| Collaboration with Banking Institutions/ Entities/Companies. | The initiation of financial service cooperation was carried out with provincial governments, regency governments, city governments, state-owned enterprises (BUMN/BUMD), and regional public service agencies (BLUD), resulting in a total of 128 MOUs and Cooperation Agreements (PKS) in 2024. |

| Target Description | Realization in 2024 |
|--|--|
| Institutional Relations Sponsorship in 2024 | Support for branch studies through sponsorship activities at: - ASEAN University Games UBAYA - Tourism Fair - Charity Golf Tournament - 64th Anniversary of ITS - Post-Commemoration Support for HANI 2024 - Support for Kapolri Cup Volleyball 2024, PON Aceh-Sumut 2024 - Festival Tepi Pantai Banyuwangi (Banyuwangi Beachside Festival) - 52nd Anniversary of Petrokimia Gresik and Golf Tournament - 25th Anniversary of DWP ITS - Implementation of Regional Tax Revenue (Opsen Pajak Daerah) - IWAPI East Java - Go Speed Program - Business and Economic Talk Event - And others |
| Integration with Hospitals | Digital Ecosystem Integration was carried out for: - 64 Regional General Hospitals (RSUD) across East Java - 310 Government and Private Hospitals |
| MOUs and Cooperation Agreements (PKS) | A total of 194 MOUs and Cooperation Agreements (PKS) were executed as of December 31, 2024. |
| Special Rate Deposits | The Institutional Relations Unit reviewed proposals for special rate deposits for corporate and institutional segments submitted by branches. |
| Development of the State Revenue System on Collecting Agent (Bank Jatim) Version 3.0 in relation to CTAS implementation | Internal and external resource preparation, as well as system integration, was conducted for the implementation of the Core Tax Administration System (CTAS) and the transaction status verification mechanism of the State Revenue Module (MPN GEN3). |
| Acceleration of non-cash transactions through the use of the Cash Management System (CMS) by APBN Managing Units | The use of CMS was optimized, and the Virtual Account (VA) Dashboard was developed to facilitate and accelerate CMS monitoring by the Directorate of State Treasury Management (PKN), Regional Offices of the Directorate General of Treasury (DJPb), State Treasury Service Offices (KPPN), and central offices of Ministries/Agencies |
| Implementation of Digital Identity for Banking in collaboration with the Directorate General of Population and Civil Registration, Ministry of Home Affairs | Bank Jatim was the first bank in Indonesia to implement the use of Digital ID (KTP Digital). |

Comparison of Targets and Realization in Human Resources Development

The realization of Education and Training expenses reached 10.72% below the target. However, compared to the education and training budget in 2023, there was a significant increase of 39.95%, rising from IDR38.86 billion in 2023 to IDR54.40 billion in 2024. This increase was also reflected in budget absorption, which reached 89.00% in 2024. One of the factors contributing to this growth was the rise in online and offline education and training activities to support the bank's business operations.

Table of Comparison of Human Resource Development Targets and Realization in 2024

(in IDR Billions)

| Description | Realization in 2024 | Target in 2024 | Achievement |
|---------------------------------|---------------------|----------------|-------------|
| 1 | 2 | 3 | 4=2/3 |
| Education and Training Expenses | 54,401,645,187 | 60,934,748,000 | 89.26% |

Future Target (Projection)

Bank Jatim's management has prepared the Bank Business Plan for 2025 by considering the current economic conditions and economic projections for 2025, both at the macro and micro levels.

Table of Assumptions in Preparing Projections

| Indicator | | 2025 | | |
|---|--------|--------|--|--|
| | RAPBN | APBN | | |
| Economic Growth (%) | 5.2 | 5.2 | | |
| Inflation (%) | 2.5 | 2.5 | | |
| Exchange Rate (IDR/USD) | 16,100 | 16,000 | | |
| SBN interest rates - 10 years (%) | 7.1 | 7.0 | | |
| Indonesian crude oil prices (USD/Barrel) | 82 | 82 | | |
| Crude Oil Lifting (thousand barrels/day) | 600 | 605 | | |
| Natural Gas Lifting (million standard cubic feet/day) | 1,005 | 1,005 | | |

Source: State Budget (APBN) 2025, Ministry of Finance

Financial Projections

Description of financial projections in 2025 is presented as follows:

Table of Financial Projection for 2025

(in IDR Millions)

| Description | Projection for 2025 |
|--|---------------------|
| 1 | 2 |
| Financial Position | ' |
| Assets | 105,030,937 |
| Loans | 73,138,194 |
| Third-party funds | |
| Current Account | 22,243,252 |
| Savings | 35,057,996 |
| Time Deposits | 28,495,427 |
| Profit and Loss and other Comprehensive Income | |
| Interest income | 8,673,889 |
| Other operating income | 1,440,399 |
| Net Income | 2,059,891 |
| Financial Ratios (%) | |
| Capital Adequacy Ratio (CAR) | 23.16% |
| Non Performing Loan (NPL) Gross | 2.95% |
| Return on Assets (ROA) | 2.08% |
| Return on Equity (ROE) | 13.01% |
| Net Interest Margin (NIM) | 6.12% |
| Operating Costs Operating Income (BOPO) | 79.54% |
| Loan to Deposit Ratio (LDR) | 85.27% |

Capital Structure Projection

The projected capital structure for 2025 is presented as follows:

Table of Capital Structure Projection 2025

(in IDR Millions)

| Uraian | Proyeksi 2025 |
|--------------------------------------|---------------|
| 1 | 2 |
| Core Capital (CET 1) | 11,817,740 |
| Supplementary Capital (Tier 2) | 610,799 |
| Total Core and Supplementary Capital | 12,428,539 |

Dividend Policy Projection

The projected dividend policy for the 2024 fiscal year, to be distributed in 2025, is presented as follows:

Table of Dividend Policy Projection

(in IDR Millions)

| Description | Projection |
|---|--------------------|
| 1 | 2 |
| Estimated Net Profit 2024 | 1,281,116,202,418 |
| Estimated Total Distributed Dividends | 821,497,900,066.22 |
| Estimated Dividends for East Java Provincial Government | 420,003,945,682.08 |
| Dividend Payout Ratio (%) | 64.12% |

^{*}Note: The estimated dividend distribution for the 2024 fiscal year to be distributed in 2025 is subject to approval from the East Java Provincial Government as the Controlling Shareholder (PSP).

Marketing Projection

For 2025, the Bank has outlined the following marketing projections:

- Financial service partnerships with the Provincial, City, and Regency Governments, as well as Regional Government Agencies (OPD) in East Java, including:
 - a. Increasing Third-Party Funds through the ETPD program;
 - b. Collaborations with Public Universities; and
 - c. Partnerships with Regional Public Hospitals.
- 2. Financial service partnerships with Foundations, Universities, and Private Hospitals within Bank Jatim's operational area, including:
 - a. Collaborations with Private Universities;
 - b. Partnerships with Private Hospitals;
 - c. Cooperation with Foundations; and
 - d. Partnerships with InstitutionsSponsorship.
- 3. Sponsorship by the Institutional Relations Division;
- 4. Gathering events with the Government, Foundations, Universities, and both Public and Private Hospitals;
- Development of an Integrated Government Digital Service, in collaboration with Ministries, State Institutions, and Local

Governments (Provincial, City, Regency) in East Java, through the following digital programs:

- a. Core Tax Administration System (CTAS) Ministry of Finance;
- b. Village Financial System (SISKEUDES LINK);
- Regional Government Information System (SIPD) -Republic of Indonesia;
- d. State Treasury and Budget System (SPAN);
- e. E-Catalogue Version 6;
- f. Digital Healthcare Ecosystem;
- g. Digital Campus Ecosystem; and
- h. e-BLUD.

HR Development Projections

An HR development strategy is a plan regarding how the quality of human resources can develop in a better direction and increase their work capabilities. An HR development strategy can run well if it is accompanied by a carefully planned HR development program. So it is hoped that it will be able to help achieve the goal of producing quality human resources. One of the HR development programs is holding training programs for employees.

Bank Jatim develops quality human resources in 2024 through education and training programs. There are several types of HR training that can be carried out, including skills training, retraining or retraining, team training, creativity training and others. In 2025, the projected human resource development for all employees is 5.327 peoples.

Table of HR Development Projection for 2025

(in peoples)

| Description | 2025 Projections |
|--------------------------------|------------------|
| 1 | 2 |
| Training for organic employees | 5,327 |

Long-Term Plan Evaluation

The long-term plan outlined in the Corporate Plan 2024-2028 needs to be reviewed to ensure that the Bank's business operations align with the established plans. Regular evaluations are conducted, considering the Bank's business conditions and developments. The Corporate Plan 2024-2028 is assessed both quantitatively and qualitatively, with the following evaluation results:

Table of Comparison of Corporate Plan and Financial Realization 2024

(in IDR Millions)

| Description | Realization in 2024 | Corporate Plan Target in 2024 | Achievement (%) | |
|--|------------------------|----------------------------------|-----------------|--|
| 1 | 2 | 3 | | |
| Financial Position | | | | |
| Assets | 102,073,578 | 114,107,632 | 89.45% | |
| Loans | 64,056,633 | 62,220,195 | 102.95% | |
| Third-party funds | 77,495,528 | 95,950,501 | 80.77% | |
| Current Accounts | 19,021,559 | 24,376,546 | 78.03% | |
| Savings | 31,462,455 | 34,499,779 | 91.20% | |
| Time Deposits | 27,011,514 | 37,075,175 | 72.86% | |
| Profit and Loss and other Comprehensive Income | | | | |
| Interest income | 8,025,378 | 8,041,718 | 99.80% | |
| Other operating income | 1,074,866 | 1,699,472 | 63.25% | |
| Current year profit | 1,651,325 | 2,215,233 | 74.54% | |
| Financial Ratios (%) | | | | |
| Capital Adequacy Ratio (CAR) | 23.49% | 25.83% | 90.94% | |
| Non Performing Loan (NPL) Gross | 3.45% | 2.68% | 77.68% | |
| Return on Assets (ROA) | 1.60% | 2.00% | 80.00% | |
| Return on Equity (ROE) | 11.89% | 13.13% | 90.56% | |
| Net Interest Margin (NIM) | 5.86% | 6.07% | 96.54% | |
| Operating Costs Operating Income (BOPO) | 81.89% | 76.69% | 93.65% | |
| Loan to Deposit Ratio (LDR) | 82.05% | 64.85% | 126.52% | |

Based on this evaluation, Bank Jatim needs to adjust its Corporate Plan 2024-2028, which will be implemented in 2025. These adjustments include:

- Recalculating the financial performance projections for the next five years.
- 2. Adjusting the corporate action plan, particularly regarding capital participation in five Regional Development Banks (BPDs) through the Bank Business Group system.
- 3. Aligning strategies and work programs between the Business Plan, Corporate Plan, IT Strategy Plan, and Regional Development Bank Strengthening Roadmap.

Policies, Announcements and Payment of Dividend

Dividend Policy

Bank Jatim's dividend policy is stipulated in the Board of Directors Decree No. 063/03/01/DIR/CSE/KEP dated January 9, 2024, regarding the Standard Operating Procedure (SOP) of the Corporate Secretary, specifically in Chapter IV on the Corporate Action Policy of the Bank. The dividend policy is designed to ensure that all shareholders receive their rights and are treated equally concerning the dividends distributed by the Bank, in accordance with good corporate governance principles and applicable regulations, while also considering the Bank's interests. Based on the distribution mechanism, dividends are categorized into two types: final dividends and interim dividends. The amount of dividends distributed is linked to the Bank's profits for the respective fiscal year, without disregarding the Bank's profitability level and without limiting the authority of the General Meeting of Shareholders to decide otherwise, in accordance with the Bank's Articles of Association. The dividend distribution plan must be included in

the Bank's Business Plan, which is submitted to the Financial Services Authority.

It is possible for banks to distribute dividends of at least 50% (fifty percent) of the current year's net profit which can be distributed in the form of cash dividends taking into account:

- a. The achievement of Bank financial performance..
- b. The Bank's Capital Adequacy Ratio (KPMM) level after distribution of dividends and other investment projects that require significant capital, is not less than the ratio provisions determined by the Bank and/or regulatory provisions from time to time.
- c. Bank Health Level.
- d. Bank financial condition.
- e. Profit growth expectations;
- f. Considering the Bank's capital needs in the future.
- g. Bank development/growth plans and strategies.
- h. Bank business sustainability.
- i. Market conditions.
- j. Shareholder Interests.
- k. Compliance with relevant and applicable regulations
- . Banks can only distribute dividends if the Bank has a positive profit balance, after taking into account the reserves that must be established as required by the Incorporated Company (Perseroan Terbatas) Law.

In the event that the Bank experiences problems as explained in the points above and/or experiences financial performance conditions that require special treatment, the Bank may:

- a. Proposing to the RUPS to postpone dividend payment;
- b. Stopping the payment of approved dividends;
- Stopping the payment of dividends in installments or stopping the payment of dividends gradually; and/or
- d. Withdrawing dividend payments to Controlling Shareholders, in the event that the Bank experiences financial performance problems.

Announcement and Payment of Dividend

Based on the AGMS Decision, PT Bank Pembangunan Daerah Jawa Timur Tbk carried out the announcement and payment of dividends as in the following table.

Table of Dividend Announcement and Payment

| Description | Fiscal Year 2023 | Fiscal Year 2022 | Fiscal Year 2021 | Fiscal Year 2020 | Fiscal Year 2019 |
|-----------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Net Profit (IDR) | 1,470,104,932,979 | 1,542,824,394,640 | 1,523,069,838,418 | 1,488,961,630,120 | 1,376,505,140,913 |
| Dividends (IDR) | 816,692,940,679,98 | 797,172,793,173,38 | 782,457,605,053,02 | 733,507,081,305,70 | 723,747,007,552,40 |
| Non-Cash Dividends * | - | - | - | - | - |
| Dividend Per Share (IDR) | 54.39 | 53.09 | 52.11 | 48.85 | 48.20 |

| Description | Fiscal Year 2023 | Fiscal Year 2022 | Fiscal Year 2021 | Fiscal Year 2020 | Fiscal Year 2019 |
|--------------------------------------|-------------------|------------------|------------------|------------------|------------------|
| Non-Cash Dividend Per Share *) | - | - | - | - | - |
| Total Shares | 15,015,498,082 | 15,015,498,082 | 15,015,498,082 | 15,015,498,082 | 15,015,498,082 |
| Dividend Payout Ratio (%) | | 51.67% | 51.37% | 49.26% | 52.58% |
| Announcement Date | February 13, 2024 | March 03, 2023 | March 29, 2022 | May 05, 2021 | May 05, 2020 |
| Payment date | March 7, 2024 | May 12, 2023 | April 14, 2022 | May 28, 2021 | May 20, 2020 |
| Non-Cash Dividend Payment Date *) | - | - | - | - | - |

^{*)} Bank Jatim does not have non-cash dividends

Announcement and Payment of Dividend for Fiscal Year 2022

On April 12, 2023 Bank Jatim held an AGMS which approved and determined the use of Bank Jatim's net profit for the f inancial year ending December 31, 2022 amounting to IDR1,542,824,394,640.00 as follows:

- An amount of IDR797,172,793,173.38 or 51.67% of Bank Jatim's net profit for the 2022 financial year was distributed as cash dividends to shareholders registered in the Company's Register of Shareholders as of May 2, 2023 which will be paid on May 12, 2023.
- A total of IDR745,651,601,466.62, 48.33% of Bank Jatim's net profit for the 2022 financial year is designated as General Reserves.

Announcement and Dividend Payment for the 2023 Financial Year

On February 7, 2024, Bank Jatim held its Annual General Meeting of Shareholders (AGMS), which approved and determined the use of Bank Jatim's net profit for the financial year ending December 31, 2023, amounting to IDR1.470.104.932.979 as follows:

- IDR816.692.940.679,98 or 55,55% of Bank Jatim's net profit for the 2023 financial year will be distributed as cash dividends to shareholders registered in the Company's Shareholder Register as of February 22, 2024, and will be paid on March 7, 2024.
- IDR653.411.922.299,02 or 44,45% of Bank Jatim's net profit for the 2023 financial year is designated as General Reserves.

Realization of Use of Public Offering Proceeds

The last public offering was carried out in 2012 and the use of proceeds from the public offering was in accordance with plan. So that 2024 is not a reporting period for the use of public offering proceeds, Bank Jatim has no obligation to submit a report on the realization of the use of public offering proceeds.

Material Information Regarding Investment, Expansion, Divestment, Merger/Consolation Businesses, Acquisitions, Debt / Capital Restructuring

Investment

Referring to Financial Services Authority Regulation Number 22 of 2022 concerning Equity Participation Activities by Commercial Banks and the capital participation approval letter from the Financial Services Authority Number S-21/ KO.14/2024 dated July 5, 2024, Bank Jatim carried out an equity participation activity in the banking financial services institution PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah under the scheme of forming a Bank Business Group (KUB) amounting to IDR100 billion on August 16, 2024. Regarding this equity participation, based on the Shareholders' Decision Deed of PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah Number 10 dated August 24, 2024, Bank Jatim became a shareholder as well as the Parent Bank of the Bank Business Group (KUB) with a total shareholding of 3.921.568 (three million nine hundred twenty-one thousand five hundred sixty-eight) Series A shares or 4,09% of the total shares in PT Bank Pembangunan Daerah Nusa Tenggara Barat Syariah.

Expansion

In 2024, Bank Jatim expanded by adding 2 (two) Conventional Sub-Branch Offices and 2 (two) Sharia Service Offices as part of efforts to broaden service reach and improve banking accessibility for the public. This step was taken to bring banking services closer to more customers, especially in areas with significant growth potential that have not yet been optimally served.

Table of Branch Network Expansion

| Branch Network | 2024 | 2023 | Expansion | Operating Date |
|--|------|------|-----------|--|
| Conventional Sub-Branch Offices (KCP) | 165 | 163 | 2 | KCP Dander operated on January 22, 2024KCP Pujon operated on March 25, 2024 |
| Sharia Service Offices (KLS) | 198 | 196 | 2 | KLS Dander operated on January 22, 2024KLS Pujon operated on March 25, 2024 |

Divestment

Throughout 2024, Bank Jatim did not carry out any investment activities.

Merger/Consolidation

Throughout 2024, Bank Jatim did not conduct any merger/consolidation activities.

Acquisition

Throughout 2024, Bank Jatim did not undertake any acquisition activities.

Debt/Capital Restructuring

Throughout 2024, Bank Jatim did not engage in any debt/capital restructuring activities.

Material Transactions Containing Conflicts of Interest and/or Transactions with Affiliated Parties

A Material Transaction is any transaction conducted by a publicly listed company or a controlled company that meets a transaction value limit of 20% (twenty percent) or more of the equity of a publicly listed company (Financial Services Authority Regulation Number 17/POJK.04/2020 concerning Material Transactions and Business Activity Changes).

Conflict of Interest Transactions

In accordance with the provisions in the Financial Services Authority Regulation Number 42/POJK.04/2020 concerning Affiliate Transactions and Conflict of Interest Transactions, a Conflict of Interest is the difference between the economic interests of a public company and the personal economic interests of members of the board of directors, members of the board of commissioners, major shareholders, or controllers who can be detrimental to the listed company in question.

One effort to avoid conflicts of interest is that all parties, both employees and company leaders, must comply with the established code of ethics and avoid activities that could lead to conflicts of interest. Bank Jatim has regulations regarding Conflicts of Interest, which are detailed in Board of Directors Decree Number: 063/03/68/DIR/KPT/KEP dated April 29, 2024, regarding the Standard Operating Procedure (SOP) for Conflicts of Interest. This SOP is designed to ensure that all actions and decisions taken by Bank Jatim employees and management are not influenced by personal interests that may conflict with the interests of Bank Jatim. Additionally, this SOP aims to maintain integrity, transparency, and accountability in all operational aspects of Bank Jatim and to prevent potential conflicts of interest that could harm Bank Jatim and other stakeholders. With this clear guideline, it is expected that all involved parties will carry out their duties responsibly and prioritize Bank Jatim's interests over personal interests.

In 2024, there were no transactions containing conflicts of interest.

Affiliate Transactions

Based on the provisions of Financial Services Authority Regulation Number 42/POJK.04/2020 concerning Affiliate Transactions and Conflict of Interest Transactions, Affiliates are:

- Family relationships due to marriage and descent up to the second degree, both horizontally and vertically;
- The relationship between the party and the employee, director or commissioner of that party;
- Relationship between 2 (two) Companies where there are 1 (one) or more members of the same Board of Directors or Board of Commissioners:
- d. Relationship between the Company and the Party, whether directly or indirectly, controlling or controlled by the company:
- Relationship between 2 (two) companies controlled, either directly or indirectly, by the same party; or
- f. Relationship between the Company and Major Shareholders.

Furthermore, Affiliate transactions are any activity and/or transaction carried out by a public company or controlled company with an Affiliate of a public company or an Affiliate of a Member of the Board of Directors, Member of the Board of Commissioners, Major Shareholder or Controller, including any activity and/or transaction carried out by Public Company or Controlled Company for the benefit of Affiliates of Public Companies or Affiliates of members of the Board of Directors, Members of the Board of Commissioners, Major Shareholders, or Controllers.

Transactions with affiliated parties have potential risks, namely the risk of misuse by parties which may be detrimental to the Bank. Therefore, Bank Affiliated Parties are prohibited from using the Bank for personal, family and/or other party interests which may harm or reduce the Bank's profits.

Affiliated Transactions as Business Activities Conducted to Generate Operating Income and Carried Out Routinely, Repeatedly, and/or Continuously

Based on Articles 8 and 9 of OJK Regulation 42/2020, there are affiliated transactions that constitute business activities carried out to generate operating income and are conducted routinely, repeatedly, and/or continuously, as presented in the related party transactions section. Bank Jatim has recorded the transaction, including the transaction value, the name of the transacting party, the nature of the relationship, and all related information has been disclosed in Note 45 of the Financial Statements.

Fairness of Transactions and Compliance with Related Regulations

Transactions conducted by Bank Jatim comply with OJK Regulation Number 42/POJK.04/2020 concerning Affiliated Transactions and Conflict of Interest Transactions at the time the transactions were executed. Transactions were conducted in accordance with generally accepted business practices, including meeting the arm's length principle. Transactions were carried out based on Bank Jatim's needs and were free from conflicts of interest. In 2024, there were no affiliated and/or related party transactions requiring AGMS approval. If transactions with affiliated and/or related parties require shareholder approval, it is conducted by shareholders who have no interest in the transaction.

Statement of the Board of Directors Regarding Affiliated Transactions

The Board of Directors states that affiliated and/or related party transactions have undergone adequate procedures to ensure that these transactions are carried out in accordance with generally accepted business practices, including meeting the arm's length principle.

Role of the Board of Commissioners and Committees in Affiliated Transactions

Material or significant transactions with affiliated and/or related parties must first be reviewed by the Risk Monitoring Committee and approved by the Board of Commissioners. All transactions have undergone a review mechanism according to the type of transaction, with feasibility analysis and adequate procedures to ensure that affiliated transactions are conducted following generally accepted business practices, including meeting the arm's length principle.

Related Party Transactions

In conducting its business, the Bank engages in transactions with related parties as defined in PSAK 224 on "Related Party Disclosures." A related party is an individual or entity related to the reporting entity as follows:

- i. A person or a close member of that person's family is related to a reporting entity if that person:
 - a) Has control or joint control over the reporting entity;
 - b) Has significant influence over the reporting entity; or
 - A member of the key management personnel of the reporting entity or of a parent of the reporting entity.

- ii. An entity is related to the reporting entity if any of the following conditions applies:
 - a) The entity and the reporting entity are members of the same Bank and its subsidiaries (which means that each parent, subsidiary and fellow subsidiary is related to the others);
 - b) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a Bank and its subsidiaries of which the other entity is a member);
 - c) Both entities are joint ventures of the same third party;
 - d) One entity is a joint venture of a third entity and the other entity is an associate of the third entity;

- e) The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity, or an entity related to the reporting entity;
- f) The entity is controlled or jointly controlled by a person identified in (i);
- g) A person identified in (i). (a) has a significant influence over the entity or is a member of the key management personnel of the entity (or a prent of the entity); or
- h) The entity or any members of a Bank and its subsidiaries of which it is a part, provides key management personnerl service to the reporting entity or to the parent of the reporting entity.

Name of the Transacting Party and Nature of the Relationship

Description of the name of the transacting party and the nature of the relationship is presented as follows:

Table of Names of Parties and Nature of Related Transaction Relationships

| Related Parties | Nature of Relationship | Nature of the Transaction |
|--|-------------------------------------|---------------------------|
| Government of East Java Province | Shareholder | Fund Placement |
| West Nusa Tenggara Provincial Government | Shareholders of subsidiary entities | Fund Placement |
| Sidoarjo Regency Government | Shareholder | Fund Placement |
| Bojonegoro Regency Government | Shareholder | Fund Placement |
| Banyuwangi Regency Government | Shareholder | Fund Placement |
| Malang Regency Government | Shareholder | Fund Placement |
| Gresik Regency Government | Shareholder | Fund Placement |
| Tuban Regency Government | Shareholder | Fund Placement |
| Ngawi Regency Government | Shareholder | Fund Placement |
| Kediri Regency Government | Shareholder | Fund Placement |
| Sumenep Regency Government | Shareholder | Fund Placement |
| Kraksaan Regency Government | Shareholder | Fund Placement |
| Jember Regency Government | Shareholder | Fund Placement |
| Lamongan Regency Government | Shareholder | Fund Placement |
| Sampang Regency Government | Shareholder | Fund Placement |
| Bondowoso Regency Government | Shareholder | Fund Placement |
| Trenggalek Regency Government | Shareholder | Fund Placement |
| Mojokerto Regency Government | Shareholder | Fund Placement |
| Nganjuk Regency Government | Shareholder | Fund Placement |
| Situbondo Regency Government | Shareholder | Fund Placement |
| Tulungagung Regency Government | Shareholder | Fund Placement |
| Lumajang Regency Government | Shareholder | Fund Placement |
| Pacitan Regency Government | Shareholder | Fund Placement |
| Pasuruan Regency Government | Shareholder | Fund Placement |
| Pamekasan Regency Government | Shareholder | Fund Placement |

| Related Parties | Nature of Relationship | Nature of the Transaction |
|---|---|------------------------------------|
| Blitar Regency Government | Shareholder | Fund Placement |
| Bangkalan Regency Government | Shareholder | Fund Placement |
| Madiun Regency Government | Shareholder | Fund Placement |
| Jombang Regency Government | Shareholder | Fund Placement |
| Ponorogo Regency Government | Shareholder | Fund Placement |
| Magetan Regency Government | Shareholder | Fund Placement |
| Surabaya City Government | Shareholder | Fund Placement |
| Madiun City Government | Shareholder | Fund Placement |
| Malang City Government | Shareholder | Fund Placement |
| Pasuruan City Government | Shareholder | Fund Placement |
| Mojokerto City Government | Shareholder | Fund Placement |
| Batu City Government | Shareholder | Fund Placement |
| Probolinggo City Government | Shareholder | Fund Placement |
| Blitar City Government | Shareholder | Fund Placement |
| Kediri City Government | Shareholder | Fund Placement |
| PT BPR Jawa Timur (Perseroda) | Owned by the same ultimate shareholders | Credit provided Placement of funds |
| Board of Commissioners, Directors and Executive Officers | Key employees Management | Customer deposits Labor costs |

Realization of Related Party Transactions

The balance of productive assets, deposits, loans received, and commitments and contingencies as of December 31, 2024, and December 31, 2023, from related parties is as follows:

Table of Related Party Transactions Realization

(in IDR millions)

| Description | 2024 | 2023 |
|--|------------|------------|
| ASSETS | | |
| Loans and Islamic financing (Note 13) | | |
| Key management loans | 102,306 | 100,611 |
| Others | 10,138 | 84,206 |
| Total | 112,444 | 184,817 |
| Percentage of total assets | 0.10% | 0.18% |
| LIABILITIES | | |
| Deposits from customers (Note 19) | 12,268,842 | 12,644,538 |
| Percentage of total liabilities | 13.87% | 14.15% |
| Deposits from other banks (Note 21) | | |
| PT BPR Jawa Timur (Perseroda) | 44,323 | 56,694 |
| Percentage of total liabilities | 0.05% | 0.06% |
| PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME | | |
| Interest income (Note 32) | 6,515 | 13,968 |
| Percentage of total interest and sharia income | 0.08% | 0.19% |
| Interest and sharia expenses (Note 33) | 477,325 | 459,124 |
| Percentage of total interest and sharia expenses | 17.97% | 19.82% |

| Description | 2024 | 2023 |
|--|--------|--------|
| KEY MANAGEMENT COMPENSATION | | |
| Compensation for key management personnel of the Group (excluding Commissioners and Directors) | | |
| Salary | 23,135 | 17,656 |
| Production services | 10,762 | 12,009 |
| Allowances | 7,610 | 7,458 |
| Total | 41,507 | 37,123 |

Reference to Disclosure in the Financial Statements

Details of the names of related parties and realization (value) of related party transactions are presented in Note 45 to the Financial Statements attached to this Annual Report. These related transactions are business activities carried out to generate operating income and are conducted routinely, repeatedly, and/or continuously.

Fairness and Reasons for the Transaction

In normal business activities, Bank Jatim carries out transactions with related parties due to ownership and/or management relationships. All transactions with related parties have been carried out with mutually agreed policies and conditions and comply with the arm's length principle. Related party transactions occur because of Bank Jatim's business needs.

Compliance with Related Regulations and Provisions

Transactions with affiliated and/or related parties are conducted under the same terms and conditions as transactions with third parties. The transactions conducted by the Bank comply with the Financial Services Authority Regulation (POJK) No. 42/POJK.04/2020 on "Affiliated Transactions and Conflict of Interest Transactions."

All transactions have undergone a review mechanism according to the type of transaction and feasibility analysis. Throughout 2024, there were no violations of laws and regulations related to transactions with affiliated and/or related parties, and there were no affiliated and/or related party transactions requiring General Meeting of Shareholders (GMS) approval. If transactions with affiliated and/or related parties require shareholder approval, the approval is granted by shareholders who have no interest in the transaction.

Statement of the Board of Directors Regarding Related Party Transactions

The Board of Directors states that affiliated and/or related party transactions have undergone adequate procedures to

ensure that affiliated and/or related party transactions are conducted in accordance with generally accepted business practices, including compliance with the arm's length principle.

Role of the Board of Commissioners and Committees Regarding Related Party Transactions

Material or significant transactions with affiliated and/or related parties must first be reviewed by the Risk Monitoring Committee and approved by the Board of Commissioners. All transactions have undergone a review mechanism according to the type of transaction and feasibility analysis and have followed adequate procedures to ensure that affiliated transactions are conducted in accordance with generally accepted business practices, including compliance with the arm's length principle.

Policy on Loan Granting for the Board of Commissioners/Directors

The provision of credit to the Board of Directors and Commissioners is included in the provision of credit to Related Parties, where granting credit to the Board of Directors and Commissioners must obtain approval from the Board of Commissioners. Funding to Related Parties is regulated by the Financial Services Authority (OJK) and the Company's regulations, namely the Minimum Credit Provision Policy of Bank Jatim.

The terms and procedures for granting credit to the Board of Directors and Board of Commissioners are the same as those for prospective debtors of Bank Jatim in general, provided fairly and at market interest rates (at arm's length basis and at market rates), while still adhering to the principle of prudence.

This policy is outlined in the Board of Directors' Decree Number 062/03/62/DIR/PGP/KEP dated November 3, 2023, concerning the First Amendment to the Standard Operating Procedure (SOP) for Multipurpose Credit. Additional requirements in this policy include a Recommendation Letter or Special Certificate that must be provided by the Board of Commissioners and Directors under the following conditions:

- 1. The Board of Commissioners must obtain a recommendation from the President Commissioner.
- 2. The President Commissioner must obtain a recommendation from other Commissioners or an Independent Commissioner.
- 3. The President Director must obtain a recommendation from the Commissioner.
- 4. The Field Director must obtain a recommendation from the President Director.

Additionally, there are additional requirements, including:

- a. A Power of Attorney to debit all future benefits to be received for loan repayment and/or loan installments if the debtor resigns voluntarily or is terminated due to disciplinary actions, fraud, or other reasons.
- b. A Statement Letter from the Credit Administration and Installment Manager (PAAK) or treasurer to deposit all future benefits to be received by the debtor, including disbursement of other income such as severance pay, pension funds, Old Age Savings (THT), and others.

Changes In Laws and Regulations and Their Impact on the Bank

Changes in several laws and regulations throughout 2024 and their impact on Bank Jatim are outlined in the following table.

Table of Regulatory Changes

| No | Regulation | Key Provisions | Information Adjustment | Impact on Financial Statements |
|----|--|---|---|---|
| 1 | Government Regulation (PP) No. 34 of 2023 on the Portion of Premium Contributions for Funding the Banking Restructuring Program | 1. The costs incurred for preparing the implementation of the Banking Restructuring Program (PRP) are charged to the operational expenses of the Deposit Insurance Corporation (LPS). The PRP premium is part of the deposit insurance premium, which is an additional charge imposed on banks by the LPS before the PRP is implemented; 2. The PRP premium amount is determined by considering the target for premium collection within a specific period; 3. The Minister has the authority to review the premium collection target, bank categories, and/or PRP premium percentage in coordination with the Financial System Stability Committee | Following the enactment of Government Regulation (PP) No. 34 of 2023, Bank Jatim complies with the premium payment amount and schedule set by the LPS. Additionally, the Bank has established internal regulations concerning its premium payment obligations to the LPS and the OJK and the crisis management process. | Does not have a significant quantitative impact on Bank Jatim's Financial Report |
| 2 | Bank Indonesia Regulation No. 2 of 2024 on Information System Security and Cyber Resilience for Payment System Providers, Money Market and Foreign Exchange Market Participants, and Other Entities Regulated and Supervised by Bank Indonesia | Governance regulations Prevention regulations Incident Response Regulations Supervision regulations Collaboration regulations Implementation of the Cyber Resilience Framework (KKS) by providers | 1. The Bank monitors IT strategic plans within the Bank Business Plan (RBB), including KKS, and adjusts organizational structure as needed. 2. The Bank fulfills human resource needs related to KKS, including training and addressing personnel shortages in KKS implementation. 3. The Bank regularly audits Information System Security and Cyber Resilience. 4. The Bank updates internal regulations accordingly. 5. The Bank promotes a Cyber Resilience Culture (KKS) to enhance awareness of cyber risks, positive behaviors, and ethical cybersecurity practices among consumers, third parties, and internal staff. 6. The Bank conducts Information System Security and Cyber Resilience assessments on third parties, whether current or potential partners. 7. The Bank establishes a Cyber Incident Response Team at the organizational level, involving personnel from various departments and units to handle cybersecurity incidents. 8. The Bank submits data and/or information to Bank Indonesia as required, both annually and incidentally. | Does not have a significant quantitative impact on Bank Jatim's Financial Report |

| No | Regulation | Key Provisions | Information Adjustment | Impact on Financial Statements |
|----|---|--|---|---|
| 3 | Bank Indonesia Regulation No. 3 of 2024 on Alternative Dispute Resolution Institutions in the Financial Sector | Duties and authorities of the Alternative Dispute Resolution Institution for the Financial Sector (LAPS-SK) Principles of LAPS-SK Criteria for disputes handled by LAPS-SK Supervision by Bank Indonesia | 1. The Bank updates its internal regulations accordingly. 2. The Bank develops and ensures the competency of human resources for the Competency-Based Training Program in the Payment System at all qualification levels, including Payment System Competency Certification. | Does not have a significant quantitative impact on Bank Jatim's Financial Report |
| 4 | Regulation of the Board of Governors Member No. 5 of 2024 concerning Amendments to Regulation of the Board of Governors Member No. 21/12/PADG/2019 on the Implementation of Fund Transfers and Scheduled Clearing by Bank Indonesia | Formulation of information technology policies related to the National Clearing System (SKNBI). Submission of requests for changes in Debit Clearing Instrument Service Zones through the PWD Coordinator. Debit Instrument Exchange activities. Procedures for Debit Instrument Exchange in Manual Clearing Areas using the Pigeon Hole system. Processing fees for Fund Transfer via DKE. | Updating and establishing the Bank's internal policies. Handling Abnormal and/or Emergency Conditions. Holding ALCO meetings. | Does not have a significant quantitative impact on Bank Jatim's Financial Report |
| 5 | Financial Services Authority Regulation (POJK) No. 2 of 2024 on the Implementation of Sharia Governance for Sharia Commercial Banks and Sharia Business Units | Implementation of Sharia Principles and Sharia Governance Framework. Sharia Supervisory Board Independence of DPS Term of Office, Appointment, and Dismissal of DPS Duties, Responsibilities, and Authorities of DPS DPS Meetings Transparency Aspects of DPS DPS Remuneration Sharia Compliance Function, Sharia Risk Management, Sharia Internal Audit, and External Review of Sharia Governance O.Sanctions Reporting | 1. Updating and establishing the Bank's internal policies. 2. Adjusting the Bank's Articles of Association to ensure compliance with Sharia principles. 3. Adapting the organizational structure to align with Sharia Risk Management, Sharia Compliance, and Sharia Internal Audit functions. 4. Aligning the Sharia Governance Implementation Report and Sharia Governance Assessment Report, as well as DPS Supervision Reports. 5. Sanctions. | Does not have a significant quantitative impact on Bank Jatim's Financial Report |
| 6 | Financial Services Authority Regulation No. 13 of 2024 on Transparency and Publication of Prime Lending Rates for Conventional Commercial Banks (POJK SBDK BUK). | Preparation, Announcement, and Submission of Prime Lending Rates (SBDK). SBDK Information Other Provisions Sanctions and Penalties Reporting | Updating the Bank's internal policies. Conducting ALCO meetings Adjusting the SBDK Publication Report and Detailed SBDK Report. Aligning the Detailed SBDK Report. | Does not have a significant quantitative impact on Bank Jatim's Financial Report |
| 7 | Financial Services Authority Regulation No. 15 of 2024 on the Integrity of Bank Financial Reporting | 1. Preparation of bank financial information and reports. 2. Duties and responsibilities of the Board of Directors, Board of Commissioners, and Audit Committee in the financial reporting process 3. Role of shareholders and affiliated parties in the financial reporting process 4. Submission of information and reports to the Financial Services Authority. 5. Transitional provisions 6. Sanctions | Updating and establishing the Bank's internal policies. Implement an information system to support financial reporting. Establishment of a dedicated work unit. Adjusting the internal control report within the Bank's financial reporting process. Aligning the supervisory report of the Board of Commissioners for commercial banks. | Does not have a significant quantitative impact on Bank Jatim's Financial Report |

Accounting Policy Changes

Reasons for Changes in Accounting Policies

The changes of Accounting policy is required to meet the Indonesian Financial Accounting Standards applied to the current year.

Information on Changes in Accounting Policies and Their Impact on Financial Reports

On January 1, 2024, there are new standards and adjustments or amendments to several standards which are still valid and effective as of that date, namely as follows.

Table of Accounting Policy Changes

| No | Accounting Policy Changes | Explanation of Consequences and Adjustments | Impact of Accounting Policy Changes on Financial Statements |
|----|--|---|--|
| 1. | Amendment to PSAK 201, "Presentation of Financial Statements: Non-Current Liabilities with Covenants". | This amendment is adopted from IAS 1, Presentation of Financial Statements: Non-Current Liabilities with Covenants. It stipulates that only covenants that must be complied with by an entity on or before the reporting date will affect the classification of liabilities as current or non-current, as well as their disclosure. | The implementation of these standards did not result in substantial changes to the Group's accounting policies and had no material impact on the consolidated financial statements for the current or prior periods. |
| 2. | Amendment to PSAK 116, "Leases: Lease Liability in a Sale and Leaseback". | This amendment is adopted from IFRS 16, Leases: Lease Liability in a Sale and Leaseback. It regulates the subsequent measurement of right-of-use assets and lease liabilities from sale and leaseback transactions | The implementation of these standards did not result in substantial changes to the Group's accounting policies and had no material impact on the consolidated financial statements for the current or prior periods. |
| 3. | Amendment to PSAK 207, Statement of Cash Flows, and Amendment to PSAK 107, Financial Instruments: Disclosure on Supplier Financing Arrangements | These amendments are adopted from IAS 7, Statement of Cash Flows, and IFRS 7, Financial Instruments: Disclosure - Supplier Finance Agreements. They clarify disclosure requirements related to supplier financing arrangements. | The implementation of these standards did not result in substantial changes to the Group's accounting policies and had no material impact on the consolidated financial statements for the current or prior periods. |
| 4. | 2024 Annual Adjustment to PSAK 407, Accounting for Ijarah | This adjustment aligns and maintains consistency in the recognition of revenue and the presentation of ijarah for indirect services. | The implementation of these standards did not result in substantial changes to the Group's accounting policies and had no material impact on the consolidated financial statements for the current or prior periods. |

Bank Soundness Level

The Bank Soundness Level (TKB) is an assessment of the Bank's condition based on a risk-based bank rating and overall performance. It serves as a tool for Bank Jatim to identify issues early, develop and implement corrective actions, and establish future business strategies.

Bank Jatim conducts a self-assessment of its Bank Soundness Level, evaluating both risk and performance under regulations set by the Financial Services Authority (OJK), including:

- Financial Services Authority Regulation No. 4/ POJK.03/2016 on Commercial Bank Soundness Assessment, dated January 27, 2016.
- Financial Services Authority Circular Letter No. 14/ SEOJK.03/2017 on Commercial Bank Soundness Assessment, dated March 17, 2017.

Bank Jatim has conducted a self-assessment of its Bank Soundness Level, which is reported to the regulator (OJK) semi-annually in June and December. The assessment is based on the following four factors:

1. Risk Profile

Evaluates inherent risks and the quality of risk management implementation across eight types of risks.

2. Good Corporate Governance

Assesses the quality of Bank Jatim's management in implementing corporate governance principles.

3. Earnings

Evaluates profitability performance, sources supporting profitability, profitability sustainability, and profitability management.

4. Capital

Assesses capital adequacy and the effectiveness of capital management.

The final result of the Bank Soundness Level assessment is reflected in the Composite Rating (PK). The Composite Rating is determined based on a comprehensive and structured analysis, considering the materiality and significance of each assessment factor. The Bank Soundness Level Composite Ratings are categorized as follo:

- Composite Rating 1 (CR-1) indicates that the Bank is in general extremely sound.
- Composite Rating 2 (PK-2) indicates that the Bank is in general sound.
- Composite Rating 3 (PK-3) indicates that the Bank is in general adequately sound.
- 4. Composite Rating 4 (PK-4) indicates that the Bank is in general less sound.
- Composite Rating 5 (PK-5) indicates that the Bank is in general unsound.

The self-assessment results for Bank Jatim's Soundness Level Composite Rating as of December 31, 2024, and December 31, 2023, are as follows:

Table of Bank Soundness Level

| Assessment Factor | Assessment as of Dec 31, 2024 | Assessment as of Dec 31, 2023 | |
|---------------------------|----------------------------------|----------------------------------|--|
| Risk Profile | Rating 2 | Rating 2 | |
| Good Corporate Governance | Rating 3 | Rating 3 | |
| Earnings | Rating 2 | Rating 2 | |
| Capital | Rating 2 | Rating 2 | |
| Composite Rating | Rating 2 (Sound) | Rating 2 (Sound) | |

The Bank Soundness Level assessment for Bank Jatim as of December 31, 2024, resulted in a Composite Rating of 2 (Sound), which indicates that

- The Bank is generally in a sound condition, demonstrating the ability to withstand significant negative impacts from changes in business conditions and other external factors.
- The ratings for key assessment factors, including Risk Profile, Corporate Governance, Earnings, and Capital, are generally good. Any weaknesses identified are not significant and do not materially affect the Bank's overall soundness.

Business Continuity Information

Factors with Potential Significant Impact on Business Continuity

The political year presents a factor that could influence business continuity, particularly due to the substantial circulation of funds. The impact of political dynamics may affect market stability and investment decisions. Additionally, the projected slowdown in global economic growth poses a risk of decreasing public purchasing power, which could affect the banking sector's performance. Climate change issues are also gaining increased attention as they pose threats to public health, safety, economic stability, and overall societal well-being. Another critical risk arises from technological digitalization, which, while driving progress, also has disruptive potential that could threaten global economic stability.

Nevertheless, Bank Jatim possesses strong competitive advantages, reinforced by its commitment to continuous transformation and innovation. The implementation of adaptive strategic policies enables Bank Jatim to mitigate the negative impacts of various challenges, including those arising from the pandemic, ensuring sustained business performance. This resilience is reflected in the company's financial performance, which continued to show positive growth throughout 2024.

To address these challenges, Bank Jatim has implemented various strategies that emphasize adaptability and responsiveness to change. The bank actively monitors and analyzes market conditions, which are then translated into interest rate adjustments to maintain competitiveness. Additionally, a strong focus on enhancing efficiency and productivity remains a priority to drive long-term profitability. Continuous innovation in products and services is also pursued to ensure that Bank Jatim remains agile and responsive to the ever-evolving market landscape.

Management's Assessment of Factors Significantly Affecting Business Continuity

Bank Jatim regularly evaluates factors related to its future business continuity. This assessment is reflected in the composite score of the Bank Soundness Level (TKB), which has remained in a healthy category, even during the pandemic. Based on the evaluation results, although certain performance components have not yet reached their optimal levels, implementing accommodative strategic policies by management has enabled the Bank to mitigate risks that could significantly impact its financial performance throughout 2024.

Bank Jatim's management has conducted an assessment of the Bank's ability to sustain its operations and is confident that it has the necessary resources to ensure its continued business continuity. Furthermore, Bank Jatim's management is not aware of any material uncertainties that could raise significant doubt regarding the Bank's ability to continue its operations and achieve further growth

Assumptions Used by Management in the Assessment

Several key assumptions are considered by Bank Jatim in assessing its business continuity, encompassing interrelated factors as follows:

1. Bank Soundness Level

The evaluation of risk profile, profitability or earnings performance, capital adequacy, and the effective implementation of Good Corporate Governance (GCG) principles. These factors are crucial in assessing the sustainability and operational health of the Bank in navigating various business challenges.

2. Analysis of Global, National, and Regional Economic

Mapping macroeconomic conditions at various levels, including economic growth projections, inflation trends, political stability, and other external factors that may influence Bank Jatim's operations and financial performance. This analysis helps the Bank anticipate potential negative impacts, both domestically and internationally.

3. Competitiveness Analysis

Assessing Bank Jatim's position within the industry using various analytical methods, such as the Strength, Weakness, Opportunities, and Challenges (SWOC) matrix, Segmentation, Targeting, and Positioning (STP) analysis, and evaluating the Bank's market position concerning its strengths and weaknesses compared to competitors. This provides deeper insights into opportunities and challenges faced by the Bank, enabling management to formulate more effective strategies to achieve a stronger competitive position.

Governance Framework, Management, and Control of Taxation Aspects

As a domestic corporate taxpayer, Bank Jatim is entitled to receive government tax incentives in the form of tax reductions. This is under Minister of Finance Regulation No. 40 of 2023 concerning the Form and Procedures for Submitting Reports and Lists of Taxpayers in Fulfillment of the Requirements for Income Tax Rate Reduction for Domestic Corporate Taxpayers in the Form of Public Companies. Under this regulation, domestic corporate taxpayers may receive a 3% tax rate reduction if they meet the conditions outlined in Article 3, which include:

- 1. Being a publicly listed company;
- Having at least 40% of its total paid-up shares traded on the Indonesia Stock Exchange; and

- 3. Meeting the following specific conditions:
 - a. Shares must be owned by at least 300 parties;
 - These 300 shareholders must each own less than
 5% of the total shares, excluding:
 - Public companies repurchasing their shares; and/or
 - Entities with special relationships as defined in the Income Tax Law with the public company.
 - b. Special relationships for publicly listed taxpayers include:
 - Controlling shareholders; and/or
 - Majority shareholders, as regulated under capital market laws and regulations.
 - c. Each shareholder must own less than 5% of the total issued and fully paid-up shares.:
 - d. These conditions must be met for at least 183 calendar days within one fiscal year
 - e. Compliance must be reported by the publicly listed taxpayer to the Directorate General of Taxes.

In accordance with the above provisions, Bank Jatim is eligible for a tax rate that is 3% lower than the applicable rate of 22% in the 2023 fiscal year, resulting in a corporate income tax rate of 19% used in the tax calculation.

Bank Jatim's approach to taxation is based on full compliance with all applicable tax regulations. The Bank has established tax policies and strategies that are approved and reviewed by the Director of Finance, Treasury, and Global Services as part of the Annual Corporate Income Tax Return (SPT Tahunan PPh Badan) reporting process. This tax strategy is reviewed annually by the Director of Finance, Treasury, and Global Services.

To ensure effective tax governance and control, Bank Jatim has implemented a structured and comprehensive tax management process, including:

- The executive body responsible for implementing tax strategies is the Director of Finance, Treasury, and Global Services.
- The Bank embeds its tax approach within the organization through the implementation of Standard Operating Procedures (SOP) for Taxation, Tax-accommodating application systems, and awareness initiatives through training and socialization programs.
- Identification, management, and monitoring of tax risks are carried out through continuous monitoring and reconciliation by the Tax Group and relevant work units.

The primary stakeholder in taxation matters is the government through the tax authorities. In this regard, Bank Jatim consistently maintains a strong and cooperative relationship with tax authorities by ensuring full compliance with all applicable tax regulations. As Bank Jatim operates exclusively in Indonesia, all tax reporting is conducted solely within the Indonesian jurisdiction.

In its operational activities, Bank Jatim upholds Good Corporate Governance (GCG) principles with transparency and accountability, particularly in managing its tax rights and obligations. The Bank ensures that all tax-related responsibilities are carried out under prevailing regulations. Bank Jatim only operates in Indonesia, therefore tax reporting is only done for Indonesia.

Table of Tax Payment (in IDR millions)

| Tax Description | Year 2024 | Year 2023 | Year 2022 | Year 2021 |
|------------------------------------|-----------|-----------|-----------|-----------|
| Income Tax Article 21 | 228,546 | 173,259 | 136,726 | 132,680 |
| Income Tax Article 23 | 8,234 | 5,775 | 5,144 | 4,148 |
| Corporate Income Tax Article 25/29 | 317,125 | 368,453 | 494,250 | 400,476 |
| Income Tax Article 26 | 8,909 | 9,611 | 14,195 | 13,546 |
| Final Income Tax Article 4 (2) | 176,482 | 135,935 | 142,884 | 152,207 |
| Value-Added Tax (VAT) | 3,005 | 1,047 | 2,352 | 1,563 |
| Stamp Duty Tax | 4,725 | 5,793 | 7,082 | 7,794 |
| Total | 747,026 | 699,873 | 802,633 | 712,414 |

Response to Changes in Monetary Policy Direction

Entering 2025, both the global and Indonesian economies remain shrouded in uncertainty and concerns over economic and political movements. The election of Donald Trump as the President of the United States (US), the US Federal Reserve's (The Fed) policies, geopolitical tensions, and China's economic slowdown are some of the factors causing worldwide anxiety in 2025. Domestically, concerns remain regarding weakening purchasing power, rising layoffs (PHK), declining commodity prices, and vulnerabilities in food and energy security due to climate change.

Despite these challenges, Indonesia's economy continues to demonstrate resilience and competitiveness, maintaining solid growth at 5.03% year-on-year (YoY) in Q4 2024, outperforming peer countries such as Singapore, Saudi Arabia, and Malaysia. This economic stability has been further supported by government efforts to keep inflation low and manageable, with December 2024 inflation recorded at 1.57% (YoY)—within the target range of 2.5% $\pm 1\%$. Additionally, Indonesia's debt-to-GDP ratio remained at a safe level of 38.9% as of September 2024, reflecting prudent fiscal policies that provide adequate space for public investment. Meanwhile, January 2025 inflation stood at 0.76% (YoY), supported by a 50% electricity tariff discount policy and reduced airline ticket prices at the end of the previous year.

Indonesia's economy is expected to maintain a growth rate of around 5.2% in 2025, supported by several government

programs designed to achieve this target. These initiatives include continuing the Nataru program as a stimulus for HBKN (National Religious Holidays) during Ramadan and Eid al-Fitr, encompassing discounted airline tickets, the return of the National Online Shopping Day (Harbolnas 2025), the "Belanja di Indonesia Aja" (BINA Diskon 2025) program, the EPIC Sales 2025 program, toll road discount programs, and food price stabilization initiatives. Additionally, to enhance competitiveness and support long-term economic transformation, the government is optimizing downstream industrialization (hilirisasi) as a strategic measure to drive economic growth. This industrial downstreaming effort has significant potential, particularly in Special Economic Zones (KEK) such as Gresik, Kendal, and Galang Batang, which have demonstrated tangible benefits in increasing economic value. In 2024, KEKs successfully attracted investments totaling IDR82.6 trillion and created 42,930 new jobs. Furthermore, the government has revised Government Regulation No. 5 to ease business operations and continued tax holiday and tax allowance policies to maintain a favorable investment climate.

Meanwhile, on a global scale, economic growth is projected to improve slightly compared to 2024, according to the World Bank, while the IMF forecasts economic stagnation. The election of Donald Trump has raised concerns over heightened protectionist policies among several countries, potentially triggering a trade war with China. Beyond its economic disputes with China, Trump is also committed to reducing the U.S. trade

deficit with countries that have significantly contributed to it.

However, the trade war between the United States (US) and China presents opportunities that Indonesia can leverage. One of the most significant prospects is the potential to capture the export market share previously dominated by China. This can be achieved by identifying products that are similar to those exported by the US and Vietnam. Additionally, another opportunity lies in investment relocation. With the imposition of tariffs on Chinese-origin products, some companies previously based in China may seek new locations for their production facilities.

The US Federal Reserve (The Fed)'s monetary policy on interest rates also plays a crucial role in shaping global economic movements, including Indonesia's. In its January 2025 meeting, the Federal Reserve maintained interest rates within the range of 4.25% %--4.50%, marking the end of its ratecutting cycle after implementing three consecutive rate cuts in 2024, totaling 100 basis points. Meanwhile, in 2025, the Fed is expected to implement only one Fed Funds Rate cut, which is projected to take place in the second half of the year.

In 2025, liquidity is expected to be a major challenge for the banking industry. The rising cost of essential goods and limited wage increases are driving customers to withdraw their bank deposits, leading to a decline in third-party funds (DPK) and a slowdown in loan disbursement. Additionally, banks are currently competing to attract public funds against government debt instruments and bonds. This is due to the maturing of Bank Indonesia Rupiah Securities (SRBI), which will reach IDR922.4 trillion in 2025, exceeding the government's maturing debt of IDR800.3 trillion for the same period. This situation could lead to a crowding-out effect, where investors prefer purchasing government-issued bonds. As a result, banks will face higher funding costs to compete with government bond yields. To mitigate these challenges, banks must remain focused on maintaining low-cost funds, optimizing existing digital channels, and developing innovative financial products.

Currently, Bank Jatim is actively responding to the movements in Bank Indonesia's benchmark interest rate by adjusting deposit and lending rates selectively, as determined in ALCO meetings. These adjustments are made while ensuring alignment with Bank Jatim's 2025 performance targets. Additionally, the bank is reinforcing its strategy through optimizing loan volume growth, maintaining a balanced fund composition and cost of funds (COF), increasing revenue from fee-based income transactions, and improving overall cost-efficiency in overhead expenses.

In line with Bank Indonesia's policy mix direction for 2025, which focuses on a monetary policy aimed at maintaining stability while supporting national economic growth, a forward-looking and preemptive interest rate policy is essential to achieve inflation targets. The Rupiah exchange rate in 2025 will be maintained at a stable level with strong commitment from Bank Indonesia (BI). Additionally, pro-market monetary operations will be implemented to enhance the effectiveness of Bank Indonesia's policy transmission. Efforts will also be made to ensure adequate foreign exchange reserves through managing capital flows under international standards. Furthermore, the development of foreign exchange placement instruments for Export Proceeds from Natural Resources (DHE SDA) will be optimized to make them more attractive to exporters.

Maximum Limit For Providing Credit and Providing Large Funds

Bank Jatim as a financial intermediation institution has guidance in running its business, one of which is related to providing funds to related parties. Bank Jatim in providing funds to related parties is subject to the Regulation of the Financial Services Authority of the Republic of Indonesia Number 32/ POJK.03/2018 concerning the Maximum Limit for Providing Credit (BMPK) and Provision of Large Funds for Commercial Banks. The Maximum Limit for Providing Credit, hereinafter abbreviated to BMPK, is the maximum percentage of funds provided against the Bank's capital for providing funds to related parties as well as against the core capital (tier 1) of the Bank for providing funds to other than related parties.

Provision of Funds to Related Parties

The portion of the Portfolio Providing Funds to Related Parties with the Bank as a whole, according to OJK regulations, is set at a maximum of 10% (ten percent) of Bank Capital, where what is meant by related parties is:

- 1. Individuals or companies who control the Bank;
- 2. Legal Entity in the case where the Bank acts as controller;
- 3. The Company, in the case of an individual or company as intended in letter a, acts as the controller;
- 4. Members of the Board of Directors, members of the Board of Commissioners, and Bank Executive Officers;
- 5. Parties who have horizontal or vertical family relationships:
 - a. From individuals who control the Bank as intended in letter a: And
 - From members of the Board of Directors and/or members of the Board of Commissioners at the Bank as referred to in letter d;
- 6. Members of the Board of Directors and/or members of

- the Board of Commissioners in the company referred to in point 1, point 2, and/or point 3;
- Companies whose members of the Board of Directors and/ or members of the Board of Commissioners are members of the Board of Commissioners of the Bank;
- Companies where 50% (fifty percent) or more of the members of the board of directors and/or members of the board of commissioners are directors and/or commissioners of the company as referred to in point 1, point 2 and point 3;
- 9. Companies that:
 - a. Members of the Board of Directors, members of the Board of Commissioners, and/or Bank Executive Officers as referred to in letter d act as controllers; And
 - Members of the Board of Directors and/or members of the Board of Commissioners from the parties as referred to in point 1, point 2, and/or point 3 act as controllers;
- 10. Collective Investment Contract where the Bank and/or parties as referred to in letters a to letter I own 10% (ten percent) or more shares in the investment manager of the collective investment contract:
- 11. Companies that have financial relationships with Banks and/or parties as referred to in points 1 to 10;
- 12. The borrower is an individual or non-bank company that has a financial relationship through providing guarantees to parties as intended in points 1 to 11;
- 13. Borrowers who have financial relationships through guarantees provided by parties as referred to in points 1 to 11.
- 14. Other banks that have financial relationships through providing guarantees to parties as intended in points 1 to 11 in the event that there is a counter guarantee from the Bank and/or parties as intended in points 1 to 11 to the other Bank: And
- 15. Other companies in which there is an interest in the form of share ownership of 10% (ten percent) or more, independently or jointly, of the parties as intended in point

In accordance with the explanation regarding related parties above, the provision of credit to Directors and Commissioners is also included in provision to Related Parties where the provision of credit to Directors and Commissioners must obtain approval from the Board of Commissioners. Funding to Related Parties has been regulated by the Financial Services Authority (OJK) and Company regulations, namely the Bank Jatim Minimum Credit Limit Policy. The provisions and procedures for granting credit to the Board of Directors and Board of Commissioners apply the same as granting credit to prospective Bank Jatim debtors in general and are given fairly and in accordance with market interest (at arm's length basis and at market rates) while still paying attention to the principle of prudence. Apart from that, there are also provisions regarding other parties that are regulated, namely:

1. Banks are prohibited from providing Funds to Related

- Parties which are contrary to general Fund Provision procedures.
- Banks are prohibited from providing Funds to Related Parties without the approval of the Bank's Board of Commissioners.
- Banks are prohibited from purchasing low quality assets from Related Parties.
- 4. In the event that the quality of Fund Provisions to Related Parties declines to become substandard, doubtful or Loss, the Bank is obliged to take remedial steps to improve it by:
 - a. Credit repayment no later than 60 (sixty) days after the decline in the quality of Fund Provisions; and/or
 - Carry out Credit restructuring since the quality of Fund Provisions has decreased.
- 5. In the event that the Bank provides Funds in the form of Capital Participation which results in the party in which the Bank makes the Capital Participation becoming a Related Party, the Bank is obliged to ensure:
 - a. The Fund Provision Plan is set at a maximum of 10% (ten percent) of Bank Capital;
 - Provision of Funds that will be and have been provided to parties in which the Bank makes Capital Investments after adding the entire portfolio of Provision of Funds to related parties is set at a maximum of 10% (ten percent) of the Bank's Capital; And
 - c. Fulfill the provisions as intended in points 1,2 and 3.

Provision of Funds to Other Than Related Parties

- Provision of Funds to 1 (one) Borrower other than a Related Party or 1 (one) Group of Borrowers other than a Related Party.
- Banks are obliged to determine the classification of Borrowers in a group of Borrowers in the event that the Borrower has a controlling relationship with other Borrowers through ownership, management and/or f inancial relationships,
- Ownership, management and/or financial relationships as referred to in paragraph (1) include the following criteria:
 - a. The Borrower is the controller of other Borrowers;
 - b. 1 (one) same party is the controller of several Borrowers;
 - c. 50% (fifty percent) of members of the Board of Directors and/or members of the Board of Commissioners of the Borrower become members of the Board of Directors and/or members of the Board of Commissioners of other Borrowers;
 - d. The Borrower has a financial relationship with another Borrower; and/or
 - e. The Borrower has a financial relationship in the form of issuing a guarantee to take over and/or pay off part or all of the other Borrower's obligations in the event that the other Borrower fails to fulfill its obligations to the Bank
- 4. Borrower group classification does not apply to:

- a. Fund Provision Facilities provided by the Bank to debtors in general Bank business activities; And
- Provision of guarantees by insurance companies, guarantee companies, the Government of the Republic of Indonesia, and/or governments of other countries.
- Providing credit to debtors through companies using the forwarding method;
- d. Providing Credit using a core-plasma partnership pattern with a core company scheme guaranteeing Credit to the plasma;
- e. Provincial Government and Regency/City Government as well as between each Regency/City Government.

The Fund Provisions that are taken into account in the LLL calculation and Large Fund Provisions are all Fund Provisions in the banking book and trading book positions. The carrying value used to calculate Provision of Funds is the carrying value of assets plus interest claims that have not been received, if any, before deducting the allowance for losses, decreasing the value of assets according to accounting standards. The provision of funds is the investment of Bank funds in the form of:

- a. Placement;
- b. Derivative transactions;
- c. Securities:
- d. Securities sold with an agreement to repurchase (repo);
- Receivables for securities purchased with an agreement to resell (reverse repo);
- c. Acceptance bill;
- d. Credit;
- e. Equity capital;
- f. Temporary capital investment;
- g. Administrative account transactions; and
- h. Other forms of providing funds that can be equated with letters a to j.

Provision of Bank Funds to BUMN for development purposes is set at a maximum of 30% (thirty percent) of Bank Capital.

Credit Risk Mitigation Techniques

Bank Jatim is obliged to apply the MRK (Credit Risk Mitigation) technique which meets certain requirements in calculating

LLL in the event that Bank Jatim recognizes the existence of collateral, guarantees, guarantees or credit insurance as a MRK technique in calculating weighted assets according to standard approach credit risk. The application of the MRK Technique as referred to applies in the event that the Borrower and Guarantor or collateral issuer are other than Related Parties.

Certain LLL Treatment

Sometimes LLL calculations can be done, including:

- 1. Provision of Funds to the Central Government;
- 2. Placement with Bank Indonesia; And
- Purchase of Securities issued by the Government of the Republic of Indonesia and/or Bank Indonesia;
- Provision of funds that obtain guarantees from the Government of the Republic of Indonesia;
- 5. Provision of export-oriented funds to financial institutions that meet certain requirements;
- 6. Provision of funds that obtain guarantees from financial institutions that meet certain requirements;
- Part of the Provision of Funds which is guaranteed by certain collateral and meets certain requirements;
- 8. Part of Providing Funds to Borrowers who obtain guarantees from Prime Bank as long as the guarantees provided meet the requirements;
- Provision of funds which have become a capital reduction factor as intended in the Financial Services Authority Regulation which regulates the obligation to fulfill minimum capital.

Legal Lending Limit (LLL) Exceeding

Provision of Funds by Banks is categorized as Exceeding LLL caused by:

- 1. Decrease Capital or Core Capital (tier 1) of the Bank;
- 2. Changes in exchange rates;
- 3. Changes in fair value;
- Business mergers, changes in ownership structure and/or changes in management structure which cause changes in Related Parties and/or Borrower groups; and/or
- Changes to the provisions for Determining Borrowers in the LLL Exceeding calculation are carried out in accordance with the provisions for calculating the Provision of Funds and are calculated based on the value recorded on the report date.

Table of Total Provision of Funds to Related Parties and Large Debtors

| | Provision of Funds | То | tal 2024 | Total 2023 | | |
|----|--------------------|----------------------------|-----------------------------|----------------------------|-----------------------------|--|
| No | | Number of Account (NoA) | Nominal (in IDR million) | Number of Account (NoA) | Nominal (in IDR million) | |
| 1 | To Related Parties | 168 | 94,501 | 198 | 189,479 | |
| 2 | To 50 Core Debtors | | | | | |
| | Individual | 50 | 7,681,122 | 50 | 8,721,806 | |
| | Group | | | 0 | 0 | |

| | | Total 2024 | | Total 2023 | |
|----|--------------------|---|-----------|----------------------------|-----------------------------|
| No | Provision of Funds | Number of Nominal Account (NoA) (in IDR million) | | Number of Account (NoA) | Nominal (in IDR million) |
| | Total Core Debtors | 50 | 7,681,122 | 50 | 8,721,806 |

Table of Total Provision of Bank Funds to Related Parties

| | 2024 | 2023 |
|-------------------------------------|-----------------------------|-----------------------------|
| Description | Nominal (in IDR million) | Nominal (in IDR million) |
| Capital at Report Date | 11,600,811 | 11,451,665 |
| LLL (10% of Capital) on Report Date | 1,160,081 | 1,145,166 |
| Outstanding Related Parties | 94,501 | 189,479 |
| LLL concessions | 0 | 0 |
| LLL exceedance | 0 | 0 |

Transaction Spot and Derivative Transactions

Derivative receivables are classified as Financial assets in the group measured at fair value through profit or loss, while derivative liabilities are classified as Financial liabilities in the group measured at fair value through profit or loss. Derivative instruments (including foreign exchange transactions for funding and trading purposes) are presented based on their fair value which is determined based on market prices using the Reuters exchange rate at the reporting date or the discounted cash flow method and recorded in the consolidated statement of financial position. Derivative receivables are presented at the amount of unrealized profits from derivative contracts, after deducting the allowance for value loss. Derivative liabilities are presented at the amount of unrealized losses from derivative contracts.

Table of Spot Transaction and Derivative Transaction Report

(in IDR million)

| No | Transaction | Derivative Bills | Derivative Liabilities |
|----|-----------------------------|------------------|------------------------|
| A. | Related To Exchange Rates | | |
| 1. | Spot | | - |
| 2. | Forward | | - |
| 3. | Option a. Sell b. Buy | - - | - - - |
| 4. | Future | | - |
| 5. | Swap | | 531,43 |
| 6. | Others | - | - |
| В. | Related To Interest Rate | | |
| 1. | Forward | - | - |
| 2. | Option a. Sell b. Buy | : : | - - - |
| 3. | Future | | - |
| 4. | Swap | - | - |
| 5. | Others | - | - |
| C. | Others | | |
| | Total | - | - |





Human Capital Management Strategy



Bank Jatim has a Human Capital development strategy by transforming Human Capital into superior, independent, competitive and professional Human Capital. Building a supporting process for Governance, Risk & Compliance (GRC), and strong capital, accompanied by quality resources with a good work culture and a reliable information system in managing competency-based Human Capital management, Bank Jatim carries out Human Capital development which includes:

- Fulfillment of employees according to needs based on organizational structure that in line with the Bank's business plan, through Employee Recruitment, both regular, ODP and Pro Hire.
- Career Development Program based on performance, competence, experience and other criteria, to ensure that all employees get the same opportunity (fair opportunity) to develop their careers.
- Preparation of career paths to place employees according to their competence in available positions.
- Preparation of talent management policies to prepare quality talents to become future leaders who will lead the Bank to achieve better performance.

- 5. Conducting behavioral competency and technical competency assessments periodically every 2 (two) years on all officials from echelon 1 to echelon 4, to measure the suitability of the competency possessed by each official with the competency requirements determined by the company. Proposing to provide training if there is still a lack of competency levels possessed by officials from echelon 1 to echelon 4.
- 6. Improving Assessor competency by participating in Assessor training at a certified Assessor training institution.
- Adjustment of job grading according to the results of Job Evaluation so that the compensation received is fair for employees according to the workload and responsibilities of the employees.
- 8. Implementation of a fairer and more objective Employee Performance Management System for all work units.
- Implementation of strict Reward & Punishment for all employees in accordance with applicable provisions and laws.

- 10. Development of an integrated online application-based e-Human Capital program (web and mobile apps) that focuses on delivering fast, accurate, effective and controlled information which adjusted to developments tp make the Human Capital Division of Bank Jatim easier to monitor the services provided to Bank Jatim employees.
- 11. Implementation of work life balance as a means of channeling employee talents outside of employee routines.
- Implementation of employee engagement surveys as a tool to measure the level of emotional attachment of employees to the company which is filled in via the e-Human Capital mobile app.
- 13. Implementation of programs that can improve communication between the Human Capital Division and all employees and channel employee voices related to personnel, so that input and complaints from employees were used as evaluation material for improving personnel policies.
- Providing facilities to employees related to consultation with psychologists and/or psychiatrists to anticipate and maintain employee mental health, if needed.
- Fulfillment of HR needs through recruitment of new employees as needed.
- 16. Optimization of benefits that are the object of in-kind tax through third parties so that in-kind tax costs are more efficient which will be implemented in Quarter I.
- 17. Improving the competitive employee remuneration system and based on performance given according to the Bank's capabilities is planned to be implemented in Quarter II.

- 18. Integration of the payroll system that will facilitate the calculation of employee compensation and benefits including the calculation of PPh21 tax in Quarter III.
- Development and optimization of learning facilities and infrastructure in order to support the improvement of quality and competence, as well as equal access to education and training for all employees.
- 20. Improving competence, optimizing and evaluating the role of internal lecturers in encouraging the achievement of the Bank's vision and mission through education and training activities.
- 21. The development of the Jatimers Internship Program (JIP) which was previously only for the frontliner sector (teller and Service Assistant) was added for the administration sector to be implemented in Quarter I.
- 22. Creation of a dashboard monitoring for the fulfillment of JIP manpower at the Branch Office so that the turnover of JIP participants can be monitored and avoid empty formations which will be implemented in Quarter I.
- 23. Creation of an organizational structure in the EHC application to facilitate vacant positions monitoring or shortages of employees integrated into employee data in Quarter I.
- 24. Creating an application to calculate variable compensation in Quarter II.
- 25. Improving the utilizing Outsourcing policy through a contracting system that will be implemented in Quarter I.

Developing the Assessment Center method and tools that will be used in implementing the assessment in Quarter III.

Human Capital Management Strategy Policy and Implementation

Recruitment

Recruitment and selection of prospective employees are series of activities to seek and find out potential candidate to occupy the vacancy on the organizational structure in the present and in the future. The philosophy adopted by Bank Jatim in implementing the recruitment and selection is equality to the necessity fulfillment. As for the principles used in conducting the recruitment is preceded by the Human Capital planning process. This is stated in the formation determination with employee planning that elaborates the numbers of employees needed, including the level of capabilities and skills required to fulfill the available vacancy as well as when and how the activity conducted.

Type of the existing recruitments at Bank Jatim comprises of:

- 1. Recruitment of Regular Employee.
- Recruitment of Experienced Employee (Pro Hire/ Multilevel Entry).
- 3. Crash Program.
- 4. Officer Development Program (ODP).
- 5. Recruitment of Disabled Employees.

The recruitment sources used by Bank Jatim are obtained through internal and external sources. Internal sources are individuals who have worked at the Bank, either with the status of permanent Bank employees or with the status of outsourced employee or interns. Meanwhile, external sources are those who do not or have not worked at the Bank and are obtained by recruiting employees with special achievements that will support the Bank's corporate image.

Generally, the criteria in the selection process include:

- Undergraduate/Graduate criteria for structural position with specific expertise. Undergraduate (S1) is for administrative staff with career prospects and Senior High School/ Vocational School is for non-administrative staff.
- Work experience supporting value added in the selection process.
- Health condition with following criteria, such as physically and mentally health and free of drugs.
- Personality including personal characteristics, such as age, sex, and marital status depending on the available vacancy formation.
- Competency assessed through assessment process in accordance with the Bank's competency dictionary.

The recruitment process can be independently performed by the Bank or in collaboration with consulting services agencies/ institutions in the human capital sector or Head Hunters services, both online and offline or using employee provider media platforms. Accordingly, an open recruitment is conducted to screen incoming applications and select applicants who satisfy the required qualifications in order to be included in the selection process. Applications included in the verification process can be consulted with consulting

services agencies/ institutions in the human capital sector or Head Hunters service and matched with previously determined qualifications. After verification, applicants who satisfy the qualifications are invited for selection.

The selection process of prospective employees follows the following standard consisting of several stages, as follows:

- Clearance test.
- 2. Product knowledge Bank test.
- Psycho-test assessment and/or competency-based interview.
- 4. User interview.
- 5. Medical test

The mechanism of admission decision making is implemented by using multiple hardless model approach or knockout system. Moreover, the admission can also be carried out with other systems according to the needs and it is the authority of the chief of Human Capital Division by considering the status of applicants' individual loan collectability.

After performing a series of selection and acceptance processes, employment is executed with an employment contract as a probation period so that the status is a specific work agreement (TKIK). The employment contract contains the rights and obligations of the Bank and the concerned employee and binding on each party until the employment contract ends or a decision on a permanent employee appointment is issued.

The authority of employment contract signatory is regulated as follows:

| Entry Level Position | Signatory Officials of Employment Contract |
|------------------------|---|
| SEVP, ESELON 1 -2 | Director subordinating function of Human Capital/Director of Employment Division. |
| ESELON 3 | SEVP subordinating Human Capital |
| ESELON 4 DAN PELAKSANA | Vice President of Human Capital Division |

The term of the employment contract is adjusted to needs and can be extended as long as it does not violate with statutory. Any employee who has signed an employment contract is required to participate in and pass all education and training programs prepared by the Bank. Also, any employee who does not satisfy the requirements of passing the education and training program, the employment contract will be terminated. Mainly for the recruitment of experienced employees, they can be assigned directly in work units as required, while education and training programs are conducted in parallel between working hours.

For the mechanism of regular employees appointment, employees who have signed and had the TKIK status will be subsequently evaluated for performance evaluation during 6 (six) months as a condition for appointment of prospective employees. Prospective employees will also perform a performance evaluation for 6 (six) months before appointed as permanent employees. The appointment mechanism for non-regular employees is separately regulated and adjusted to the occupied position.

Implementation of Recruitment

In 2024, Bank Jatim carried out recruitment of 74 (seventy four) new employees with competencies in the fields of Account Officer and Information Technology.

Competency Development

Policy

Bank Jatim is committed to improving the capabilities and competencies of human resources (HR) through sustainable competency development. The competency development policy at Bank Jatim is focused on improving technical, managerial, and leadership capabilities. The implementation of competency development is carried out through various programs, such

as training, workshops, and career development. Bank Jatim also collaborates with leading HR training and development institutions to ensure that the competency development programs offered are relevant and effective. Thus, Bank Jatim can ensure that its human resources have the abilities and competencies needed to achieve organizational goals and improve company performance. Bank Jatim is committed to providing competency development to all employees by giving them equal opportunities regardless their position level, education, or gender.

Competency Development Implementation

In 2024, Bank Jatim implemented a competency development program that focused on business performance priorities and employee needs. This program was implemented through in-house training in collaboration with external and internal parties, as well as public training. During 2024, as many as 5.305 employees out of 5.327 employees participated in the training which was related to their positions and needs.

Table of Competency Development for Executive Level (Equivalent Staff) in 2024

| No. | Competency Areas | Number of participants | Objectives |
|-----|--------------------------|------------------------|---|
| 1 | Accounting | 59 | The aim of training with competency in Accounting for executive level employees is to improve the ability to understand, apply, and analyze accounting principles, especially in the field of taxation so it can increase the accuracy, efficiency, and quality of financial reporting. |
| 2 | Internal Audit | 24 | The aim of training with competency in Internal Audit for executive level employees is to improve the ability to carry out effective internal audits, understand the audit process, identify and manage risks, so it can increase the quality of the company's internal management and supervision. |
| 3 | Corporate Secretary | 1 | The aim of training with competency in Corporate Secretary for executive level employees is to improve the professionalism of corporate secretaries, facilitate the exchange of information and communication, and develop good corporate governance. |
| 4 | Funding | 4.549 | The aim of this competency improvement is to increase the knowledge and skills in Bank Jatim's products, so it can increase the independence and confidence in offering third party fund products. |
| 5 | Law | 230 | The aim of training with competency in law for executive level employees is to improve knowledge and ability to understand and implement the legislation, contracts, and other laws which are relevant to the company's operations, so it can reduce legal risks and maintain company compliance. |
| 6 | Human Capital | 138 | The aim of improving this competency is to increase employees' soft skills so that they are balanced with technical competencies. |
| 7 | Compliance | 1.515 | The aim of training with competency in compliance for executive level employees is to improve awareness and ability to understand and implement regulations, policies, and applicable compliances standard, so it can reduce the risk of non-compliance and maintain organizational integrity. |
| 8 | Lending | 5.282 | The aim of training with credit competency for executive level employees is to improve the ability to analyze, assess, and manage credit effectively and efficiently, so it can increase the credit quality and reduce credit risk. |
| 9 | Risk Management | 585 | The aim of training with banking risk management for executive level employees is to improve the ability to identify, analyze, and manage risks related to banking operations, so it can reduce potential losses and increase security and stability of banking operations. |
| 10 | Marketing | 2.446 | The aim of training with competency in Bank Marketing for executive level employees is to improve the ability to understand customer needs, develop marketing strategies, and increase ability to promote bank products and services, to improve sales, and customer satisfaction. |
| 11 | Operations (Business) | 1.661 | The aim of training with competency in Bank Business Support for executive level employees is to improve the ability to support bank business operations, understand business needs, and increase the ability to provide effective solutions and support to improve bank business performance. |

| No. | Competency Areas | Number of participants | Objectives |
|-----|-----------------------------|------------------------|---|
| 12 | Operations (Supporting) | 82 | The aim of training with competency in Bank Operational Support for executive level employees is to improve the ability to support bank operations, understand processes and procedures, and increase the efficiency and effectiveness of services to customers or fellow employees. |
| 13 | Credit Settlement Rescue | 864 | The aim of training with competency in credit settlement rescue for executive level employees is to improve the ability in identify, analyze, and resolve problematic credit, so it can minimize losses and increase the quality of credit portfolio |
| 14 | Planning | 35 | The aim of training with competency in Bank Planning for executive level employees is to improve the ability to plan bank business strategies, develop operational plans, and increase the ability to analyze and interpret data to support strategic decision making. |
| 15 | Information Technology | 137 | The aim of training with competency in information technology for executive level employees is to improve the ability and knowledge to operate and manage information technology systems, so it can increase efficiency, productivity, and quality of service. |
| 16 | Treasury | 19 | The aim of training with competency in Treasury for executive level employees is to improve ability to manage and optimize the use of funds, managing financial risks, and increasing the efficiency of cash and investment management. |
| 17 | General | 37 | The aim of training with competency in Bank Service Procurement for executive level employees is to improve the ability to understand the service procurement process, manage contracts, and increase the ability to select and evaluate service providers that suit the bank's need. |
| 18 | Sharia Business | 84 | The aim of training with competency in Sharia Banking for executive level employees is to improve the ability to understand sharia principles in banking, apply sharia in bank products and services, and increase awareness and commitment in carrying out bank operations in accordance with sharia principles. |

Table of Competency Development for Echelon 4 Level (Level Supervisor) 2024

| No. | Competency Areas | Number of participants | Objectives |
|-----|---------------------|------------------------|--|
| 1 | Accounting | 19 | The aim of training with competency in Accounting for Echelon 4 level employees is to improve the ability to understand accounting principles, apply accounting standards, and improve the ability to analyze and interpret financial reports to support strategic decision making and improve organizational performance. |
| 2 | Internal Audit | 20 | The aim of training with competency in Internal Audit for Echelon 4 level employees is to improve the ability to plan, implement and report audits effectively and efficiently, as well as to improve the ability to identify and manage risks, monitor performance and provide recommendations for correction to increase organizational performance. |
| 3 | Funding | 964 | The aim of training with competency in Funding for Echelon 4 level employees is to improve the ability to manage and develop funding sources, understand funding strategies, and improve the ability to analyze and manage liquidity risks and other financial risks to support the organization's financial performance. |
| 4 | Law | 385 | The aim of training with competency in Law for Echelon 4 level employees is to improve the ability to understand and apply laws and regulations, manage legal risks, and increase the ability to analyze and resolve legal problems related to organizational operations. |
| 5 | Human Capital | 421 | The aim of training with competency in Human Capital for Echelon 4 level employees is to improve the ability to manage and develop human resources, to understand employee development strategies, and increase the ability to analyze and improve employee performance to support the achievement of organizational goals. |
| 6 | Compliance | 134 | The aim of training with competency in Compliance for Echelon 4 level employees is to improve the ability to understand and apply regulations, policies, and compliance standards, identify and manage compliance risks, and increase the ability to monitor and ensure organizational compliance with applicable regulations and standards. |

| No. | Competency Areas | Number of participants | Objectives |
|-----|---------------------------------|------------------------|--|
| 7 | Lending | 1296 | The aim of training with competency in Lending for Echelon 4 level employees is to improve the ability to analyze and assess creditworthiness, manage credit risk, and improve the ability to develop and manage an effective and efficient credit portfolio to support the organization's business performance. |
| 8 | Risk Management | 1306 | The aim of training with competency in Risk Management for Echelon 4 level employees is to improve the ability to identify, analyze, and manage risks related to organizational operations, as well as to increase the ability to develop and implement effective risk management strategies to support the security and sustainability of the organization. |
| 9 | Marketing | 27 | The aim of training with competency in Marketing for Echelon 4 level employees is to improve the ability to develop and implement effective marketing strategies, understand customer needs, and increase the ability to develop and promote products or services that are in accordance with market needs to increase sales and improve the organization's competitive advantage. |
| 10 | Operation (Business) | 473 | The aim of training with competency in Bank Business Operations for Echelon 4 level employees is to improve the ability to manage and develop bank business operations, understand business processes, and increase the ability to analyze and increase the efficiency and effectiveness of bank business operations to support the achievement of business goals and improve organizational performance. |
| 11 | Operation (Supporting) | 9 | The aim of training with competency in Bank Supporting Operations for Echelon 4 level employees is to improve the ability to manage and develop bank supporting operations, such as cash management, operational risk management, etc., understand the bank supporting operational process, and increase the ability to analyze and increase the efficiency and effectiveness of bank supporting operations to support the achievement of business goals and improve organizational performance. |
| 12 | Credit Rescue and Settlement | 200 | The aim of training with competency in Credit Rescue and Settlement for Echelon 4 level employees is to improve the ability to identify, analyze, and manage problematic credit, as well as to increase the ability to develop and implement effective credit rescue and settlement strategies to minimize losses and improve the bank's business performance. |
| 13 | Planning | 4 | The aim of training with competency in Planning for Echelon 4 level employees is to improve the ability to develop and implement effective strategic and operational plans, understand the planning process, and increase the ability to analyze and integrate data to support appropriate decision making and improve organizational performance. |
| 14 | Information Technology | 29 | The aim of training with competency in Information Technology for Echelon 4 level employees is to improve the ability to manage and develop effective and efficient information technology systems, understand trends and developments in information technology, and increase the ability to analyze and integrate information technology to support appropriate decision making, improve organizational performance, and enhance data security. |
| 15 | Treasury | 32 | The aim of training with competency in Treasury for Echelon 4 level employees is to improve the ability to manage and develop cash management strategies, understand financial instruments and money markets, and increase the ability to analyze and manage liquidity risks and other financial risks to support the security and sustainability of the organization, as well as to improve the efficiency and effectiveness of cash management. |
| 16 | General | 21 | The aim of training with competency in General (procurement) for Echelon 4 level employees is to improve the ability to manage and develop effective and efficient procurement processes for goods and services, understand procurement regulations and policies, and increase the ability to analyze and manage procurement risks to support bank operational activities and improve organizational performance. |
| 17 | Sharia Business | 113 | The aim of training with competency in Sharia for Echelon 4 level employees is to improve the ability to understand and apply Sharia principles in bank operations, understand Sharia banking products and services, and increase the ability to analyze and develop business strategies in accordance with Sharia principles to support the development of Sharia banking businesses and improve organizational performance. |

Table of Echelon 3 Level Competency Development (Level Pimcapem) in 2024

| No. | Competency Areas | Number of Participants | Objectives |
|-----|---------------------|---------------------------|--|
| 1 | Accounting | 3 | The aim of training with competency in Accounting for Echelon 3 level employees is to improve their ability to manage and develop an effective and efficient accounting system, understand financial accounting standards, and improve their ability to analyze and interpret financial reports to support strategic decision making and improve organizational performance, as well as preparing them to take on roles as leaders and decision makers in the accounting field. |
| 2 | Internal Audit | 12 | The aim of training with competency in Auditing for Echelon 3 level employees is to improve the ability to plan, carry out and report audits effectively and efficiently, understand audit standards and applicable regulations, and improve the ability to analyze and interpret audit results to support improvements in organizational performance and strategic decision making. Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the audit field. |
| 3 | Funding | 156 | The aim of training with competency in Funding for Echelon 3 level employees is to improve the ability to manage and develop effective and efficient funding strategies, understand various sources of funding and financial instruments, and improve the ability to analyze and manage funding risks to support bank operational activities and improve organizational performance. Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the funding sector. |
| 4 | Law | 15 | The aim of training with competency in Law for Echelon 3 level employees is to improve the ability to understand and apply applicable laws and regulations in bank operations, understand banking legal concepts, and improve the ability to analyze and manage legal risks to support bank operational activities and improve organizational performance. Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the legal field, as well as improving their abilities in dealing with and resolving legal cases related to bank operations. |
| 5 | Human Capital | 285 | The aim of training with competencies in Human Capital for Echelon 3 level employees is to improve the ability to manage and develop human resources (HR) effectively and efficiently, understand HR management concepts, and improve the ability to analyze and develop HR management strategies to support bank operational activities and improve organizational performance. Apart from that, this training also aims to prepare them to take on roles as leaders and decision |
| | | | makers in HR management, as well as improving their abilities in developing and implementing effective and efficient HR development programs. |
| 6 | Compliance | 40 | The aim of training with competency in Compliance for Echelon 3 level employees is to improve the ability to understand and apply statutory regulations, policies and compliance standards that apply in bank operations, understand compliance concepts, and improve the ability to analyze and manage compliance risks to support bank operational activities and improve organizational performance. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in compliance, as well as increasing their ability to develop and implement effective and efficient compliance programs to minimize compliance risks and improve the bank's reputation. |
| 7 | Lending | 159 | The aim of training with competency in Lending for Echelon 3 level employees is to improve the ability to manage and develop an effective and efficient credit portfolio, understand lending principles, and improve the ability to analyze and manage credit risk to support bank operational activities and improve organizational performance. Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the lending sector, as well as increasing their ability to develop and implement effective and efficient lending strategies to improve the quality of credit portfolios and increase bank revenues. |
| 8 | Risk Management | 537 | The aim of training with competency in Risk Management for Echelon 3 level employees is to improve the ability to identify, analyze and manage risks related to bank operations, understand the risk management framework, and improve the ability to develop and implement effective and efficient risk management strategies to support bank operational activities and improve organizational performance. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in risk management, as well as increasing their ability to develop and implement an effective and efficient risk management system to minimize risks and improve bank operational security. |

| No. | Competency Areas | Number of Participants | Objectives |
|-----|-----------------------------|---------------------------|--|
| 9 | Marketing | 6 | The aim of marketing competency training for Echelon 3 level employees is to improve the ability to develop and implement effective and efficient marketing strategies, understand consumer behavior, and improve the ability to analyze and develop products or services that suit market needs to support bank operational activities and improve organizational performance. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the marketing field, as well as increasing their ability to develop and implement effective and efficient marketing programs to increase brand awareness, increase revenue and increase the bank's market share. |
| 10 | Operations (Business) | 216 | The aim of training with competencies in Bank Business Operations for Echelon 3 level employees is to improve the ability to manage and develop effective and efficient bank business operations, understand bank business processes, and improve the ability to analyze and manage operational risks to support bank operational activities and improve organizational performance. Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the bank's business operations, as well as increasing their ability to develop and implement effective and efficient operational strategies to increase efficiency, reduce costs and |
| | | | improve the quality of bank services. |
| 11 | Operation (Supporting) | 80 | The aim of training with competencies in Bank Support Operations for Echelon 3 level employees is to improve the ability to manage and develop effective and efficient bank support operations, understand bank support operational processes, and improve the ability to analyze and manage bank support operational risks to support bank operational activities and improve organizational performance. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in bank support operations, as well as increasing their ability to develop and implement effective and efficient bank support operational strategies to increase efficiency, reduce costs and improve the quality of bank services. |
| 12 | Credit Settlement Rescue | 11 | The aim of training with competency in Credit Settlement Rescue for Echelon 3 level employees is to improve the ability to identify, analyze and manage problem loans, as well as increase the ability to develop and implement effective credit rescue and settlement strategies to minimize losses and improve bank business performance. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in credit rescue and settlement, as well as increasing their ability to develop and implement effective and efficient credit rescue and settlement policies and procedures. |
| 13 | Planning | 4 | The aim of training with competency in Planning for Echelon 3 level employees is to improve the ability to develop and implement effective and efficient strategic planning, understand planning concepts, and improve the ability to analyze and manage data to support the planning process. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in planning, as well as increasing their ability to develop and implement strategic plans that are in line with the organization's vision and mission, as well as increasing their ability to manage change and face future challenges. |
| 14 | Information Technology | 12 | The aim of training with competencies in Information Technology for Echelon 3 level employees is to improve the ability to manage and develop effective and efficient information technology systems, understand information technology concepts, and improve the ability to analyze and manage data to support the decision making process. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in information technology, as well as increasing their abilities in developing and implementing information technology strategies that are in line with the organization's vision and mission, as well as improving their abilities in managing change and facing challenges in information technology. |
| 15 | Treasury | 4 | The aim of training with competency in the Treasury field for Echelon 3 level employees is to improve the ability to manage and develop effective and efficient treasury activities, understand treasury concepts, and improve the ability to analyze and manage financial risks to support bank operational activities and improve organizational performance. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the treasury sector, as well as improve their abilities in developing and implementing treasury strategies that are in line with the organization's vision and mission, as well as increasing their abilities in managing liquidity, managing market risk, and optimizing bank income. |

| No. | Competency Areas | Number of Participants | Objectives |
|-----|---------------------|---------------------------|---|
| 16 | Sharia Business | 4 | The aim of training with competency in Sharia for Echelon 3 level employees is to improve the ability to understand and apply sharia principles in sharia bank operations, understand sharia concepts, and improve the ability to analyze and manage sharia bank products and services in accordance with sharia principles. |
| | | | Apart from that, this training also aims to prepare them to take on roles as leaders and decision makers in the sharia sector, as well as increasing their abilities in developing and implementing sharia strategies that are in line with the organization's vision and mission, as well as improving their abilities in managing and developing innovative and competitive sharia banking products and services. |

Table of Competency Development for Echelon 2 Level (Level Branch Leader) in 2024

| No. | Competency Area | Number of Participants | Objective |
|-----|--------------------|---------------------------|---|
| 1 | Accounting | 1 | The aim of the Accounting competency training for Echelon 2 level employees is to enhance the ability to manage and develop an effective and efficient accounting system, understand accounting concepts, and improve ability to analyze and interpret financial statements to support the decision-making process. In addition, this training also aims to prepare them to take on the role of leaders and decision makers in the field of accounting, and improve their ability to develop and implement accounting policies in line with applicable accounting standards, and improve their ability to manage and develop an effective internal control system. |
| 2 | Audit Intern | 5 | The aim of the Audit Intern competency training for Echelon 2 level employees is to improve the ability to carry out effective internal audits, understand the audit process, and identify and manage risk to enhance the quality of management and internal control of the company. |
| 3 | Funding | 9 | The aim of Funding competency training for Echelon 2 level employees is to improve the ability to manage and develop effective and efficient funding strategies, understand various sources of funding and financial instruments, and improve the ability in analyzing and manage funding risks to support bank operational activities and enhance organizational performance. Moreover, this training also aims to prepare them to take on roles as leaders and decision makers in the funding sector, and improve the ability to develop and implement funding strategic that in line with organization's vision and mission, and enhance the ability to manage and develop the relationship with investors, analyst, and other parties related to bank funding. |
| 4 | Legal | 3 | The aim of Legal competency training for Echelon 2 employees is to improve the ability to understand and implement applicable laws and regulations in bank operations, understand banking legal concepts, and enhance the ability to analyze and manage legal risks to support bank operational activities and improve organizational performance. Apart from that, this training also aims to prepare to take on role as leaders and decision makers in the legal field, and enhance the ability to develop and implement effective and efficient legal policies and procedures to reduce the legal risks and improve compliance on applicable regulations and standards. |
| 5 | Human Capital | 152 | The aim of Human Capital competency training for Echelon 2 level employees is to improve the ability to manage and develop effective and efficient human resources (HR), understand HR management concepts, and improve the ability to analyze and develop HR management strategies to support bank operational activities and enhance organizational performance. In addition, this training also aims to prepare them to take on the role of leaders and decision makers in the field of HR management, and improve the ability to develop and implement effective and efficient HR development programs to improve employee performance, motivation and retention. |

| No. | Competency Area | Number of Participants | Objective |
|-----|-----------------------------|---------------------------|--|
| 6 | Compliance | 10 | The aim of the Compliance competency training for Echelon 2 level employees is to improve the ability to understand and implement applicable laws, regulations, policies, and compliance standards in bank operation, understand compliance concepts, and improve the ability to analyze and manage compliance risks to support bank operations and improve organizational performance. |
| | | | In addition, this training also aims to prepare them to take on the role of leaders and decision makers in compliance, and improve the ability to develop and implement effective and efficient compliance policies and procedures to minimize compliance risks and improve compliance towards applicable regulations and standards. |
| 7 | Lending | 14 | The aim of the Lending competency training for Echelon 2 level employees is to improve the ability to manage and develop effective and efficient credit portfolio, understand lending concepts, and improve ability to analyze and manage credit risks to support bank operational activities and enhance organizational performance. |
| | | | In addition, this training also aims to prepare them to take on the role of leaders and decision makers in lending, and improve the ability to develop and implement lending strategic that in line with the vision and mission of the organization, and enhance the ability to manage and develop the relationship with customers and business partners. |
| 8 | Risk Management | 228 | The aim of the Risk Management competency training for Echelon 2 level employees is to improve the ability to identify, analyze, and manage risks associated bank's operations and develop and implement effective and efficient risk management strategies. This training also aims to prepare them to take on the role of leaders and decision makers in risk management, and improve the ability to manage financial, operational, and reputational risks, and optimize the usage of technology and information systems to support risk management. |
| 9 | Marketing | 6 | The aim of the Marketing competency training for Echelon 2 level employees is to improve the ability to develop and implement effective and efficient marketing strategies to improve awareness, intention, and loyalty of customers, and enhance the ability to analyze and manage marketing data to support the bank's operational activities and improve organizational performance. |
| 10 | Operation (Business) | 96 | The aim of the Bank Business Operations competency training for Echelon 2 level employees is to improve the ability to manage and develop effective and efficient bank operational business processes, understand bank business operational concepts, and improve the ability to analyze and manage operational risks to support bank operational activities and improve organizational performance. |
| 11 | Operation (Supporting) | 1 | The aim of the Bank Support Operations competency training for Echelon 2 level employees is to improve the ability to manage and develop bank effective and efficient bank support operational functions, understand bank support operational concepts, and improve the ability to analyze and manage operational risks to support bank operational activities and improve organizational performance, and improve the ability to manage and develop bank operational infrastructure, such as data management, system management, and security management. |
| 12 | Credit Settlement Rescue | 1 | The aim of the Credit Settlement Rescue competency training for Echelon 2 level employees is to identify, analyze, and manage non-performing loans, and develop and implement effective and efficient credit rescue and settlement strategy to minimize losses and improve organizational performance. |
| 13 | Planning | 4 | The aim of the Planning competency training for Echelon 2 level employees is to improve the ability to develop and implement effective and efficient strategic planning, understand planning concepts, and improve the ability to analyse and manage data to support the planning process and strategic decision making. |
| 14 | Information Technology | 5 | The aim of the Information Technology competency training for Echelon 2 level employees is to improve the ability to manage and develop effective and efficient information technology systems, understand information technology concepts, and improve the ability to analyse and manage data to support decision-making processes and improve organisational performance. |
| 15 | Treasury | 6 | The aim of the Treasury competency training for Echelon 2 level employees is to improve the ability to manage and develop effective and efficient treasury activities, understand treasury concepts, and improve the ability to analyse and manage financial risks to support bank operations and improve organisational performance, as well as improve the ability to manage liquidity, manage market risk, and optimise bank income. |

| No. | Competency Area | Number of Participants | Objective |
|-----|--------------------|---------------------------|--|
| 16 | General | 3 | The aim of the General (Procurement) competency training for Echelon 2 level employees is to improve the ability to manage and develop effective and efficient procurement processes, understand procurement concepts, and improve the ability to analyse and manage procurement risks to support the organisation's operational activities and improve performance. |
| 17 | Sharia Business | 1 | The aim of the Sharia Business competency training for Echelon 2 level employees is to improve the ability to understand and apply sharia principles in bank operations, improve the ability to develop innovative and competitive sharia products and services, and improve the ability to manage and develop effective and efficient sharia business activities. |

Table of Competency Development for Echelon 1 Level (Level Vice President) in 2024

| | | 1 | |
|-----|--------------------|---------------------------|---|
| No. | Competency Area | Number of Participants | Objective |
| 1 | Accounting | 2 | The aim of the Accounting competency training for Echelon 1 level employees is to improve the ability to manage and develop effective and efficient accounting systems, understand the concepts of financial accounting and management accounting, and improve the ability to analyse and interpret financial statements to support strategic decision making and improve organisational performance. |
| 2 | Legal | 2 | The aim of the Legal competency training for Echelon 1 level employees is to improve the ability to understand and apply laws and regulations related to the organisation's operational activities, improve the ability to identify and manage legal risks, and improve the ability to provide effective and efficient legal advice and guidance to support the organisation's operational activities and improve performance. |
| 3 | Human Capital | 54 | The aim of the Human Capital competency training for Echelon 1 level employees is to improve the ability to manage and develop human resources effectively and efficiently, understand the concepts of talent management, career development, and performance management, and improve the ability to develop human resource management strategies in line with the vision and mission of the organisation to improve the performance and competitiveness of the organisation. |
| 4 | Compliance | 4 | The aim of the Compliance competency training for Echelon 1 level employees is to improve the ability to understand and apply laws, regulations, policies, and standards related to the organisation's operational activities, improve the ability to identify and manage compliance risks, and improve the ability to provide effective and efficient compliance advice and guidance to support the organisation's operational activities and improve performance. |
| 5 | Lending | 2 | The aim of the Lending competency training for Echelon 1 level employees is to improve the ability to develop and implement effective and efficient lending strategies, understand lending concepts, and improve the ability to analyse and manage credit risk to support the bank's operational activities and improve organisational performance, as well as improve the ability to make strategic and goal-oriented lending decisions. |
| 6 | Risk Management | 53 | The aim of the Bank Risk Management competency training for Echelon 1 level employees is to improve the ability to develop and implement effective and efficient risk management strategies, understand risk management concepts, and improve the ability to analyse and manage financial, operational and reputational risks to support the bank's operational activities and improve organisational performance, as well as improve the ability to make strategic decisions oriented towards risk management. |
| 7 | Marketing | 2 | The aim of the Marketing competency training for Echelon 1 level employees is to improve the ability to develop and implement effective and efficient marketing strategies, understand marketing concepts, and improve the ability to analyse and manage marketing data to support the organisation's operational activities and improve performance, as well as improve the ability to make marketing-oriented strategic decisions and increase market share. |

| No. | Competency Area | Number of Participants | Objective |
|-----|---------------------------|---------------------------|--|
| 8 | Operation (Business) | 34 | The aim of the Business Operations competency training for Echelon 1 level employees is to improve the ability to develop and implement effective and efficient business operational strategies, understand business operational concepts, and improve the ability to analyse and manage business processes to support the organisation's operational activities and improve performance, and improve the ability to make strategic decisions oriented towards improving the efficiency and effectiveness of business operations. |
| 9 | Planning | 20 | The aim of the Planning competency training for Echelon 1 level employees is to improve the ability to develop and implement effective and efficient strategic plans, understand strategic planning concepts, and improve the ability to analyse and manage data to support strategic decision making and improve organisational performance. Other objectives are to improve the ability to integrate strategic plans with operational plans and improve the ability to monitor and evaluate the implementation of strategic plans. |
| 10 | Information Technology | 3 | The aim of the Information Technology competency training for Echelon 1 level employees is to improve the ability to develop and implement effective and efficient information technology strategies, understand information technology concepts, and improve the ability to analyse and manage information systems to support the organisation's operational activities and improve performance, including developing integrated information systems, managing data security, and developing innovative information technology. |
| 11 | Treasury | 2 | The aim of the Treasury competency training for Echelon 1 level employees is to improve the ability to manage and develop effective and efficient cash management strategies, financial risk management, and investment management, as well as improve the ability to analyse and manage financial data to support the organisation's operational activities and improve performance. |
| 12 | General | 1 | The aim of the General (Procurement) competency training for Echelon 1 level employees is to improve the ability to manage and develop effective and efficient procurement processes, understand procurement concepts, and improve the ability to analyse and manage procurement risks to support the organisation's operational activities and improve performance. |

Table of Competency Development for SEVP Level 2024

| No. | Competency Area | Number of participants | Objective |
|-----|---------------------------|------------------------|---|
| 1 | Human Capital | 9 | The objective of training with Human Capital competency for Senior Executive Vice President level employees is to improve the ability to develop and implement effective and efficient human resource management strategies, understand advanced concepts of talent management, career development, and performance management, and improve the ability to make strategic decisions oriented towards developing and managing human resources to achieve organizational goals. |
| 2 | Risk Management | 9 | The objective of training with competency in the field of Risk Management for Senior Executive Vice President level employees is to improve the ability to develop and implement effective and efficient risk management strategies, understand advanced risk management concepts, and improve the ability to identify, analyze, and manage complex risks to achieve organizational goals and increase organizational resilience to risk. |
| 3 | Operational (Business) | 1 | The objective of training with competency in Bank Business Operations for Senior Executive Vice President level employees is to improve the ability to develop and implement effective and efficient bank business operations strategies, understand advanced bank business operations concepts, and improve the ability to manage and develop complex bank business processes to achieve organizational goals and improve bank performance. |
| 4 | Planning | 3 | The objective of training with competency in Bank Planning for Senior Executive Vice President level employees is to improve the ability to develop and implement effective and efficient bank strategic plans, understand advanced bank strategic planning concepts, and improve the ability to analyze and manage data to support strategic decision making and improve bank performance, as well as prepare the bank to face changes and challenges in the future. |

| No. | Competency Area | Number of participants | Objective |
|-----|--------------------|------------------------|--|
| 5 | Sharia Business | 1 | The purpose of training with Sharia Banking competencies for Senior Executive Vice President level employees is to improve understanding and ability in developing and implementing sharia banking principles and products in accordance with applicable provisions and regulations, as well as improving the ability to manage and develop effective and efficient sharia banking businesses to achieve organizational goals and improve sharia bank performance. |

Table of Competency Development for Directors/Commissioners Level in 2024

| No. | Competency Area | Number of participants | Objective |
|-----|--------------------|------------------------|--|
| 1 | Human Capital | 9 | The objective of training with Human Capital competency for Director/Commissioner level employees is to improve the ability to develop and implement effective and efficient human resource management strategies, understand advanced concepts of talent management, career development, and performance management, and improve the ability to make strategic decisions oriented towards the development and management of human resources to achieve organizational goals and improve company performance. |
| 2 | Risk Management | 11 | The objective of training with competency in Banking Risk Management for Director/Commissioner level employees is to improve the ability to identify, analyze, and manage complex risks in banking, understand advanced banking risk management concepts, and improve the ability to make strategic decisions oriented towards risk management to achieve organizational goals, improve company performance, and ensure compliance with regulations and industry standards. |
| 3 | Planning | 7 | The objective of training with competency in Banking Planning for Director/Commissioner level employees is to improve the ability to develop and implement effective and efficient banking strategic plans, understand advanced banking strategic planning concepts, and improve the ability to analyze and manage data to support strategic decision making and improve company performance, as well as prepare banks to face changes and challenges in the future. |
| 4 | Treasury | 1 | The objective of training with competency in Banking Treasury for Director/Commissioner level employees is to improve the ability to develop and implement effective and efficient financial management strategies, understand the concepts of cash management, financial risk management, and sophisticated investment management, and improve the ability to make strategic decisions oriented towards financial management to achieve organizational goals, improve company performance, and ensure compliance with regulations and industry standards. |
| 5 | Sharia Business | 1 | The objective of training with competency in Sharia Banking for Director/Commissioner level employees is to improve understanding and ability in developing and implementing sharia banking principles and products in accordance with sharia provisions and regulations, as well as improving the ability to make strategic decisions oriented towards sharia principles to achieve organizational goals, improve company performance, and ensure compliance with sharia standards and regulations. |

Evaluation of Competency Development Implementation

In 2024, Bank Jatim provided education to 5,305 employees out of a total of 5,327 or implemented training to develop competencies for 99.00% of employees. This was achieved with the help of e-Learning technology and content that is easily accessible flexibly both from place and time. In terms of composition, 27.01% of the educational programs that have been held were supporting business competencies and 72.99% were additional competencies of supporting business. Competency development activities recorded 2,099 employees who participated in certification programs and 5,106 people participated in non-certification competency improvement programs. Based on the type of competency development

activity, 471 people participated in public training and 5,182 people participated in in-house training.

Competency Development Costs

The achievement of education and training costs was realized at 11.00%, below the target. However, when viewed from the realization of the 2023 education and training budget, there was a significant increase, namely an increase of 39.95% from IDR 38.865 billion in 2023 to IDR 54.401 billion in 2024. This increase is also reflected in the absorption of the budget which reached 89.00% in 2024. This is partly driven by the increasing implementation of education and training activities held online and offline in supporting the Bank's business activities.

Career Development

Bank Jatim realizes that Human Resources (HR) is one of the bank's 'assets' that plays a role in the progress and development of Bank Jatim itself. In the increasingly tight business competition between banks, professional HR is needed. To obtain professional HR, a systematic, consistent and quality education, training and development program for employee competencies is needed. Bank Jatim develops an education, training, development and maturation program for prospective leaders who have an impact on positions (civil effect) where participants must have high motivation, dedication and integrity, be creative and innovative and have in-depth knowledge and understanding of their field of duty to achieve a position as senior management.

The career development program at Bank Jatim is divided into 4 programs that follow the existing echelon levels, these programs are:

- Jatimers Leadership Development Program 1 (JLDP 1) is a tiered career path development program to fill echelon 1 positions for potential echelon 2 employee.
- b. Jatimers Leadership Development Program 2 (JLDP 2) is a multi-level career development program to fill echelon 2 positions for potential echelon 3 employee.
- c. Jatimers Leadership Development Program 3 (JLDP 3) is a multi-level career development program to fill echelon 3 positions for potential echelon 4 employee.
- d. Jatimers Leadership Development Program 4 (JLDP 4) is a multi-level career development program to fill echelon 4 positions for potential implementing employee.

The requirements that must be met to participate in the Career Management Program are:

- 1. General administrative requirements.
- Get a positive recommendation from the Business Unit Leader and take the assessment and get a positive recommendation from the assessor.
- For the promotion of officials to echelon 1 and 2, it is mandatory to obtain a positive recommendation from the Personnel Management Committee.

Career programs are opened according to projected needs for a vacant position with the determination of formations that have been issued by the responsible unit regarding the Organizational Structure and Network.

Performance Assessment

As an effort to ensure employee performance achievement that can support the achievement of company targets, Bank Jatim has implemented a performance management system in the form of the Balance Scorecard method. This application is created to facilitate the process of monitoring and reporting employee Key Performance Indicator (KPI) achievements. The goal is to evaluate employee performance at Bank Jatim. The KPI Scorecard application is used as supporting data for performance assessments which are one of the important factors in determining the calculation of production services. In addition to calculating production services, KPI is also used for employee career ladder programs.

There are 4 (four) perspectives in the KPI Scorecard, namely:

- 1. Financial
- 2. Internal Bussines Proces
- 3. Customer
- 4. Learning and Growth

The performance system assessment is based on 2 (two) components, namely the main performance targets (KPI) and Soft Competencies with a percentage value weight for each component of 100%. From the percentage value weight, the final results of the performance assessment are obtained with the following assessment categories:

| SCORING CATEGORY | SCORE |
|--------------------|-------------|
| Outstanding | 4,26 - 5,00 |
| Exceed Expectation | 3,51 - 4,25 |
| Meet expectation | 3,00 - 3,50 |
| Below Expectation | 1,50 - 2,99 |
| Poor | 0,00 - 1,49 |

Remuneration

The Competency-Based Remuneration System used by Bank Jatim is the Grading System, where remuneration will be divided according to the grade of each position. The grading of each position is carried out according to the demands of the workload and responsibilities of each position. Determination of the grading level of each position is carried out by job evaluation based on the job profile consisting of job requirements and job descriptions. The grading of each position is also followed by the determination of its remuneration.

The Human Capital Division collaborates with external parties in determining the grade of each position, namely GML Performance Consulting, to be more independent in conducting assessments. Competency-based remuneration

must consider a balance between the rewards given and the output, namely the performance produced by employees. Competency-based remuneration must consider 3 (three) factors, namely individuals, positions and performance. The grading system adopted by Bank Jatim has adopted 2 (two) factors, namely individual competencies known as personal grades and positions known as job grades. The grading and remuneration system is expected to be able to improve employee performance so that the Bank's performance can ultimately be achieved. The grading system currently in effect at Bank Jatim consists of:

- a. Echelon Level
- b. Personal Grade
- c. Job Grade

The following is the grading system structure at Bank Jatim:

| Corporate Title | Echelon | Personal Grade | Position | Job Grade |
|---------------------------------|-----------|---|--|--------------|
| Senior Executive Vice President | ' | 18 | SEVP | G2 |
| (SEVP) | | | | G1 |
| Vice President (VP) | Echelon 1 | 17 | Vice President Main Branch Leader | F3 |
| | | 16 | | F2 |
| | | 15 | | F1 |
| | | 14 | | |
| Assistance Vice President (AVP) | Echelon 2 | 14 | Class 1, 2, 3 Covennat Branch Leader | E3 |
| | | 13 | Main Branch Leader Sharia Leader | E2 |
| | | 12 | Unit Leader Assistance Vice President | E1 |
| Manager (MGR) | Echelon 3 | 11 | Operations Leader Business Leader | D3 |
| | | Credit Leader Sub Branch Manager Senior Auditor | | D2 |
| | | 9 | Senior Officer | D1 |
| Assistant Manager (AMGR) | Echelon 4 | 8 | • Supervisor | C3 |
| | | 7 | Functional Office Leader Auditor Officer | C2 |
| | | 6 | | C1 |
| Corporate Title | Echelon | Personal Grade | Position | Job Grade |
| Assistant (ASST) | Executor | 5 | • Staff | В3 |
| | | 4 | Junior Officer Junior Auditor | B2 |
| | | | Funding Officer | |

| Corporate Title | Echelon | Personal Grade | Position | Job Grade |
|------------------|-----------------|-------------------|---|--------------|
| Assistant (ASST) | Executor | 5 | Staff Junior Officer Junior Auditor Funding Officer Account Officer Non Career Employee | В3 |
| | | 4 | | B2 |
| | | 3 | | B1 |
| | | 2 | | |
| Basic Employees | Basic Employees | 1 | Security Guard Driver Office Boy | A2 |
| | | | | A1 |

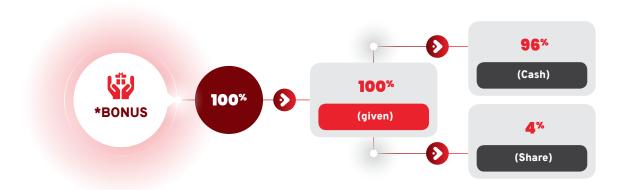
As the basis for the preparation of governance guidelines for providing good remuneration for Management, the Bank put forward the principles of Good Corporate Governance and referred to the prevailing laws and regulations, including:

- Law Number 40 of 2007 dated August 16, 2007 concerning Limited Liability Companies;
- Financial Services Authority Regulation Number 17/ POJK.04/2022 dated September 14, 2023 concerning Implementation of Governance in Providing Remuneration for Commercial Banks:
- Financial Services Authority Regulation Number 45/ POJK.03/2015 dated December 23, 2015 concerning Implementation of Governance in Providing Remuneration for Commercial Banks;
- 4. Financial Services Authority Circular Letter Number 40/ SEOJK.03/2016 dated September 26, 2016 concerning Implementation of Governance in Providing Remuneration for Commercial Banks.

Basically, remuneration was divided into 2 (two) fixed remunerations and variable remunerations. As an implementation of the Financial Services Authority Regulation, Bank Jatim determined the parties to be Material Risk Takers, consisting of:

- · President Director
- o Field Director under the President Director
- o Board of Commissioners

The percentage of remuneration that is variable for Bank Management that is not a Material Risk Taker is as follows:



Pension Program

Bank Jatim enrolls all employees into pension programs, both those that are mandatory by law and those that are managed by the Employee Pension Fund. In. Pension programs provided by Bank Jatim include:

- Pension Security from the Social Security Organizing Body (RP)
 - Because it is mandatory, all employees must be registered in all BP Jamsostek programs starting from Old Age Security (JHT), Death Security (JKM), Work Accident Benefits (JKK) and Pension Security (JP). The amount of the Pension Security (JP) program contribution is calculated at 3%, consisting of 2% of company expenses and 1% of employee expenses from basic salary/personal grade.
- Defined Benefit Pension Program (PPMP)
 This pension program is managed by the East Java Regional Development Bank Employee Pension Fund. Program participants are all employees who have been appointed as permanent employees before August 25, 2012. The employer's contribution is 21.70%, while the employee contribution is 5% of Basic Pension Income (PhDP).
- Defined Contribution Pension Program (PPIP)
 This pension program is managed by the BRI Financial Institution Pension Fund (DPLK). All permanent employees are included in this pension program, where all Contribution will be borne by the employer amounting to 10% of the employee's basic salary/personal grade.

Employee Engagement Survey

In terms of refining the implementation of strategies and policies as a means of employees in addressing their aspiration, the company conducted a survey of employee engagement measurement. The survey of employee engagement was beneficial for either employees or the company. The given benefits are as follows:

Benefits of Employee Engagement for employees

- As a forum for employee aspirations for the company. Employees can provide criticism to the company by filling Employee Engagement. Then, this information will become input for the company in making policies.
- Creating new enthusiasm for employees to go to the office.
 Employees will always think positively in doing their job and provide ideas for the development of the team and the company.
- Creating strong relationships with each employee. This
 relationship will also make employees focus on the desired
 achievement, build solid teamwork, and do not forget to
 express gratitude and appreciation for the achievements
 between divisions.
- Eliminating saturated and thoughts from every problem faced by employees in their lives. This approach can make employees enthusiastic again as performing work at the company.

Benefits of Employee Engagement for the Company

- Companies better understand the need for employee competency improvement so that the level of engagement between employees and the company increases.
- 2. The company will have employees with positive attitudes and behaviors. With a positive attitude, of course, it will lead to better company growth than the previous year.
- 3. The company will have employees with positive attitudes and behaviors. With a positive attitude, of course, it will lead to better company growth than the previous year.
- 4. Employee Engagement created more commitment from employees to the company. The number of absences due to sick employees was reduced, reducing the number of accidents in the work process, and increasing productivity throughout the year.

The number of respondents who participated was 4,495 employees, and the percentage of engaged employees was 76.75%.

Human Capital Information System

Along with the times, the development of information technology can make it easier for humans to do activities, view news and search for various information circulating in cyberspace. Technological developments make it easier for all human activities in the future. The Human Capital Division has launched a Digital product, namely the Human Capital Portal. The Human Capital Portal is a website-based digital information media that is useful for ensuring communication and providing services to employees, including accommodating information, news, training agendas, activity information, polls, and gateways to other applications.

In order to ease the Human Capital Division to obtain fast, precise, effective and controlled information that is adjusted to developments and to simplify employees to achieve information, application for compensation and benefits, and accommodate employee aspirations through the suggestion box, the Human Capital Division launches a Human Capital program online-based application (web and mobile apps), referred to as E-Human Capital/e-HC. This application is a form of digitalization in supporting the Green Banking program and reducing paper use



Human Capital Information System Enabling Human Capital management in the Knowledge Era







Employee Self Services

E-Pribadiku

- · Personal Data
- Family Data
- Rank and Position History Data
- Training Data
- **Certification Data**
- Assessment Data
- Remuneration Data (Salary, Allowances, Deductions and others)
- Leave, Permit, Sick Data

Feature Application

Integrated Payroll

and Income Tax System

Measurement System

Performance Measurement Automation (Performance Measurement)

Absensi Online

Service Culture Measurement Automation (Service Level Measurement) (Under Development)



E-Health

- Inpatient/Delivery
- Outpatient
- **Eyeglass Replacement**
- Medical

SPD (Business Travel) Online

Overtime



E-Care

- Announcement
- Discussion
- Consultation
- Ballot Box
- **Employee Engagement**
- OutpatientInpatient & Delivery
- Glasses
- Medical Checkup
- Sick Leave

Work Load Analysis Automation (Under Development)



E-Dukasi

- **Catalog Training**
- E-Pelatihan
- E-Assignment
- E-Quiz
- E-Quesioner

Car Allowance Program

- Division Notes/Letters
- National Holidays
- **Activity News**
- Obituaries
- Training Information
- Cooperation Agreement with **Health Services**

E-Learning (Assesment Product) **Knowledge Management**

Culture Internalization



The culture of an organization/company (Corporate Culture) is the values that grow and develop in an organization, become the basis for thinking, behaving and acting from all components of the organization, and are passed down from one generation to the next. Corporate culture can be used as an effective impetus in achieving the company's vision. In the implementation of corporate culture, cooperation is needed involving all people in the company and through various media with the right concept in strengthening the existing work culture so that every person in the company can act and carry out operational activities in accordance with the Corporate Culture they have. Bank Jatim through Value of Expression continues to strive to develop and strengthen all employees both in the business and support lines, so that each individual's behavior is able to reflect the values of the company's culture. In today's digital era, the delivery of corporate culture messages needs to be conveyed to all employees, namely through existing media platforms so that the implementation of this corporate culture can be a booster for all employees.

In carrying out this cultural internalization program, it is in line with the transformation carried out by Bank Jatim at this time to jointly achieve the vision and mission of becoming a strong and highly competitive BPD No.1, as well as an effort to achieve the financial performance targets that have been set. This transformation is through the improvement of the 5 (five) main pillars of the transformation program supported by

superior resources, infrastructure that is in accordance with current developments, and appropriate system and operation policies so that the company's business runs faster. In carrying out the process of cultural internalization and transformation, it cannot be done by one party alone, but must be done together and massively. Currently, Bank Jatim has a Culture Team consisting of Culture Leaders (Division Leaders, Branch Managers, Assistant Branch Managers), Culture Boosters (Echelon 4 Officials) and Culture Agents (Staff, prospective employee, TKIK) which are located in all work units, both at the Head Office (Division) and at the Branches. The Culture Team has a role and authority contained in the Organizational Structure of the Culture Team which in its implementation has been regulated in the Standard Operating Procedure (SOP) for Corporate Culture. The existence of the Culture Team as an influencer that aims to help the company in conveying messages, directions from management to all employees, becoming an accelerator in implementing corporate culture and transformation. The Culture Team also has a role in conveying the latest information/provisions/rules in Bank Jatim so that all employees get up-to-date insights.

Bank Jatim in strengthening culture and transformation has a Corporate Culture Event program that aims to support implementation, internalization and transformation in the scope of employees so that a sense of belonging to the company is created. The strengthening that can support each program carried out by Corporate Culture includes:

- a. Culture Campaign is an organized program performed by all Culture Teams (Culture Leader, Culture Booster, Culture Agent) to address EXPRESI values, such as Excellence, Professional, Integrity, Synergy, Innovation to employees. This program is an internalization measure of Bank Jatim's culture and transformation program. In implementing this campaign, different materials are available monthly.
- b. In-House Training for all culture teams in Branch Offices and Head Offices aims to improve the abilities/soft skills of employees at Bank Jatim and increase engagement with the company. This is in line with the Human Capital transformation to improve the quality of employees. The material in the in-house training focuses on improving the ability of becoming the best leader in the future and cannot be separated from EXPRESI values as company culture. The implementation of this program will be conducted on a quarterly basis.
- c. Providing communication space between employees and Top Management through the Greeting and Sharing with Board of Directors (BOD) program. This space is a medium for delivering the company's work program (culture and transformation) to employees and an opportunity for employees to address ideas/suggestions for company development so it reduces barriers or gaps between

- employees and management. This Greeting and Sharing program will present speaker or motivator to provide a booster to the culture teams so that they are expected to continuously have the same spirit as influencer in delivering the transformation and internalization of company culture. The implementation of this program will be carried out on a quarterly basis.
- d. The annual activity for Bank Jatim's Culture Teams is the EXPRESI Festival (EXPRESTIVAL). This activity is an appreciation of the Culture Teams for their dedication as an influencer, who continuously deliver the transformation and internalization of company culture in the work unit. The implementation of this program will be performed in Quarter IV.
- e. Coaching and Mentoring Program for the Culture Team as well as monitoring and evaluation of the implementation of the Corporate Culture work program in all work units (Head Office and Branches) aim to ensure that culture implementation and transformation can be achieved in accordance with management directions. Meanwhile, in implementing this program, socialization is also performed regarding the provisions/rules and company culture work programs to the culture team. The implementation of this program will be executed out every quarter.

Disclosure of Information to Employees

As Bank Jatim's commitment to corporate governance standards, Bank Jatim always ensures open access to information for employees. Bank Jatim socializes personnel/Human Capital policies through zoom media, socialization to Branch Offices, and also when conducting employee training. Bank Jatim through an internal portal provides access for employees to understand the contents of policies related to personnel. In addition, Bank Jatim provides a Voice Box feature on the E-Human Capital application as a forum for conveying opinions, aspirations, or questions from employees.

Human Capital Management Structure

A reliable, loyal and competent Human Resources is the main capital of Bank Jatim to achieve the vision, mission and business success. Bank Jatim always prioritizes development HR both individuals and teams and the development of Corporate Culture as a business strategy in order to maintain the best performance in the banking services business.

Human Capital at Bank Jatim is under the President Director and lead by Human Capital Division Head. This division consists of the Human Capital Services Sub Division and the Human Capital Development Sub Division which have roles in service operations, policy formulation and Human Capital development so that it is expected to develop employees who are competent and have high corporate cultural values.

Human Capital Work Plan 2025

The Human Capital Division Business Plan for 2025 is as follows:

- Fulfillment of employees according to needs based on organizational structure and in line with the Bank's business plan, through employees Recruitment, both regular, ODP and Pro Hire and internship programs.
- 2. Career Development Program based on performance, competence, experience and other criteria, to ensure that all employees get the same opportunity (fair opportunity) to develop their careers.
- Conducting periodic competency assessments every 2 (two) years for all officials from echelon 1 to echelon 4, to measure the suitability of the competencies possessed by each official with the competency requirements determined by the company.
- Improving employee competency by considering the results of the assessment through training if there is still a lack of competency levels possessed by echelon 1 to echelon 4 officials.
- Improving the Education and training system for all administrators and employees in order to achieve the Bank's performance.
- Development and optimization of learning facilities and infrastructure in order to support improving quality and competence, as well as equal access to education and training for all employees.
- Competency improvement, optimization and evaluation of the role of internal lecturers in encouraging the achievement of the Bank's vision and mission through education and training activities.
- Perfecting the competitive and performance-based Employee remuneration system given according to the Bank's capabilities is planned to be implemented in Quarter IV.
- 9. Centralization of monthly fixed compensation payments.
- Perfection of the e-recruitment application for the implementation of JIP recruitment to be more effective and efficient is planned to be realized in Quarter I.

- 11. Perfection of the policy for the use of Outsourcing employees through a contracting system that will be implemented in Quarter I.
- 12. Digitalization of user estim administration both for submission, deactivation and handover of users for employees who are transferred or retired.
- 13. Self Service Employee Leave Allowance, aims to provide leave money to employees who will undergo block leave of at least 3 working days, employees can apply for leave money if they have entered block leave in the e-hc application.
- 14. Jatimers Communities Dashboard which aims to find out the budget position, budget realization and remaining, the existence of Jatimers Communities (number of members, chairpersons, work programs in one year), nominative tax reports in kind, a homepage that displays the activities of each Jatimers which currently all of the above are still carried out manually.
- Employee Discipline Monitoring Dashboard which aims to monitor the level of employee discipline in real time.
- 16. Implementation of a fairer and more objective Employee Performance Management System for all work units.
- 17. Implementation of strict Rewards & Punishments for all employees in accordance with applicable provisions and laws in order to provide a deterrent effect for perpetrators and all employees.
- 18. Distributing employee engagement surveys to measure employee engagement to the company by considering various satisfaction factors that employees get from the company and the dedication that employees give to the company. The survey was conducted using the e-Human Capital mobile app which was distributed to all employees.
- 19. Improve employee understanding of the use of voice boxes on the e-Human Capital mobile app so that employees can be actively connected in expressing their opinions, media sharing, and discussions between employees and the Human Capital Division.



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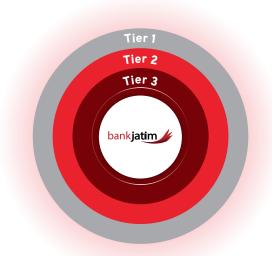




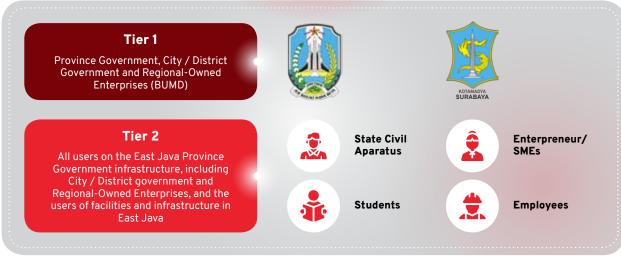
Information Technology Strategy Plan

Master plan and Information Technology Strategic Planning is conducted with the following consideration:

Strategic business planning and ecosystem development
 Currently, Bank Jatim owns an extensive ecosystem, and it is divided into three tiers. By identifying its ecosystem into three tiers, the Bank can be more focus in arranging the development strategy based on each tier' needs.



NON-EXHAUSTIVE



Tier 3



DUDI (World Business Industry)



Public



Area for Bank Jatim to provide the main focus by considering that the Bank has a competitive edge in this area.

Smart Governance One example of Bank Jatim's Information Technology development supporting the government is the Smart City Program of the East Java Provincial Government in 9 cities and 29 regencies to achieve the East Java Smart Province, particularly in the field of Smart Governance:

- Smart Governance;
- Smart Society:
- · Smart Economy;
- · Smart Living;
- Smart Environmental.

Strategic Business Direction and Ecosystem Development at Each Tier 1 Bank Jatim focuses on synergy with the Central Government and Regional Governments through a Special Work Program:

- Establishing synergy between Bank Jatim, the Provincial Government, City/Regency Governments, and relevant agencies to support economic growth and innovation in Fast Java.
- Providing opportunities to enhance services within Bank Jatim's ecosystem network. This can be achieved through service integration and the provision of customized products/services tailored to the specific needs of each stakeholder.

Potential Collaboration Development:

- Digitalization of Regional Government Transactions;
- Supply Chain Financing.

Strategic Business Direction and Ecosystem Development at Each Tier 2, Bank Jatim focuses on users operating on the infrastructure of the Central and Regional Governments through a Special Work Program:

- Financing digital infrastructure, including broadband networks, hardware, software, and cybersecurity;
- Collaborating with regional governments to develop digital payment solutions for public services;
- Providing technology financing for the modernization of healthcare, education, and administration;
- Supporting environmental projects through specialized loans for energy and waste management;
- Financial support for smart city projects and fostering public-private collaboration.

Potential Impact of Development on Specific Segments. Individual Segment:

- 1. Entrepreneurs and Small Medium Enterprises;
- 2. State Civil Aparatus;
- Workers;
- 4. Students;
- 5. Others.

Institutional/Group Segment:

- 1. Enterpreneurs and Small Medium Enterprises
- 2. Merchant:
- 3. Property Developers;
- 4. Public Transportation;
- 5. Amusement Parks;
- 6. Savings and Loan Cooperatives;
- 7. Schools / Boarding Schools;
- 8. Private Enterprises;
- 9. Insurance:
- 10. Logistics Service Providers.

Strategic Business Direction and Ecosystem Development at Each Tier 3 Bank Jatim focuses on identifying the right market needs amid increasing competition with other banks and financial institutions. To expand its market reach, Bank Jatim must develop its systems and services while considering the following key aspects:

- System Security Architecture
 Designing and implementing a robust security architecture
 to protect customer data and banking systems. Utilizing
 - to protect customer data and banking systems, Utilizing end-to-end encryption, firewalls, and real-time security monitoring to ensure data integrity, Conducting security training for employees to enhance awareness and response to cybersecurity threats.
- Product and Service Development & Innovation
 Investing in advanced digital products and services that
 are user-friendly, accessible, and secure and Diversifying
 products to meet evolving customer needs and market
 demands.
- Partnerships and Alliances
 - Exploring strategic partnerships and alliances with other banks, technology providers, payment gateways, and financial entities and Expanding market reach and accessing additional resources through collaborative efforts.

2. Internal and External Conditions of the IT & Digital Directorate

These conditions can be evaluated using a SWOT Analysis, which includes an assessment of the current IT architecture, Bank Jatim's business needs, and external factors.

Strengths

- Availability of microservices-based IT solutions that accelerate time to market;
- Established collaborations with FinTech entities, enabling P2P lending channels;
- Development of the Journect platform as a suite of digital banking services for customers;
- Diverse E-Channel services, including ATMs, SMS Banking, Internet Banking, Mobile Banking, Laku Pandai, EDC, and QRIS, ensuring accessibility for customers;
- Extensive integration capabilities to facilitate retribution payments through developed IT solutions.

Weakness

- Enhancing application security by adopting the DevSecOps framework to optimize development processes while ensuring security compliance;
- Increasing fee-based income potential due to the rising mobile banking transaction volume (CAGR of 47.41%);
- Development of a super app to expand the customer base and service offerings;
- Opportunity to enhance Islamic banking service index through the Dual Banking Leverage Model;
- Simplifying and aligning digital services to support customers in Supply Chain Financing;
- Expanding the digital ecosystem by collaborating with regional institutions, banking, insurance, fintech, marketplaces, and other financial entities.

SWOT

Opportunities

- Enhancing application security by adopting the DevSecOps framework to optimize development processes while ensuring security compliance.
- Increasing fee-based income potential due to the rising
- mobile banking transaction volume (CAGR of 47.41%).
 Development of a super app to expand the customer base and service offerings.
- Opportunity to enhance Islamic banking service index through the Dual Banking Leverage Model.
- Simplifying and aligning digital services to support customers in Supply Chain Financing.
- Expanding the digital ecosystem by collaborating with regional institutions, banking, insurance, fintech, marketplaces, and other financial entities.

Threats

- Increasing digital banking product capabilities from competing banks;
- Rising cybersecurity threats, as evidenced by two major hacking incidents in Indonesia's banking sector;
- Low digital literacy index (ranked 10th out of 15, with a score of 3.58) and lower mobile phone ownership in East Java (62.99%, below the national average of 65.87%), potentially hindering digital banking adoption;
- Strict cybersecurity, data protection, and digital service regulations, impacting IT infrastructure requirements for innovation and compliance.

3. Information Technology Vision and Mission

IT Vision

Supporting the bank with simple, secure, and convenient digital services to enhance financial inclusion and drive economic growth.

IT Mission

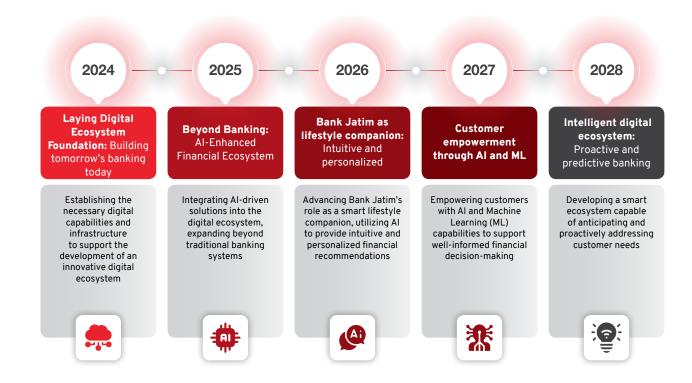
- 1. Digital transformation as the foundation for growth.
- 2. Digital innovation to enhance access to financial services.
- 3. Leading an inclusive and sustainable digital ecosystem.
- 4. Providing a secure and seamless transaction experience for customers

Based on the strategic business direction and ecosystem development, the internal and external conditions of the IT & Digital Directorate, and the IT vision and mission, Bank Jatim's Technology Division adopts a strategic theme to enhance business, market, and technological growth, which includes:

- 1. Integrated Development;
- 2. Customer-Centric;
- 3. Capability Optimization;

- 4. Collaborative Governance;
- 5. Data-Driven Decision Making;
- 6. Security and Resilience;

Aligned with the Bank Jatim Corporate Plan 2024 – 2028 and the Annual Business Plan, the Bank Jatim Information Technology Strategic Plan 2024 – 2028 follows this roadmap:



RSTI 2024 - 2028 carry "Innovative Banking, Simplifying Customer Lives"

Innovative Ecosystem

Collaboration with the Digital Ecosystem Bank Jatim collaborates with fintech companies, marketplaces, and other technology service providers in a mutually beneficial partnership to achieve digital economic growth and financial inclusion. **Innovative Service Innovative People** iši **Customer Service Development Strategy for** Digitalization Operating Model and Human Enhancing the customer experience in every interaction with Bank Jatim through digital services for a more convenient, fast, and secure user Resources Supported by an optimal operating model that structures interactions between IT functions and aligns strategies with business needs, Bank Jatim also enhances human resource supplies to remain compositive at both experience. quality to remain competitive at both regional and international levels. bankjatim_ **Innovative Processes Innovative Governance** \square **Innovative Process Automation and Governance and Control Banking Digital Innovation Enhancement** Bank Jatim continuously improves Bank Jatim automates business governance capabilities through cross-functional collaboration and automation of control, compliance, and audit processes. This ensures alignment with the Bank's strategic direction, business needs, and risk processes that are still carried out manually, implements digitalization, manually, implements digitalization, and develops application systems to enhance efficiency in areas such as data processing, verification, and the implementation of other internal controls. controls. levels **Innovative Technlogy Innovative Decious Making Data-Driven Decision Making** Infrastructure & Security Bank Jatim leverages Business Intelligence & Data Analytics to support informed decision-making, service personalization, business strategy development, operational efficiency enhancement, as well as risk Management Bank Jatim procures and upgrades infrastructure as needed, adopting the latest technologies to enhance security, flexibility, scalability, and infrastructure efficiency. management and monitoring.

Information Technology Innovation

Portrait of banking conditions in Indonesia – the importance of customer experience to keep the Bank relevant to consumers, and in an effort to respond to shifting consumer expectations, Banks must focus on creating a continuous and interconnected consumer experience, building ecosystems and partnership strategies, and making consumers feel treated, such as:

- Neobanks are starting to grow
 Traditional banks still lead in maintaining primary financial relationships (PFR) with respondents. However, with the entry of new digital services, neobanks are starting to gain attention: 42% of respondents said they have at least one service or product with a neobank.
- The Importance of Trust
 Trust is an important factor, especially since consumers
 are willing to maintain multiple financial service
 relationships. The personal relationship aspect drives
 respondents' trust in their PFR provider. Having a branch
 nearby is one of the top trust drivers, reinforcing the
 importance of existing banks maintaining a physical
 presence.
- Super App is in demand
 With the number of multiservice technology platforms in
 Indonesia, it is not surprising that respondents are very
 interested in super apps that can provide integration of all
 their financial services.
- Personalization
 Conventional banks have an opportunity to deepen relationships and reduce the risk of respondents switching to other providers by addressing the personalization gap.

The development of banking technology trends with several driving factors as follows:

- Accelerating Digitalization Increasing the migration of services to digital channels, including for identity management and verification, a seamless approach to commercial credit and lending services, and the establishment of a digital money pooling structure.
- Core Banking System Improvement The increasing use of banking services through digital channels has created an urgency to improve the capabilities of the Core Banking System to enable process simplification, thereby reducing time and improving the quality of work results.
- Open Banking Banking institutions are starting to adopt Open API, supported by solutions such as cloud services, low/no-code development platforms, DevSecOps, AI & ML, etc, also adopting new ways of working including the use of Design Thinking and Agile Process.
- Landscape Shifting of FinTech FinTech, and financial technology vendors are starting to expand services to corporate clients and bring strong capabilities in cloudbased solutions, innovative value propositions, and integrated value chain offerings.

In 2024, Bank Jatim took some steps to develop information technology innovations such as:

- Development of New JConnect Mobile which is almost equivalent to the Mobile Banking super apps
- Development of Digital Ecosystem, which consists of:
 - Hospital Ecosystem
 With the potential of 431 hospitals throughout East
 Java, Bank Jatim is taking steps to create a hospital
 ecosystem that can integrate the Hospital SIM side with
 Cash Management solutions, Doctor and Employee
 payroll payments, Vendor Partners, and Purchase of
 Medicines and Medical Devices.
 - Education Ecosystem
 With the potential of 400 schools and universities,
 Bank Jatim is taking steps to integrate the education
 ecosystem which includes People (Lecturers, Students,
 Employees, Parents), Payment, Partners, and Places.
 - E-TPD Ecosystem
 In increasing the digitalization of each region in East Java, Bank Jatim meets the needs of each region starting from the Digital Channel (Nominal realization of regional taxes and levies from Mobile/Internet/SMS Banking, QRIS, and E-Commerce channels), Non-Digital Channel (Nominal realization of regional taxes and levies from ATM, EDC, and UE Reader channels) and Conventional Channel (Nominal realization of regional taxes and levies from Teller and Bank Agent channels).



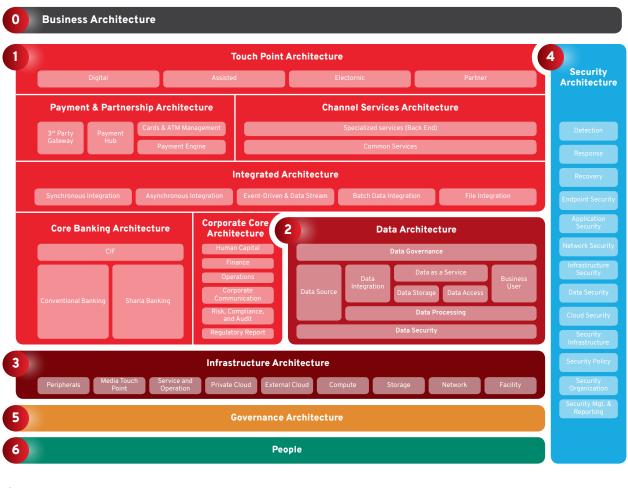


- Siskeudes Link Ecosystem
 Bank Jatim has integrated Siskeudes Link with a total of 5,590 villages and 24 district governments out of 7,724 villages and 30 district governments.
- Remittance Ecosystem
 Bank Jatim has collaborated with merchantrade remittance from Malaysia and Hong Kong with the following account types:
 - On Us (Bank Jatim Account) Fund transfer via Money Transfer Operator (MTO), with the overbooking method, with the recipient being a Bank Jatim customer.
 - Off Us (Forwarding to Another Bank) Fund transfer via Money Transfer Operator (MTO) with the transfer method with the recipient being a Customer of Another Bank, and WIC (Receipt at Bank Jatim Office Network) Fund transfer via Money Transfer Operator (MTO) with the transfer method with the recipient being a walk in customer (WIC).

- Tableau
 - Bank Jatim carries out the data management process into a Dashboard to assist in monitoring and evaluating Business Development, Reporting, and Operations by Branches, Head Office and Bank Jatim Management.
- Enterprise Resource Planning (ERP) using Odoo
 Bank Jatim uses ERP Odoo with several modules
 such as Customer Relationship Management (CRM)
 Pipeline Management, Vendor Management System
 (VMS), Odoo Inventory, Odoo Project Management,
 Odoo Event, Odoo Fleet Management to assist in the
 decision-making process by Branches, Head Office and
 Bank Jatim Management.
- Smart Branch: Point of Sales and Experience Center
 From the Branch side, it focuses on Operational
 Efficiency, Improving Bank Jatim's corporate image,
 Digital Financial Literacy Education, and the Customer
 Experience side focuses on Digital Based Solutions,
 Less waiting time (through branch reservations), Semi
 Digital Assistance.
- Datawarehouse Development
 Bank Jatim has built and managed an integrated data storage center that enables the bank to process, analyze, and optimize data-based decision making.

Information Technology Infrastructure

The IT-related capabilities built through RSTI 2024 – 2028 are carried out through the implementation of initiatives divided into 6 (six) aspects of IT-related architecture. The formulation of initiatives in the 6 (six) IT-related architectures is based on business development needs illustrated in the Business Architecture.



Business Architecture

Business architecture consists of important components in achieving Bank Jatim's goals in the future.

Applications Architecture

The foundation of the system used to support business processes includes application components, relationships between components, and the technological capabilities utilized.

2 Data Architecture

It is a framework that regulates the management, storage, and integration in optimizing data access by all business units for information-based decision making.

3 Infrastructure Architecture

Carefully designed infrastructure to ensure robust system reliability, security and availability.

Security Architecture

Security that can manage cyber risks, proactively monitor threats and vulnerabilities, and can respond to security challenges effectively.

Governance Architecture

Collaboration between Business and IT across all IT functions to optimize benefits delivery while maintaining compliance, governance, and the bank's risk appetite.

6 People Architecture

A federated IT operating model for optimizing service delivery and agility through cross-functional collaboration supported by task segregation and interaction models.

Information Technology Governance

The Bank has implemented IT policy directions focusing on 5 (five) IT Governance areas, namely:

1. Strategic Allignment

IT implementation supports the achievement of the Bank's mission so that IT strategy is aligned with the Bank's business strategy. The implementation conducted was that the Bank updated the 2024-2028 Information Technology Strategic Plan which focuses on the Bank needing to take a role in increasing financial literacy, digital literacy, and financial inclusion as well as sustainable transformation so that it is always close to customers and relevant to customers.

2. Value Delivery

The implementation of IT must be able to provide added value to the achievement of the Bank's mission. The implementation conducted was that during 2024, the Bank was committed to completing the development of the Information Technology Bank Business Plan and initiative projects developed internally by IT for internal and external needs (customers).

3. Risk Management

IT implementation must be accompanied by identification of IT risks so that their impacts can be addressed. The implementation conducted by the Bank is as follows:

- a. The Bank has updated its policies, procedures and technical guidelines in line with international best practices and the latest regulatory provisions, namely:
 - Law Number 27 of 2022 concerning Personal Data Protection:
 - OJK Regulation Number 11/POJK.03/2022 concerning the Implementation of Information Technology by Commercial Banks;
 - OJK Regulation Number 12/POJK.03/2018 concerning the Implementation of Digital Banking Services by Commercial Banks;
 - OJK Regulation Number 13/POJK.03/2021 concerning the Implementation of Commercial Bank Products;
 - SEOJK Number 24/SEOJK.03/2023 of 2023 concerning the Assessment of the Digital Maturity Level of Commercial Banks:
 - SEOJK Number 29/SEOJK.03/2022 dated December 27, 2022 concerning Cyber Resilience and Security for Commercial Banks;
 - SEOJK Number 21/SEOJK.03/2017 concerning the Implementation of Risk Management in the Use of Information Technology by Commercial Banks;

- Bank Indonesia Regulation Number 23/6/ PBI/2021 concerning Payment Service Providers;
- Bank Indonesia Regulation Number 2 of 2024 concerning Information System Security and Cyber Resilience for Payment System Providers, Money Market and Foreign Exchange Market Actors, and Other Parties Regulated and Supervised by Bank Indonesia;
- Control Objectives for Information and related Technology 2019 (COBIT) as one of the IT Governance frameworks that has an IT Strategic Plan that is aligned with business strategy;
- Information Technology Information Library (ITIL)
 is a standard framework for IT in aligning IT support
 services to business. ITIL focuses on IT processes,
 procedures, tasks and service levels to support
 corporate strategy, provide added value, and
 maintain IT competency levels.
- b. The Bank has been certified ISO 20000:2018 on IT Service Management System in the IT & Digital Directorate to support Core Banking System Services and JConnect Services (Mobile Banking, Internet Banking, and SMS Banking) for Internal Users of Bank latim
- c. The Bank has been certified ISO 27001:2022 on Information Security Management System in JConnect Mobile, JConnect Internet Banking and JConnect SMS Banking Services.

4. Resource Management.

IT implementation must be supported by adequate resources and optimal use of resources wherever possible. The implementation carried out was that the Bank focused on 2 (two) areas, namely:

- a. Human Resources Fulfillment
 To meet business needs, the Bank continuously recruited IT Resources.
- b. Training

The IT & Digital Directorate in 2023-2024 conducted certification training according to the field for the needs of acceleration in the implementation of bank business processes. A total of 56 trainings were attended by 155 participants.

5. Performance Management

IT implementation must be measured and evaluated regularly to ensure that IT performance and capacity are in line with business requirements. The implementation carried out was that the Bank monitored all IT aspects, namely as follows:

a. Operational Aspects

The Bank carried out control monitoring of IT services to branches and customers, namely providing a branch complaint application to resolve problems at the branch and monitoring the availability of all IT services.

b. Management Aspects

- The Bank has an IT Committee to evaluate the Information Technology Strategic Plan and the Bank's policies related to the use of information technology. The IT Committee in 2024 was implemented on December 23, 2024;
- Every week, the Bank holds an IT and Digital Directorate Forum to discuss IT project progress & RBB, monitoring the availability of Core Banking System applications and other Surrounding applications.

6. Customer Demands

Changes in the marketplace and society require banks to change towards digital banking, or services that are run with the support of Information Technology. Some banking services are now turning into IT-based selfservice services. As a consequence of this change is the increasingly high demand for Information Technology support in running a business of future changes.

7. Technology Development

The dynamics of technological development which are getting higher with the industrial revolution 4.0, especially in financial services, requires that Bank Jatim always adapts to existing and ongoing changes. This aims to provide convenience, comfort and security for customers in interacting in banking services.

8. Banking Digital Technology Security

Increased digital transactions need to be followed by reliable banking transaction security as the threat of cybercrime increases, it needs to be considered when implementing and responding to technological developments. The Bank maintains cyber resilience supported by an adequate cyber resilience information system through a process that includes:

- a. The Bank has implemented IT security system controls including system security monitoring, data communication and computer security with user access control, installation of firewalls, web application firewall, and antivirus;
- Banks routinely conduct IT Security Awareness activities for all users;
- Banks have used endpoint security antivirus as a protection tool against malware threats;
- d. The Bank periodically carries out penetration testing to test the reliability of the application to support business and service needs to make transactions easier for customers.

9. Disaster Recovery Plan

The Bank has Business Continuity Information Technology Guidelines and Disaster Recovery Plan Guidelines as a basis for the availability of data centers, disaster recovery, and dual data centers to measure/identify critical business processes related to the use of application systems, Response Point Objectives (RPO), Response Time Objectives (RTO) and Work Recovery Time (WRT) explicitly. This plan or strategy is formulated in the Disaster Recovery Plan. The disaster recovery plan functions to:

- a. Minimize disruption of service to customers;
- Maintain the continuity of information technology operations during disasters/disruptions;
- Provide assurance that Bank management fulfills its responsibility to protect information sources and information documents of customers and other parties;
- Regularly measures the performance of IT resources, applications, networks, and capacity planning;
- The Bank works with data center service providers to maintain server availability and security in line with expected SLAs.

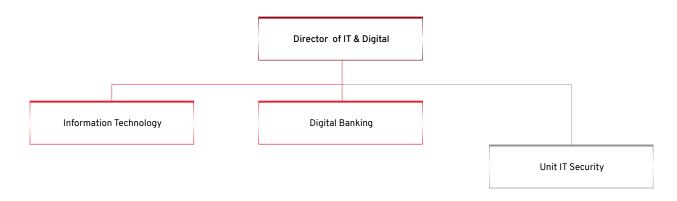
In 2024, the Bank conducted a Disaster Recovery Center Trial for the Core Banking System, E-Channel, and Bank Indonesia Payment System applications

The Board of Commissioners and Directors always ensure that information technology risks such as IT disruption, cyber security, and disaster recovery are managed properly.

Information Technology Management Structure



The management of Information Technology (IT) at Bank Jatim is carried out by the Information Technology Division, Digital Banking Division, and IT Security Unit, all of which operate under the responsibility of the Director of IT & Digital. The organizational structure of the Information Technology Work Unit, as stipulated in the Board of Directors Decree No. 061/218/DIR/PRS/KEP dated December 7, 2022, is as follows:



Information Technology Work Plan 2025

The 2025 Business Plan of the Information Technology Division for the information technology implementation and development is guided by the Financial Services Authority (OJK) Regulation No. 11/POJK.03/2022 on "Implementation of Information Technology by Commercial Banks." As a result, every commercial bank must submit a Business Plan to the regulator. This plan is aligned with Bank Jatim's 2024-2028 Corporate Strategic Plan, specifically under Pillar 4 (Digital Transformation), and the 2024-2028 IT Strategic Plan (RSTI), by adopting the PERFECT-I strategy:

Referring to the strategic focus of Bank Jatim's 2024-2028 Corporate Plan under Pillar 4 (Digital Transformation) and the 2024-2028 IT Strategic Plan (RSTI), where RSTI 2024-2028 has mapped out projects for each year, the development of information technology for 2025 consists of 17 projects outlined based on the seven PERFECT-I strategies as follows:

Innovative Ecosystem 1. KKI Fase 2 - KKI Fisik (Supporting) 2. Trade Finance (Supporting) **Innovative Service Innovative Technlogy** SAN Storage DC, DRC, KP 2. Upgrade of Branch 1. JConnect Branch Phase-2 Conventional & Sharia Router (Interconnection with CBS) and Switch (Continuation) 2. Virtual Account Bersaldo Router & Switch for Ecosystem (Hospitals, Universities, Local 3. Paylater (Supporting) Governments) 4. Node HCI Nutanix bankjatim_ **Innovative Processes Innovative People** Ш **Innovative** Banking 1. Enhancement Enterprise **Enhancement Core Banking** Recon System 2. Enhancement JConnect ERP 2. Enhancement of Employee - Automatic Office Competency and 3. Enhancement J-Support Certification Innovative X Customer **Innovative Governance Experience** 1. Enhancement JConnect 1. IT Change Management Loan Enterprise Consultant 2. Big Data Analytics

1. Innovative Services

Customer Service Digitalization - Enhancing the customer experience in every interaction with Bank Jatim through digital services for a more convenient, fast, and secure user experience.

| No | Project Name | Description | | |
|----|---|--|--|--|
| 1 | JConnect Branch Phase-2 (Interconnection with CBS) | Interconnection of self-service services (Teller Services and Account Opening) with the Core Banking System and the SINTA application. | | |
| 2 | Virtual Account Bersaldo | The development of a Virtual Account with Balance is the process of creating a digital payment system that allows users to conduct financial transactions through a virtual account that has been preloaded with funds. This system offers convenience, security, and efficiency in making payments, while also providing users with flexibility in managing their finances digitally. | | |
| 3 | Paylater (Supporting) | An innovation in the development of a collateral-free product, which will be digitally developed to facilitate bill payments for transactions made by customers | | |

2. Innovative Processes

Process Automation and Digital Innovation - Bank Jatim automates business processes that are still carried out manually, implements digitalization, and develops application systems to enhance efficiency in areas such as data processing, verification, and the implementation of other internal controls.

| No | Project Name | Description | | |
|----|--|--|--|--|
| 1 | Enhancement Enterprise Recon | Enhancement Enterprise Rekon helps the bank perform reconnaissance (monitoring) tasks more efficiently, accurately, and quickly. Its focus is on reducing repetitive manual work, improving compliance with regulations, and optimizing data management and operational processes. | | |
| 2 | Enhancement JConnect ERP - Automatic Office | Further development of the ERP system according to Bank Jatim's needs and integration of the developed solutions with the bank's current systems and/or infrastructure. • Asset Management • Inventory (Phase 2) • Budget Sale (Phase 2) | | |
| 3 | Enhancement J-Support | Further development of the J-Support application with additional features Learning Based Risk Assesment | | |

3. Innovative Governance

Governance and Control Enhancement – Bank Jatim continuously improves governance capabilities through cross-functional collaboration and automation of control, compliance, and audit processes. This ensures alignment with the Bank's strategic direction, business needs, and risk levels.

| No | Project Name | Description | |
|----|------------------------------------|--|--|
| 1 | IT Change Management Consultant | A consulting party that assists the organization in planning, managing, and implementing strategic changes related to governance, including data governance & data assets, systems, technology, or IT infrastructure. The consultant is responsible for ensuring a smooth transition from old systems or procedures to new ones with minimal disruption to daily operations. | |

4. Innovative Ecosystem

Collaboration with the Digital Ecosystem – Bank Jatim collaborates with fintech companies, marketplaces, and other technology service providers in a mutually beneficial partnership to achieve digital economic growth and financial inclusion.

| No | Project Name | Description | |
|----|--|--|--|
| 1 | KKI Phase 2 - Physical KKI (Supporting) | The Regional Government Credit Card (KKPD) is a credit card that can be used for payments on expenditures charged to the Regional Budget (APBD). After the cardholder's payment obligations are fulfilled by the issuing bank as agreed, the regional government work units are required to settle the payment obligations within the agreed timeframe through a lump sum payment. | |

| No | Project Name | Description | |
|----|-------------------------------|---|--|
| 2 | Trade Finance (Supporting) | The development of the Trade Finance Application involves creating a digital platform that facilitates various activities in international trade. This application integrates multiple features supporting processes such as issuing Letters of Credit (L/C), trade financing, risk management, and transaction settlement. The primary goal is to accelerate, simplify, and enhance efficiency in conducting international trade transactions. | |

5. Innovative X Customer Experience

Data-Driven Decision-Making - Bank Jatim leverages Business Intelligence & Data Analytics to support informed decision-making, service personalization, business strategy development, operational efficiency enhancement, as well as risk management and monitoring.

| No | Project Name | Description | |
|----|--|--|--|
| 1 | Enhancement JConnect Loan Enterprise. | Development of services to support the processing and monitoring of loan applications/ | |
| 2 | Big Data Analytics | The process of collecting, analyzing, and interpreting large, complex, and diverse datasets (big data) to identify patterns, trends, and insights that assist in decision-making. Big data refers to vast and rapidly growing data sets that cannot be efficiently processed using traditional analytical methods. | |

6. Innovative Technology

Infrastructure & Security Management - Bank Jatim procures and upgrades infrastructure as needed, adopting the latest technologies to enhance security, flexibility, scalability, and infrastructure efficiency.

| No | Project Name | Description |
|----|---|---|
| 1 | SAN Storage DC, DRC, KP | Procurement of SAN Storage devices and infrastructure at the Data Center (DC), Disaster Recovery Center (DRC), and Headquarters to replace the NAS Synology required by the bank. |
| 2 | Upgrade of Branch Conventional & Sharia Router and Switch (Continuation) | Continuation of capacity enhancement for branch firewall hardware and software to secure traffic and enable early threat detection for network security. |
| 3 | Router & Switch for Ecosystem (Hospitals, Universities, Local Governments) | Procurement of routers and switches to support the ecosystem of hospitals, universities (education), and local government institutions. |
| 4 | Node HCI Nutanix | Additional deployment of HCI Nodes and infrastructure at the DC/DRC in the Headquarters to anticipate the growing storage requirements of the bank. |

7. Innovative People

Development Strategy for Operating Model and Human Resources – Supported by an optimal operating model that structures interactions between IT functions and aligns strategies with business needs, Bank Jatim also enhances human resource quality to remain competitive at both regional and international levels.

| No | Project Name | Description | |
|----|---|---|--|
| 1 | Improve Core Banking System | Development of modules or features within the Core Banking System to support Bank Jatim's business processes. | |
| 2 | Enhancement Kompetensi dan Sertifikasi Pegawai | A systematic effort to enhance employee skills and knowledge to enable them to perform their duties and responsibilities more effectively and efficiently. This process involves training, development, and performance evaluation, culminating in certification as recognition of the achieved competencies. | |





Basic for Corporate Governance Implementation

The implementation of Corporate Governance at Bank Jatim always refers to the applicable regulations. The basis for implementing Corporate Governance at Bank Jatim is as follows:

- Law of the Republic of Indonesia Number 7 of 1992 concerning Banking as amended several times, lastly by Law of the Republic of Indonesia Number 6 of 2023 concerning the Stipulation of Governmental Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law along with its amendments.
- Law of the Republic of Indonesia Number 31 of 1999 concerning Eradication of Corruption Crimes as partially repealed by Law of the Republic of Indonesia Number 1 of 2023 concerning Criminal Law along with its amendments.
- Law Number 40 of 2007 concerning Limited Liability Companies as amended several times, lastly by Law of the Republic of Indonesia Number 6 of 2023 concerning the Stipulation of Governmental Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law along with its amendments.
- Corruption Eradication Commission Regulation Number 2 of 2019 concerning Reporting of Gratification.
- Corruption Eradication Commission Regulation Number 07 of 2016 concerning Procedures for Registration, Announcement and Examination of the Assets of State Administrators along with its amendments.
- Financial Services Authority Regulation Number 33/ POJK.04/2014 concerning Directors and Board of Commissioners of Issuers or Public Companies along with its amendments.
- Financial Services Authority Regulation Number 34/POJK.04/2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies along with its amendments.
- 8. Financial Services Authority Regulation Number 35/ POJK.04/2014 concerning Corporate Secretary of Issuers or Public Companies along with its amendments.
- Financial Services Authority Regulation Number 21/ POJK.04/2015 concerning Guidelines for Implementation of Public Company Governance along with its amendments.
- 10. Financial Services Authority Regulation Number 45/ POJK.03/2015 concerning the Implementation of Governance in Providing Remuneration for Commercial Banks along with its amendments.
- 11. Financial Services Authority Regulation Number 55/ POJK.04/2015 concerning the Establishment and Guidelines for the Work Implementation of the Audit Committee along with its amendments
- Financial Services Authority Regulation Number 4/ POJK.03/2016 concerning Assessment of the Soundness of Commercial Banks along with its amendments.
- 13. Financial Services Authority Regulation Number 5/POJK.03/2016 concerning Bank Business Plans along with its amendments.

- 14. Financial Services Authority Regulation Number 18/ POJK.03/2016 concerning the Implementation of Risk Management for Commercial Banks along with its amendments.
- 15. Financial Services Authority Regulation Number 27/ POJK.03/2016 concerning the Fit and Proper Test for Main Parties of Financial Services Institutions along with its amendments.
- Financial Services Authority Regulation Number 29/ POJK.04/2016 concerning Annual Reports of Issuers or Public Companies along with its amendments.
- Financial Services Authority Regulation Number 37/ POJK.03/2019 Concerning Transparency and Publication of Bank Reports along with its amendment.
- Financial Services Authority Regulation Number 11/ POJK.03/2016 concerning Obligation of Minimum Capital Requirements for Commercial Banks along with its amendment.
- Financial Services Authority Regulation Number 17 of 2023 concerning Implementation of Governance for Commercial Banks along with its amendment.
- 20. Financial Services Authority Regulation Number 8 of 2023 concerning Implementation of Anti-Money Laundering Program, Prevention of Terrorism Funding, and Prevention of Mass Weapon Proliferation Funding in the Financial Services Sector along with its amenmdent.
- Financial Services Authority Regulation Number 46/ POJK.03/2017 tentang concerning Implementation of Compliance Function for Commercial Banks along with its amendments
- 22. Financial Services Authority Regulation Number 1/ POJK.03/2019 concerning Implementation of the Internal Audit Function in Commercial Banks along with its amendments.
- 23. Financial Services Authority Circular Letter Number 32/ SEOJK.04/2015 concerning Governance Guidelines for Public Companies.
- 24. Financial Services Authority Circular Letter Number 39/ SEOJK.03/2016 concerning the Fit and Proper Test for Candidates for Controlling Shareholders, Candidates for Members of the Board of Directors, and Candidates for Members of the Board of Commissioners of the Bank.
- Financial Services Authority Circular Letter Number 13/ SEOJK.03/2017 concerning Implementation of Governance for Commercial Banks.
- Financial Services Authority Circular Letter Number 14/ SEOJK.03/2017 concerning Assessment of the Soundness of Commercial Banks.
- 27. Articles of Association of PT East Java Regional Development Bank Tbk. along with the changes.

In addition to the required provisions of the various laws and regulations above, the Company also bases on the GCG implementation guidelines as follows.

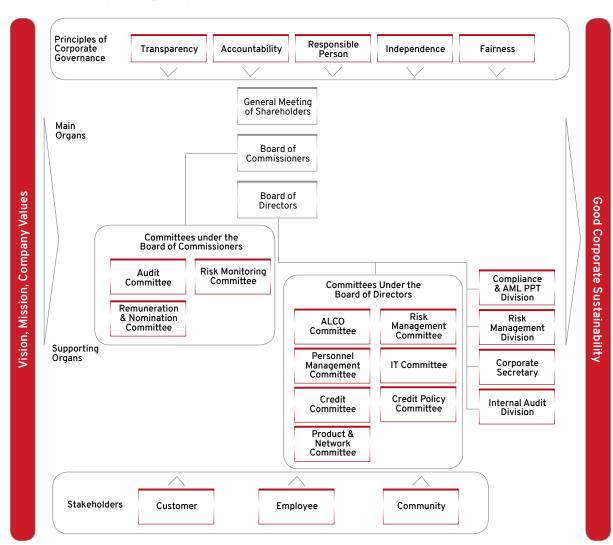
- Principles of Corporate Governance developed by the Organization for Economic Cooperation and Development (OECD).
- 2. ASEAN Corporate Governance Scorecard.
- 3. Indonesian GCG Guidelines developed by the National Committee on Governance Policy (KNKG).
- 4. Principles for Enhancing Corporate Governance published by the Basel Committee on Banking Supervision.

Structure and Mechanism of Corporate Governance

Structure of Corporate Organs

Based on the Law of the Republic of Indonesia Number 40 of 2007 concerning Limited Liability Companies, the Organs of the Company consists of General Meeting of Shareholders (GMS), Board of Commissioners and Board of Directors. Its administration adopts a two tier system, namely Board of Commissioners and Board of Directors, who have specific authority and responsibility based on their respective functions as specified in the Articles of Association and the laws and regulations. Bank Jatim also had supporting organs under the Board of Commissioners and Directors in order to support the effectiveness of the duties and responsibilities of the Main Organs.

The structure of the corporate organs is presented in the chart below.



Governance Soft Structure

In addition to the structure of the Company's Organs, Bank Jatim also has a governance soft structure which is the provisions set by the Board of Directors to implement GCG principles at all levels of the organization. In its implementation, Bank Jatim has various policies/ guidelines in carrying out its functions and duties which are called the Bank's governance infrastructure. The objectives of building the Bank's governance infrastructure are as follows.

| No. | Guidelines | Guide Number | Validation Date |
|-----|--|---|-------------------|
| 1. | Deed of Establishment | Deed of Establishment of PT Bank Pembangunan Daerah Jawa Timur Number 1 dated May 1, 1999 and has been approved by the Minister of Justice under Decree Number: C2-8227.HT.01.01.TH.99 dated May 5, 1999. | May 1, 1999 |
| 2. | Articles of Association | Deed of Restatement of Meeting Decision Number 107 Dated October 30, 2024 and has obtained the Decree of the Minister of Law and Human Rights of the Republic of Indonesia Number AHU-AH.01.03-0207457 Dated November 5, 2024 Concerning Receipt of Notification of Amendments to the Articles of Association of PT Bank Pembangunan Daerah Jawa Timur Tbk. | October 30, 2024 |
| 3. | Product Policy and Internal Audit Activities | 060/02/04/DIR/AUI/KEP | November 30, 2021 |
| 4. | Information Technology Activity and Product Policy (KPA) | 060/02/02/DIR/TEI/KEP | August 12, 2021 |
| 5. | Human Capital Product and Activity Policy (KPA) | 061/02/04/DIR/HCP/KEP | November 21, 2022 |
| 6. | Risk Management Activity Product Policy | 060/02/01/DIR/MJR/KEP | May 4, 2023 |
| 7. | Credit or Financing Activity Product Policy (KPA PAP) | 062/02/02/DIR/MJR/KEP | December 5, 2023 |
| 8. | Product and Activity Policy (KPA) A,L, CFT & PFWMD | 062/02/03/DIR/KPT/KEP | December 12, 2023 |
| 9. | Capital Participation Product and Activity Policy (KPA) | 062/02/04/DIR/MPA/KEP | December 29, 2023 |
| 10. | Accounting Product and Activity Policy (KPA) | 063/02/02/DIR/AMK/KEP | April 04, 2024 |
| 11. | Legal Product and Activity Policy (KPA) | 063/02/03/DIR/HKM/KEP | December 31, 2024 |
| 12. | Standard Operating Procedure (SOP) for the Board of Commissioners | 063/03/51/DKM/KEP | March 28, 2024 |
| 13. | Standard Operating Procedure (SOP) for the Election and/or Replacement of Members of the Board of Commissioners and Members of the Board of Directors | 060/03/04/DK/KEP | May 28, 2021 |
| 14. | Changes to the Standard Operating Procedure (SOP) for the Election and/or Replacement of Members of the Board of Commissioners and Members of the Board of Directors | 060/03/18/DK/KEP | June 28, 2021 |
| 15. | Standard Operating Procedure (SOP) for the Work of the Board of Directors | 063/03/76/DIR/CSE/KEP | May 08, 2024 |
| 16. | Standard Operating Procedure (SOP) for the Work of the Board of Commissioners Committee | 063/03/52/DKM/KEP | March 28, 2024 |
| 17. | Standard Operating Procedure (SOP) for the Selection and/or Replacement of Members of the Board of Commissioners Committee (Independent Party) | 060/03/DK/KEP | January 18, 2021 |
| 18. | Standard Operating Procedure (SOP) Conflict of Interest | 063/03/68/KPT/KEP | April 29, 2024 |
| 19. | Standard Operating Procedure (SOP) for Implementing Litigation & Non-Litigation | 063/03/93/DIR/HKM/KEP | May 31, 2024 |

| No. | Guidelines | Guide Number | Validation Date |
|-----|---|------------------------|--------------------|
| 20. | Standard Operating Procedure (SOP) Compliance | 063/03/44/DIR/KPT/KEP | March 21, 2024 |
| 21. | Standard Operating Procedure (SOP) Prevention of ML, TPPT & PPSPM | 063/03/113/DIR/KPT/KEP | June 20, 2024 |
| 22. | Standard Operating Procedure (SOP) Eradication of ML, TPPT & PPSPM | 063/03/114/DIR/KPT/KEP | June 20, 2024 |
| 23. | Standard Operating Procedure (SOP) Internal Audit Activities | 061/03/60/DIR/AUI/KEP | December 27, 2022 |
| 24. | Standard Operating Procedure (SOP) Anti Fraud Strategy | 063/03/10/DIR/AUI/KEP | February 21, 2024 |
| 25. | Standard Operating Procedure (SOP) Operational Risk Management | 063/03/60/DIR/MRS/KEP | April 19, 2024 |
| 26. | Standard Operating Procedure (SOP) Market Risk Management | 063/03/21/DIR/MRS/KEP | February 27, 2024 |
| 27. | Standard Operating Procedure (SOP) Liquidity Risk Management | 062/03/50/DIR/MRS/KEP | September 22, 2023 |
| 28. | Standard Operating Procedure (SOP) Credit Risk Management | 062/03/49/DIR/MRS/KEP | September 22, 2023 |
| 29. | Standard Operating Procedure (SOP) for Bank Health Level Assessment | 062/03/15/DIR/MJR/KEP | April 5, 2023 |
| 30. | Standard Operating Procedure (SOP) for Implementation of Remuneration Governance for Management and its Facilities | 063/03/06/DKM/KEP | February 2, 2024 |
| 31. | Standard Operating Procedure (SOP) for Grading and Remuneration System | 062/03/36/DIR/HCP/KEP | June 8, 2023 |
| 32. | Standard Operating Procedure (SOP) Personal Data Protection Information Technology | 063/03/62/DIR/TEI/KEP | April 22, 2024 |
| 33. | Standard Operating Procedure (SOP) Information Security Information Technology | 063/03/37/DIR/TEI/KEP | March 08, 2024 |
| 34. | Standard Operating Procedure (SOP) Information Technology Governance | 063/03/43/DIR/TEI/KEP | March 21, 2024 |
| 35. | Standard Operating Procedure (SOP) Preparation of Bank Strategic Plan and Business Plan | 063/03/15/DIR/PSM/KEP | February 26, 2024 |
| 36. | Standard Operating Procedure (SOP) Investor Management | 062/03/40/DIR/CSE/KEP | June 21, 2023 |
| 37. | Standard Operating Procedure (SOP) Implementation of Sustainable Finance | 063/03/75/DIR/PSM/KEP | May 8, 2024 |
| 38. | Standard Operating Procedure (SOP) Social and Environmental Responsibility | 063/03/83/DIR/CSE/KEP | May 20, 2024 |
| 39. | Standard Operating Procedure (SOP) Bank Business Group (KUB) | 063/03/147/DIR/MPA/KEP | December 31, 2024 |
| 40. | Standard Operating Procedure (SOP) Financial Reporting | 062/03/69/DIR/AMK/KEP | December 12, 2023 |
| 41. | Technical Guidelines for Bank Governance Self Assessment | 063/04/95/KPT/SE | November 06, 2024 |
| 42. | Technical Guidelines for Self Assessment of Bank Governance in the Bank Business Group (KUB) | 063/04/124/KPT/SE | December 31, 2024 |
| 43. | Technical Guidelines for the Implementation of Corporate Actions of Subsidiaries of Group Banks (KUB) | 063/04/123/CSE/SE | December 31, 2024 |

Corporate Governance Mechanism

Shareholders

In the Articles of Association, Shareholders are Series A Shareholders and Series B Shareholders, unless expressly stated otherwise. The Company's shares consist of series A shares which are exclusively owned by the Provincial, City and Regency Governments in East Java and Series B shares which can be owned by Directors, Board of Commissioners, Employees, Provincial Governments, City and Regency Governments throughout East Java and the community.

Rights of The Shareholders

By regarding the Articles of Association of the Company based on the Deed of Restatement of Meeting Resolutions of PT Bank Pembangunan Daerah Jawa Timur Tbk Number 107 dated October 30, 2024, Article 5 paragraph (2) of the Articles of Association of the Company stipulated the rights of shareholders as follows

- Series A is shares which give special rights to their holders in the attendance and approval quorum as referred to in Article 14 of the Articles of Association for:
 - Attending and approving the appointment, dismissal and approval of the resignation of the Directors and Board of Commissioners.
 - Attending and approving changes in the articles of association for issuance of equity securities or changes in issued and paid up capital.
 - Attending and approving stock deposits in the form of objects other than money, both tangible and intangible objects.
 - Attending and approving the merger, consolidation, acquisition and separation and submission of an application so that the Company is declared bankrupt and the liquidation of the Company.
- Except for the special rights referred to in paragraph (2) letter a of article 5, holders of series B shares shall have the same rights.

In addition, Shareholders also have the right to approve remuneration and election for members of the Board of Directors and Board of Commissioners and to propose agenda items for the GMS and propose holding a GMS in accordance with the ownership percentage requirements. As long as there is no other stipulation in the Articles of Association, series A shareholders & series B shareholders have the same rights and every 1 (one) share gives 1 (one) vote.

All Shareholders have the same rights in obtaining information related to the Bank. Bank Jatim provides the same treatment to all Shareholders in providing information needed by investors or Shareholders so that there is no inside information

that is only known by the Majority Shareholders. The Bank also encourages the involvement of Shareholders outside the GMS through investor relations, one on one meetings and analyst meetings.

General Meeting of Shareholders

The General Meeting of Shareholders (GMS) of the Company consisted of the Annual GMS and Extraordinary GMS. Annual GMS was held annually no later than 6 (six) months after the Company's financial year was closed. Extraordinary GMS could be held at any time based on the need to discuss and decide on the agenda of the meeting.

Rules of GMS

- At the implementation of the GMS, the rules of procedure for the GMS are given to the shareholders who are present.
- 2. The GMS agenda is read out before the GMS begins.
- At the opening of the GMS, the chairperson of the GMS provides an explanation to the shareholders that contains at least:
 - a. General condition of the Bank.
 - b. Meeting agenda.
 - c. Decision-making mechanism related to meeting agenda through voting method.
 - d. Procedures for exercising shareholder rights to submit questions and/or opinions.

If the meeting agenda concerns the appointment of members of the Board of Directors and/or members of the Board of Commissioners, the curriculum vitae of prospective members of the Board of Directors and/or members of the Board of Commissioners to be appointed shall be submitted via the Bank Jatim website.

The Process of Implementing a GMS and Voting

The GMS is held by making announcements and summons to the Shareholders. Announcement of the GMS shall be made no later than 14 (fourteen) days prior to the summons for the GMS, excluding the date of announcement and the date of the invitation. Summons to the GMS shall be made no later than 21 (twenty-one) days before the GMS, excluding the date of the summons and the date of the GMS.

The summons for the GMS at least contain information on the date of the GMS, the time for holding the GMS, the venue, provisions for shareholders who are entitled to attend the GMS, the agenda of the meeting including an explanation of each agenda item, and information stating that materials related to the agenda of the meeting are available to shareholders from the date of the invitation to the GMS until the GMS is held.

The GMS is chaired by a member of the Board of Commissioners who is appointed by the Board of Commissioners who is appointed by the Board of Commissioners. In the event that all members of the Board of Commissioners are absent or unable to attend due to any reason that does not need to be proven to a third party, the GMS is chaired by a member of the Board of Directors who is appointed by the Board of Directors. In the event that all members of the Board of Directors are absent or unable to attend, the GMS shall be chaired by shareholders who attend the GMS who are appointed from and by the GMS participants.

The GMS can be held if attended by shareholders or their legal proxies who represent more than ½ (one half) of the total number of valid shares and the decision is approved by more

than $\frac{1}{2}$ (one half) of the total shares with voting rights present. in the GMS unless otherwise stipulated in the applicable laws and regulations.

Each shareholder can be represented at the GMS by other holders or a third party with a proxy. The proxy form has been available on the Bank website since the summons for the GMS. Each share gives the owner the right to cast 1 (one) vote. Voting can be done electronically (poll). All decisions are made based on deliberation to reach consensus. In the event that a decision based on deliberation to reach a consensus is not reached, then the decision is made based on an agreed vote as determined in the articles of association of the Bank. The GMS minutes stated that shareholders were given the opportunity to submit questions/opinions and the questions raised by shareholders and answers given.

Implementation of Annual GMS For Fiscal Year 2023 and Its Realization

| Information | Announcement | Invitation | Implementation | GMS Results |
|---|---|--|--|--|
| Notification of a Meeting to be Held with the Financial Services Authority, Reference Number 062/405.2/DIR/CSE/Srt, Dated December 21, 2023. | Publishing an announcement regarding the convening of a General Meeting of Shareholders on the websites of the Indonesia Stock Exchange, PT Kustodian Sentral Efek Indonesia, and the Company's website, Reference Number 063/01/DIR/CSE/Srt, Dated January 2, 2024. The announcement is made in both Indonesian and English. | Publishing the Notice of Meeting to Shareholders on the websites of the Indonesia Stock Exchange, PT KSEI, and the Company's website, Reference Number 063/016/DIR/CSE/Srt, Dated January 16, 2024. The notice is provided in both Indonesian and English. | The meeting is scheduled to be held on Wednesday, February 7, 2024, at the Head Office of Bank Jatim. | - Submission of the Meeting Summary to the Financial Services Authority, Reference Number 063/51/CSE/CMAI/Srt, Dated February 13, 2024 Submission of the Minutes of Meeting to the Financial Services Authority, Reference Number 063/107/CSE/CMAI/Srt, Dated February 28, 2024. |

Vote Counting Independent Parties

The Company appointed independent parties, namely Notary Sitaresmi Puspadewi Subianto and and PT Datindo Entrycom in calculating and/or validating votes.

Attendance Recapitulation at The Annual GMS for Fiscal Year 2023

The Board of Commissioners and Directors of Bank Jatim who attended the 2023 Annual GMS are as follows.

| No. | Name | Position | Attendance |
|-----|---------------------|---|------------|
| 1. | Muhammad Mas'ud | Independent Commissioner | Present |
| 2. | Adhy Karyono | Commissioner | Present |
| 3. | Candra Fajri Ananda | Independent Commissioner | Present |
| 4. | Sumaryono | Independent Commissioner | Present |
| 5. | Busrul Iman | President Director | |
| 6. | Edi Masrianto | Director of Finance, Treasury & Global Services | Present |
| 7. | Tonny Prasetyo | Director of Compliance P | |
| 8. | R. Arief Wicaksono | Director of Micro, Retail & Medium | Present |
| 9. | Eko Susetyono | Director of Risk Management | Present |
| 10. | Zulhelfi Abidin | Director of IT & Digital | Present |

Decisions and Realization of the Annual GMS for Fiscal Year 2023

First Meeting Agenda

Approval of the Company's Annual Report regarding the Condition and Operation of the Company during the 2023 Financial Year, including the Report on the Implementation of the Supervisory Duties of the Board of Commissioners during the 2023 Financial Year and the Ratification of the Company's Financial Statements for the 2023 Financial Year.

The total of Shareholders submitting Questions and/or providing opinions was 1 (one) people.

Voting Results

: 12,544,113,826 Shares (99.941%) consisting of Series A: 11,934,147,982 Shares and Series B: 609,965,844 Shares Agree

: 8,400 Shares (0.0000669%) which are all Series B Shares Disagree Abstain : 7,343,276 Shares (0.058%) which are all Series B Shares

Decision

- Approve and ratify:
 - The Company's Annual Report as presented by the Board of Directors for the 2023 fiscal year.

 - b. The Supervisory Report as presented by the Board of Commissioners for the 2023 fiscal year.
 c. The Company's Financial Statements for the fiscal year ending on December 31, 2023, which have been audited by the Public Accounting Firm Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partners, in accordance with the Independent Auditor's Report dated January 15, 2024, with an unqualified opinion in all material respects.
- 2. With the approval and ratification of the Annual Report, the Supervisory Report of the Board of Commissioners, and the Company's Financial Statements for the 2023 fiscal year, the meeting grants full release and discharge (acquit et de charge) to all members of the Board of Directors for management actions and to all members of the Board of Commissioners for supervisory actions carried out during the fiscal year ending on December 31, 2023, to the extent that such actions are reflected in the Company's Financial Statements.

Status: Realized

Second Meeting Agenda

Determination of the use of the Company's net profit for the financial year 2023 including the provision of bonuses for employees as well as bonuses and remuneration for the Board of Directors and the Board of Commissioners.

The total of Shareholders submitting Questions and/or providing opinions was 1 (one) people.

Voting Results

Agree :12,475,334,446 Shares (99.393%) consisting of Series A: 11,934,147,982 Shares and Series B: 541,186,464 Shares

: 76,105,856 Shares (0.606%) which are all Series B Shares Disagree Abstain : 25,200 Shares (0.0002%) which are all Series B Shares

Decision

- 1. Approval of the Use of the Company's Net Profit for the 2023 Fiscal Year as follows:
 - a. 55.55% (fifty-five point fifty-five percent) of the net profit for the 2023 fiscal year, amounting to IDR 816,692,940,679.98 (eight hundred sixteen billion six hundred ninety-two million nine hundred forty thousand six hundred seventy-nine point ninety-eight rupiah), is allocated as cash dividends for the 2023 fiscal year. Accordingly, an amount of IDR 54.39 (fifty-four point thirty-nine rupiah) per share is determined as cash dividends for the 2023 fiscal year, which will be distributed in cash to all shareholders recorded in the Company's Shareholder Register as of February 22, 2024, and will be paid no later than March 8, 2024. Furthermore, the Board of Directors is authorized to regulate the procedures for cash dividend payments.
- b. 44.45% (forty-four point forty-five percent) of the net profit, amounting to IDR 653,411,992,299.02 (six hundred fifty-three billion four hundred eleven million nine hundred ninety-two thousand two hundred ninety-nine point zero two rupiah), is allocated as General Reserves.
- 2. Furthermore, Bonus and Tantiem Reserves for the 2023 Fiscal Year have been established at IDR 367,526,233,244.00 (three hundred sixtyseven billion five hundred twenty-six million two hundred thirty-three thousand two hundred forty-four rupiah). Referring to the resolution of the Annual General Meeting of Shareholders (AGMS) for the 2022 fiscal year, which granted authority to the Board of Commissioners to determine the remuneration for the Company's Management in 2023, the Board of Commissioners Meeting on January 29, 2024, after considering recommendations from the Remuneration and Nomination Committee, decided on the distribution of employee bonuses and tantiem (performance-based incentives) for the Company's Management, which includes the Board of Directors and the Board of Commissioners, along with those assisting the Board of Commissioners, including the Sharia Supervisory Board, for the 2023 fiscal year, as follows:
 - a. Employee bonuses: 86.5% (eighty-six point five percent).
 - b. Tantiem for the Company's Management, including the Board of Directors, Board of Commissioners, and those assisting the Board of Commissioners, including the Sharia Supervisory Board: 13.5% (thirteen point five percent). A portion of this tantiem will be paid in cash, and in accordance with OJK Regulation No. 45/POJK.03/2015, a portion of the tantiem for the Board of Commissioners and Board of Directors will be deferred in the form of cash and shares through the Long-Term Incentive Program

The Board of Directors is granted the authority to distribute these amounts among the eligible recipients while ensuring compliance with applicable rules and regulations.

3. Granting authority and power to the Board of Commissioners to determine the remuneration for the Company's Management, including the Board of Directors, Board of Commissioners, and those assisting the Board of Commissioners, including the Sharia Supervisory Board for the 2024 fiscal year, while considering recommendations from the Remuneration and Nomination Committee and reporting this in the Annual Report.

Status: Realized

Third Meeting Agenda

Granting Power of Attorney to the Board of Commissioners to Appoint a Public Accounting Firm to Audit the Company's Financial Statements for the 2024 Financial Year.

There were no Shareholders asking Questions and/or providing opinions

Voting Results

Agree : 12,447,060,646 Shares (99.168%) consisting of Series A: 11,934,147,982 Shares and Series B: 512,912,664 Shares

Disagree :104,380,056 Shares (0.83%) which are all Series B Shares Abstain :24,800 Shares (0.00019%) which are all Series B Shares

Decision

Approved to grant authorization to the Board of Commissioners to appoint a public accounting firm to audit the company's f inancial statements for the 2024 financial year.

Status: Realized

Fourth Meeting Agenda

Approval of the Company's Corporate Action

There were no Shareholders asking Questions and/or providing opinions

Voting Results

Agree : 12,021,661,182 Shares (95.778%) consisting of Series A: 11,934,147,982 Shares and Series B: 87,513,200 Shares

Disagree : 529,779,220 Shares (4.22%) which are all Series B Shares Abstain : 25,100 Shares (0.0002%) which are all Series B Shares

Decision

To approve the Company's Corporate Action in the form of Capital Participation to Bank Lampung for the process of forming a Bank Business Group (KUB) as referred to in OJK Regulation Number 12/POJK.03/2020 concerning Commercial Bank Consolidation.

Status: Realized

Fifth Meeting Agenda

Changes to Pension Fund Regulations

There were no Shareholders asking Questions and/or providing opinions

Voting Results

Agree : 12,048,072,482 Shares (95.989%) consisting of Series A: 11,934,147,982 Shares and Series B: 113,924,500 Shares

Disagree : 502,637,520 Shares (4.0046%) which are all Series B Shares Abstain : 755,500 Shares (0.006%) which are all Series B Shares

Decision

- Approve the amendment to the Pension Fund Regulations.
- 2. Approved to authorize the Pension Fund Founder, namely the Board of Directors to give approval if in the future there are changes to the Pension Fund regulations that affect funding, in accordance with the Company's financial condition.

Status: Realized

Sixth Meeting Agenda

Changes in the Composition of the Company's Management

There were no Shareholders asking Questions and/or providing opinions

Voting Results

Agree : 12,020,956,982 Shares (95.77%) consisting of Series A: 11,934,147,982 Shares and Series B: 86,809,000 Shares

Disagree : 530,482,020 Shares (4,226%) which are all Series B Shares Abstain : 26,500 Shares (0.0002%) which are all Series B Shares **Director of Compliance**

Decision

1. Honorably discharged the Members of the Board of Commissioners and the Board of Directors from office, effective as of the close of the meeting with gratitude for their contribution of energy and thought during their tenure in the Company, namely:

| | President Commissioner | : | Alm. Suprajarto | |
|----|--|-------|---------------------|--|
| | Independent Commissioner | : | Candra Fajri Ananda | |
| | Director of Compliance | : | Tonny Prasetyo | |
| 2. | Approved and appointed the Company's Manag | ement | as follows: | |

Effective as of the closing of the Meeting with the term of office ending at the closing of the 5th (fifth) Annual General Meeting of Shareholders from the date of appointment, or after the successor passes the Fit and Proper Test by the Financial Services Authority.

Umi Rodiyah

Therefore, the composition of the Company's Management is as followst:

| President Commissioner : - Independent Commissioner : Muhammad Mas'ud Independent Commissioner : Sumaryono Independent Commissioner : - Commissioner : Adhy Karyono Board of Directors President Director : Busrul Iman Director of Finance, Treasury & Global Services : Edi Masrianto Director of Micro, Retail & Medium : R. Arief Wicaksono | oard of Commissioners | | |
|---|--|-----|--------------------|
| Independent Commissioner : Sumaryono Independent Commissioner : - Commissioner : Adhy Karyono Board of Directors President Director : Busrul Iman Director of Finance, Treasury & Global Services : Edi Masrianto Director of Micro, Retail & Medium : R. Arief Wicaksono | resident Commissioner | : - | |
| Independent Commissioner : - Commissioner : Adhy Karyono Board of Directors President Director : Busrul Iman Director of Finance, Treasury & Global Services : Edi Masrianto Director of Micro, Retail & Medium : R. Arief Wicaksono | ndependent Commissioner | : M | Nuhammad Mas'ud |
| Commissioner : Adhy Karyono Board of Directors President Director : Busrul Iman Director of Finance, Treasury & Global Services : Edi Masrianto Director of Micro, Retail & Medium : R. Arief Wicaksono | ndependent Commissioner | : S | Sumaryono |
| Board of Directors President Director : Busrul Iman Director of Finance, Treasury & Global Services : Edi Masrianto Director of Micro, Retail & Medium : R. Arief Wicaksono | ndependent Commissioner | : - | |
| President Director : Busrul Iman Director of Finance, Treasury & Global Services : Edi Masrianto Director of Micro, Retail & Medium : R. Arief Wicaksono | ommissioner | : A | Adhy Karyono |
| Director of Finance, Treasury & Global Services : Edi Masrianto Director of Micro, Retail & Medium : R. Arief Wicaksono | oard of Directors | | |
| Director of Micro, Retail & Medium : R. Arief Wicaksono | resident Director | : В | Busrul Iman |
| | irector of Finance, Treasury & Global Services | : E | di Masrianto |
| Director of IT & Digital . Zulholfi Abidin | irector of Micro, Retail & Medium | : R | R. Arief Wicaksono |
| Director of the Digital : Zullielli Abidili | irector of IT & Digital | : Z | Zulhelfi Abidin |
| Director of Risk Management : Eko Susetyono | irector of Risk Management | : E | ko Susetyono |
| Director of Operations : Arif Suhirman | irector of Operations | : A | Arif Suhirman |
| Director of Compliance : Umi Rodiyah | irector of Compliance | : U | Jmi Rodiyah |

- 1. Granting authority to the Governor of East Java to conduct the selection process for candidates for the Company's Management whose terms have ended and/or in the event of a vacancy.
- Regarding the filling of vacant positions on the Board of Commissioners, approval will be sought at the next General Meeting of Shareholders to be held by the Company, considering the current conditions. This process may exceed the time limit for filling vacant positions on the Board of Commissioners as stipulated in the Company's Articles of Association.
- 3. Granting authority to the Board of Commissioners to appoint one (1) member among them as the Appointed Commissioner, who will have the duty and authority to coordinate the administration of general activities to facilitate the Board of Commissioners' tasks, due to the vacant position of the President Commissioner.
- 4. Granting authority to the Board of Commissioners to determine the remuneration of the appointed Directors until the announcement of the results of the Fit and Proper Test by the Financial Services Authority (Otoritas Jasa Keuangan), considering the recommendations of the Remuneration and Nomination Committee.
- Granting authority and power to the Board of Directors, with the right of substitution, to carry out all necessary processes and actions, including notifications to regulators, as required by applicable laws and regulations.

Status: Realized

The Implementation of The Extraordinary General Meeting on September 26, 2024 and its Realization

| Information | Announcement | Invitation | Implementation | GMS Results |
|--|---|--|---|---|
| Notification regarding the Meeting to be held was submitted to the Financial Services Authority (Otoritas Jasa Keuangan) via letter No. 063/250/ DIR/CSE/Srt dated August 12, 2024. | Announcement of the Meeting Invitation to Shareholders was advertised on the Indonesia Stock Exchange (IDX) website, the PT Kustodian Sentral Efek Indonesia (KSEI) website, and the Company's website via letter No. 063/256/DIR/CSE/Srt dated August 20, 2024. The announcement was published in both Indonesian and English. | Publication of the Meeting Invitation to Shareholders was advertised on the IDX website, the PT KSEI website, and the Company's website via letter No. 063/264/DIR/CSE/Srt dated September 4, 2024. The invitation was published in both Indonesian and English. | The Meeting was held on Thursday, September 26, 2024, at the Bank Jatim Head Office. | - Summary Minutes of the Meeting were submitted to the Financial Services Authority via letter No. 063/624/CSE/CMAI/Srt dated September 30, 2024 Official Minutes of the Meeting were submitted to the Financial Services Authority via letter No. 063/702/CSE/CMAI/Srt dated October 17, 2024. |

Vote Counting Independent Parties

The Company appointed independent parties, namely Notary Sitaresmi Puspadewi Subianto and PT Datindo Entrycom in calculating and/or validating votes.

Attendance Recapitulation at The Extraordinary GMS In 2024

The Board of Commissioners and Directors of Bank Jatim who attended the 2024 Extraordinary GMS were as follows.

| No. | Name | Position | Attandance |
|-----|-----------------------|--|---|
| 1. | Muhammad Mas'ud | Independent Commissioner | Present |
| 2. | Sumaryono | Independent Commissioner | Present |
| 3. | Kh. Afifuddin Muhajir | Sharia Supervisory Board | Present (in the Meeting attend online) |
| 4. | Sukadiono | Sharia Supervisory Board | Present |
| 5. | Busrul Iman | President Director | Present |
| 6. | Edi Masrianto | Director of Finance, Treasury & Global Services (at the time of the GMS, concurrently serves as Acting Director of Operations) | Present |
| 7. | Arif Suhirman | Director of Operations (at the time of the GMS, concurrently serves as Acting Director of Compliance) | Present |
| 8. | R. Arief Wicaksono | Director of Micro, Retail & Medium | Present |
| 9. | Umi Rodiyah | Director of Compliance | Not present (during the meeting due to illness) |
| 10. | Zulhelfi Abidin | Director of IT & Digital | Present |
| 11. | Eko Susetyono | Director of Risk Management | Present |

Decisions and Realization of The Extraordinary GMS In 2024

First Meeting Agenda

Amendments to the Articles of Association

No Shareholders raised any questions and/or provided opinions.

Votina Results

Agree : 11,985,106,682 Shares (97.0131816%) consisting of Series A: 11,934,147,982 Shares and Series B: 50,958,700 Shares.

Disagree : 368,393,661 shares (2.9819544%) all of which are Series B shares. Abstain : 600.900 Shares (0.0048640%) which are all Series B Shares.

Decision

- 1. Approving the amendments to the Company's Articles of Association to align with OJK Regulation No. 12 of 2023 concerning Sharia Business Units, specifically:
 - Article 16, Paragraph 1 on the Duties & Authorities of the Board of Directors: The Board of Directors is fully responsible for managing the Company and developing the Sharia Business Unit.
 - Article 19, Paragraph 2, Point D on the Duties & Authorities of the Board of Commissioners: Assisting and encouraging efforts for the development and growth of the Company as well as the Sharia Business Unit.
- 2. Granting power and authority to the Board of Directors to take the necessary follow-up actions regarding the amendments to the Articles of Association, including notification to the relevant authorities in accordance with applicable laws and regulations.

Status: Realized

Second Meeting Agenda

Approval of the Company's Corporate Action

No Shareholders raised any questions and/or provided opinions.

Voting Results

Agree :12,134,127,082 Shares (98.2194240%) consisting of Series A: 11,934,147,982 Shares and Series B: 199,979,100 Shares.

Disagree : 219,372,261 shares (1.7757039%) which are all Series B shares. Abstain : 601,900 Shares (0.0048721%) which are all Series B Shares.

Decision

Approved the Company's Corporate Action in the form of Capital Participation to Bank Banten amounting to IDR10,000,000,000.000 (ten billion rupiah) which will be continued in the KUB stage process.

Status: Realized

Third Meeting Agenda

Changes in the Composition of the Company's Management

No Shareholders raised any questions and/or provided opinions.

Voting Results

Agree : 11,981,833,482 Shares (96.9866868%) consisting of Series A: 11,934,147,982 Shares and Series B: 47,685,500 Shares.

Disagree : 371,665,261 shares (3.0084363%) all of which are Series B shares Abstain : 602,500 Shares (0.0048769%) which are all Series B Shares.

Decision

3. Approving and appointing the Company's Management. Independent Commissioner: Dadang Setiabudi Effective from the closing of the meeting, with a term ending at the close of the 4th (fourth) Annual General Meeting of Shareholders from the date of appointment, or after a successor has passed the Fit and Proper Test conducted by the Financial Services Authority. Accordingly, the composition of the Company's Management is as follows:

| Board of Commissioners | | | | |
|--------------------------|--------------------|--|--|--|
| Commissioners | : Adhy Karyono | | | |
| Independent Commissioner | : Muhammad Mas'ud | | | |
| Independent Commissioner | : Sumaryono | | | |
| Independent Commissioner | : Dadang Setiabudi | | | |

| Sharia Supervisory Board | |
|---|-------------------------|
| Sharia Supervisory Board | : KH. Afifuddin Muhajir |
| Sharia Supervisory Board | : Sukadiono |
| Board of Directors | |
| President director | : Busrul Iman |
| Director of Micro, Retail and Medium | : R. Arief Wicaksono |
| Director of Compliance | : Umi Rodiyah |
| Director of Finance, Treasury & Global Services | : Edi Masrianto |
| Director of Operations | : Arif Suhirman |
| Director of IT & Digital | : Zulhelfi Abidin |
| Director of Risk Management | : Eko Susetyono |

- 4. Granting authority to the Governor of East Java to conduct the selection process for candidates for the Company's Management whose terms have ended and/or in the event of a vacancy.
- 5. Regarding the filling of vacant positions in the Board of Commissioners, approval will be sought at the nearest General Meeting of Shareholders to be held by the Company, considering the current circumstances. This process may exceed the time limit for filling vacant positions in the Board of Commissioners as stipulated in the Company's Articles of Association.
- 6. Granting power to the Board of Commissioners to determine the remuneration of the appointed Board of Commissioners until the announcement of the results of the Fit and Proper Test by the OJK, taking into account recommendations from the Remuneration and Nomination Committee.
- 7. Granting power and authority to the Board of Directors, with the right of substitution, to carry out all necessary processes and actions, including notifying regulatory authorities as required by applicable laws and regulations.

Status: Realized

Implementation of The Extraordinary GMS on December 11, 2024 and its Realization

| Information | Announcement | Invitation | Implementation | GMS Result |
|--|---|---|--|--|
| Notification of the Meeting to the Financial Services Authority with letter number 063/388/DIR/ CSE/Srt dated October 25, 2024. | Publication of an announcement regarding the upcoming Meeting Invitation to the Shareholders on the websites of the Indonesia Stock Exchange, PT Kustodian Sentral Efek Indonesia, and the Company's website with letter number 063/396/DIR/CSE/Srt dated November 4, 2024. The announcement is published in both Indonesian and English. | Publication of the Meeting Invitation to the Shareholders on the websites of the Indonesia Stock Exchange, PT KSEI, and the Company's website with letter number 063/422/DIR/CSE/Srt dated November 19, 2024. The invitation is published in both Indonesian and English. | The Meeting will be held on Thursday, December 11, 2024, at the Bank Jatim Head Office. | - Submission of the Meeting Summary to the Financial Services Authority with letter number 063/470/DIR/CSE/Srt dated December 13, 2024 Submission of the Minutes of Meeting to the Financial Services Authority with letter number 064/02/DIR/CSE/Srt dated January 3, 2025. |

Vote Counting Independent Parties

The Company appointed independent parties, namely Notary Sitaresmi Puspadewi Subianto and PT Datindo Entrycom in calculating and/or validating votes.

Attendance Recapitulation at The 2024 Extraordinary GMS

The Board of Commissioners and Directors of Bank Jatim presented at the 2024 Extraordinary GMS were as follows.

| No. | Name | Position | Attandance |
|-----|-----------------------|--|-------------|
| 1. | Muhammad Mas'ud | Independent Commissioner | Present |
| 2. | Sumaryono | Independent Commissioner | Present |
| 3. | Dadang Setiabudi | Independent Commissioner | Present |
| 4. | Kh. Afifuddin Muhajir | Sharia Supervisory Board | Not present |
| 5. | Sukadiono | Sharia Supervisory Board | Not present |
| 6. | Busrul Iman | President Director | Present |
| 7. | Edi Masrianto | Director of Finance, Treasury & Global Services | Not present |
| 8. | Arif Suhirman | Director of Operations | Present |
| 9. | R. Arief Wicaksono | Director of Micro, Retail & Medium (at the time of the GMS, concurrently serves as Acting Director of Finance, Treasury & Global Services) | Present |
| 10. | Umi Rodiyah | Director of Compliance | Present |
| 11. | Zulhelfi Abidin | Director of IT & Digital | Present |
| 12. | Eko Susetyono | Director of Risk Management | Present |

Decisions and Implementation of The 2024 Extraordinary General Meeting of Shareholders

First Meeting Agenda

Approval of the Company's Corporate Action

No Shareholders raised any questions and/or provided opinions.

Voting Results

Agree : 11,730,556,025 Shares (97.599%) consisting of: Series A 11,614,904,525 Shares, Series B 115,651,500 Shares

Disagree : 288,379,130 Shares (2,399%) which are all Series B Shares : 121,100 Shares (0.001%) which are all Series B Shares.

Decision

Approving the Company's Corporate Actions in the form of:

- Capital participation in Bank Sultra of up to IDR 100 billion.
- Capital participation in Bank NTT ranging from IDR 50 billion to IDR 100 billion.

The Company's capital participation is carried out in accordance with East Java Provincial Regulation No. 8 of 2019 concerning Regional-Owned Enterprises and is part of the process of forming a Banking Business Group

Status: Realized

Second Meeting Agenda

Adjustment of the Company's Management Nomenclature

No Shareholders raised any questions and/or provided opinions.

Voting Results

Agree : 11,817,283,625 Shares (98.321%) consisting of: Series A 11,614,904,525 Shares, Series B 202,379,100 Shares

Disagree : 201,624,139 Shares (1.677%) which are all Series B Shares Abstain : 148,500 Shares (0.001%) which are all Series B Shares.

Decision

4. Approved the change in the nomenclature of the Company's management, namely the Board of Directors:

| Old Nomenclature | New Nomenclature |
|--|--|
| President director | President Director |
| Director of Micro, Retail and Medium | Director of Micro Business, Retail & Sharia Business |
| Director of Risk Management | Director of Risk Management |
| Director of IT & Digital | Director of IT, Digital & Operations |
| Director of Operations | Director of Medium Business, Corporate & Network |
| Director of Finance, Treasury & Global Services | Director of Finance, Treasury & Global Service |
| Director of Compliance | Director of Compliance |
| New Nomenclature | Name of Directors |
| President Director | Busrul Iman |
| Director of Micro Business, Retail & Sharia Business | R. Arief Wicaksono |
| Director of Risk Management | Eko Susetyono |
| Discrete a stiT Distinct O Oscardiana | Zulhelfi Abidin |
| Director of IT, Digital & Operations | Zumem Abium |
| | Arif Suhirman |
| Director of Medium Business, Corporate & Network Director of Finance, Treasury & Global Service | |
| Director of Medium Business, Corporate & Network | Arif Suhirman |

- 1. Granting power and authority to the Board of Directors to make adjustments to the Company's Organizational Structure for the change in nomenclature.
- 2. Granting power and authority to the Board of Directors with the right of substitution to carry out all necessary processes and actions including notification to regulatory parties as required by applicable laws and regulations.

Status: Realized

Implementation of Annual GMS For Fiscal Year 2022 and Its Realization

| Information | Announcement | Invitation | Implementation | GMS Result |
|---|--|---|---|--|
| Notifying the Financial Services Authority that a meeting would be held with the letter number: 062/056/DIR/CSE/Srt date February 24, 2023 | Advertising the announcement regarding the Invitation of Meeting to the Shareholders on the website of the Indonesia Stock Exchange, the website of PT Kustodian Sentral Efek Indonesia and the Company's website on February 8, 2022 the Company's website with letter number 062/091/DIR/CSE/Srt date March 3, 2023. Announcements are delivered in Indonesian and English | Advertising the Invitation to Shareholders on the Indonesia Stock Exchange website, PT KSEI website, the Company's website with letter number 062/107/DIR/CSE/Srt date March 21, 2023. Calls are delivered in Indonesian and English. | Held on April 12, 2023, at the Bank Jatim Head Office | - Submission of Summary of Minutes to Financial Services Authority number 062/149/DIR/CSE/Srt dated April 14, 2023 - Submission of Summary of Minutes to Financial Services Authority number 062/190/DIR/CSE/Srt dated May 9, 2023 |

Vote Counting Independent Parties

The Company appointed independent parties, namely Notary Sitaresmi Puspadewi Subianto and PT Datindo Entrycom in calculating and/or validating votes.

Attendance Recapitulation at The Annual GMS for Fiscal Year 2022

The Board of Commissioners and Directors of Bank Jatim who attended the 2022 Annual GMS are as follows.

| No. | Name | Position | Attendance |
|-----|---------------------|---|------------|
| 1. | Suprajarto | President Commissioner | Present |
| 2. | Muhammad Mas'ud | Independent Commissioner | Present |
| 3. | Heru Tjahjono | Commissioner | Present |
| 4. | Candra Fajri Ananda | Independent Commissioner | Present |
| 5. | Sumaryono | Independent Commissioner | Present |
| 6. | Busrul Iman | President Director | Present |
| 7. | Edi Masrianto | Director of Finance, Treasury & Global Services | Present |
| 8. | Tony Prasetyo | Pgs. Compliance | Present |
| 9. | R. Aried Wicaksono | Director of Micro, Retail & Medium | Present |
| 10. | Eko Susetyono | Director of Risk Management | Present |
| 11. | Zulhelfi Abidin | Director of IT & Digital | Present |
| 12. | Eko Susetyono | Director of Risk Management | Present |

Decisions and Realization of the Annual GMS for Fiscal Year 2022

First Meeting Agenda

Approval of the Company's Annual Report regarding the Condition and Operation of the Company during the 2022 Financial Year, including the Report on the Implementation of the Supervisory Duties of the Board of Commissioners during the 2022 Financial Year and the Ratification of the Company's Financial Statements for the 2022 Financial Year.

The total of Shareholders submitting Questions and/or providing opinions was 3 (three) people.

Voting Results

Agree :12,638,735,377 shares (99.940%) consisting of Series A: 11,862,056,231 shares and Series B: 776,679,146 shares

Disagree : 30,100 shares (0.0002%) which are all Series B shares Abstain : 7,449,176 shares (0.058%) which are all series B shares

Decision

- Approve and certify:
 - a. The Company's Annual Report that has been submitted by the Board of Directors for the 2022 Fiscal Year.
 - b. Supervisory Task Report that has been submitted by the Board of Commissioners for Fiscal Year 2022.
 - c. The Company's Financial Statements for the financial year ended December 31, 2022 which have been audited by the Public Accounting Firm of Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partner in accordance with the Independent Auditor's Report dated February 13, 2023, with a Fair opinion in all material respects.
- 2. With the approval and ratification of the Annual Report, Report on the Supervisory Duties of the Board of Commissioners and the Company's Financial Statements for the 2022 Financial Year, the Meeting granted full discharge and release from responsibilities (acquit et de charge) to all members of the Board of Directors for management actions and to all members of the Board of Directors. Commissioner for supervisory actions that have been carried out during the financial year ending on December 31, 2022 to the extent of such actions reflected in the Company's Financial Statements.

Status: Realized

Second Meeting Agenda

Determination of the use of the Company's net profit for the financial year 2022 including the provision of bonuses for employees as well as bonuses and remuneration for the Board of Directors and the Board of Commissioners.

The total of Shareholders submitting Questions and/or providing opinions was 2 (two) people.

Voting Results

Agree :12,463,237,845 shares (98.553%) consisting of Series A: 11,862,056,231 shares and Series B: 601,181,614 shares

Disagree : 182,845,508 shares (1.445%) which are all Series B shares Abstain : 131,300 shares (0.001%) which are all series B shares

Decision

- 1. Approving of the use of the Company's profits for the Fiscal Year of 2022, as follows:
 - a. In the amount of IDR 797.793.173,38 (seven hundred ninety seven billion one hundred seventy two million seven hundred ninety three thousand one hundred seventy three Rupiah point thirty eight cents) or 51,667% (fifty-one point sixty-six percent) of the net profit for the Fiscal Year of 2022 is set as cash dividend for the Fiscal Year of 2022, so it amounts IDR 53,09 (fifty three point zero nine cents) per share, designated as cash dividend for the Fiscal Year of 2022 will be distributed in cash to all shareholders registered in Register of Shareholders of the Company as of May 2, 2023 and paid on May 12, 2023. Furthermore, granting power and authority to the Board of Directors to regulate the procedure for the payment of the cash.
 - b. In the amount of IDR 745.651.466,62 (seven hundred forty five billion six hundred fifty one million six hundred one thousand four hundred sixty six rupiah point sixty two cents) or 48,33% (forty-eight point thirty-three percent) set as General Reserve.
- 2. Furthermore, in accordance with the provisions of the applicable Financial Accounting Standards Regulations, we propose to determine the distribution of employee bonuses and tantiem for the Company's Management, such as the Board of Directors and the Board of Commissioners including the Sharia Supervisory Board along with those who assist the Board of Commissioners, the duties of the Board of Commissioners, including the Sharia Supervisory Board for the Fiscal Year of 2022, an allowance of IDR 385.706.139.127,45 (three hundred eighty five billion seven hundred six million one hundred thirty nine thousand one hundred twenty seven Rupiah point forty five cents) with the same percentage distribution as the previous year, as follows:
 - a. Employee bonus of 85% (eighty-five percent).
 - b. The Tantiem of the Company's Management, such as the Board of Commissioner along with those who assist the duties of the Board of Commissioner, including Sharia Supervisory Board of 15% (fifteen percent). Of the total that will be paid in cash and in accordance with the provisions of OJK Regulation Number 45/POJK.03/2015, mainly for the Board of Commissioners and the Board of Directors, there will be the retained tantiem in cash and shares through Long Term Incentive program.
- 3. Granting authority and power to the Board of Commissioners to determine the remuneration of the Company's management, such as the Board of Directors and the Board of Commissioners together with those who assist the duties of the Board of Commissioners including the Sharia Supervisory Board in 2023 by considering the proposals from the Remuneration and Nomination Committee and reporting on the Annual Report.

Status: Realized

Third Meeting Agenda

Granting Power of Attorney to the Board of Commissioners to Appoint a Public Accounting Firm to Audit the Company's Financial Statements for the 2023 Financial Year.

There were no Shareholders asking Questions and/or providing opinions

Voting Results

Agree : 12,486,364,745 shares (98.735%) consisting of Series A: 11,862,056,231 shares and Series B: 624,308,514 shares

Disagree :159,719,108 shares (1.262%) which are all Series B shares Abstain :130,800 shares (0.001%) which are all series B shares

Decision

Approved to grant authorization to the Board of Commissioners to appoint a public accounting firm to audit the company's f inancial statements for the 2023 financial year.

Status: Realized

Fourth Meeting Agenda

Approval of the Company's Corporate Action

The total of Shareholders submitting Questions and/or providing opinions was 1 (one) people.

Voting Results

Agree :12,002,342,731 shares (94.908%) consisting of Series A: 11,862,056,231 shares and Series B: 140,286,500 shares

Disagree : 643,740,622 shares (5.090%) which are all Series B shares Abstain :131,300 shares (0.001%) which are all series B shares

Decision

Approving the corporate action of capital participation in Bank NTB Syariah of a maximum of 15% of the total of paid-up equity participation of shareholders of the Province, Regency and City of West Nusa Tenggara Government. The said equity participation of Bank Jatim is part of the formation process of a Bank Business Group (KUB) as referred to OJK Regulation Number 12/POJK.03/2020 concerning the consolidation of commercial banks, currently in the due diligence stage, which the implementation is carried out with due observance of the applicable statutory. This equity participation is in terms of the satisfaction of Regional Regulation of East Java Province No. 8 of 2019 concerning Regional-Owned Enterprises.

Status: Realized

Fifth Meeting Agenda

Changes to Article of Association

There were no Shareholders asking Questions and/or providing opinions

Voting Results

Agree : 12,002,543,631 shares (94.910%) consisting of Series A: 11,862,056,231 shares and Series B: 140,487,400 shares

Disagree : 643,540,122 shares (5.088%) which are all Series B shares Abstain :130,900 shares (0.001%) which are all series B shares

Decision

- 1. Approving changes to the Company's Articles of Association, as follows:
 - a. Changes related the adjustment to:
 - Law of the Republic of Indonesia Number 7 of 1992 concerning Banking as amended several times, lastly by Law of the Republic of Indonesia Number 6 of 2023 concerning the Stipulation of Governmental Regulations in Lieu of Law Number 2 of 2022 concerning Job Creation into Law.
 - Regulation of Statistic Central Agency Number 2 of 2020 regarding Indonesian Business Classification Standard. In article I 3 regarding purpose, objectives, and business activities.
 - b. Supplement to the provisions related to "quorum of Decisions of GMS in case the management (the Board of Directors and the Board of Commissioners) occurs, either nomination, dismissal, or approval for resignation in Article 14 Section (4).
 - c. Other changes in Articles of Association of PT Bank Jatim are editorial adjustment as follows:
 - Addition to the provision of term "Good Governance" in "Good Corporate Governance" of Article 16 section (4)
 - Adjustment to the provisions of Duties and Authorities of the Board of Directors in article 16 section 10.D.1. The phrase "Credit Relief" becomes "Credit Written-off"
 - Changes to Drafting of "Regulation of Bapepam LK Number .X.K.2" becomes "in the Capital Market Sector" Article 22 Section (6) Work Plan, Fiscal Year, and Annual Report.
 - Adjustment to the Mention of "Minister" becoming "Minister of Law and Human Rights" of Article 4 (Capital) section (7) and Article 14 (Quorum, Voting Rights, Decision and Code of Conduct) section (3).
 - (Quorum, Voting Rights, Decision and Code of Conduct) section (3).
 Changes to the Term "Bank Indonesia" becoming "Financial Services Authority".
 - Adjustment to the Term "General Meeting of Shareholders" becoming "GMS."
 - Consistency of the Use "A" Letter (Captal Letter) in "Article" and "s" (small letter) in "section".
 - Adjustment to the point reference in Article of Articles of Assocation by referring to point in Article of Articles of Association, such as in Article 14 section (2) point a number 2 and 3.
- 2. Granting power and authority to the Company's Board of Directors with the right of substitution to carry out all required actions related to decision of the agenda of this Meeting, including drafting and restament all Articles of Association in a notarial deed and, accordingly, submitting to the authorized party including regulator to obtain approval or receipt of notification of changes to Article of Association.

Status: Realized

Sixth Meeting Agenda

Changes in the Composition of the Company's Management

The total of Shareholders submitting Questions and/or providing opinions was 1 (one) people.

Voting Results

Agree :11,896,417,553 shares (94.070%) consisting of Series A: 11,829,395,753 shares and Series B: 67,021,800 shares
Disagree :748,860,300 shares (5.921%) consisting of Series A: 32,660,478 shares and Series B: 716,199,822 shares
Abstain :936,800 shares (0.007%) which are all series B shares

Decision

1. Honorably discharging members of the Board of Commissioners and members of the Sharia Supervisory Board whose their term of office has ended, as follows:

Independent Commissioner
Commissioner
Sharia Supervisory Board

Starting from the closing of the meeting with the greatest gratitude.

2. Approving and nominating the Company's Management, consisting of the Board of Commissioners, the Board of Directors, and Sharia Supervisory Board, as follows:

a. Independent Commissioner : Muhammad mas'ud Commissioner : Adhy Karyono*

Starting from the closing of this Meeting with a term of office until the closing of the 4th (Fourth) Annual General Meeting of Shareholders since their nomination date, or after their substitute have passed compliance and performance assessment by the Financial Services Authority.

*applicable since passing compliance and performance assessment by the Financial Services Authority.

b. Director of Compliance : Tony Prasetyo

Starting from the closing of this Meeting with a term of office until the closing of the 1st (First) Annual General Meeting of Shareholders since their nomination date, or after their substitute have passed compliance and performance assessment by the Financial Services Authority.

*applicable since passing compliance and performance assessment by the Financial Services Authority.

c. Director of Operations : Arif Suhirman

Starting from the closing of this Meeting with a term of office until the closing of the 5th (Fifth) Annual General Meeting of Shareholders since their nomination date, or after their substitute have passed compliance and performance assessment by the Financial Services Authority.

*applicable since passing compliance and performance assessment by the Financial Services Authority.

d. Sharia Supervisory Board : KH Affifudin

Sharia Supervisory Board: Sukadiono*

Starting from the closing of this Meeting with a term of office until the closing of the 4th (Fourth) Annual General Meeting of Shareholders.

*applicable after obtaining recommendations from National Sharia Supervisory Board-the Ulema Council of Indonesia and receiving approval from the Financial Services Authority.

3. GMS grants power to the Board of Commissioners to make structural division of Head and Member of Sharia Supervisory Board. Hence, the composition of the Company's Management consists of:

| Board of Commissioners | | |
|---|---|---------------------|
| President Commissioner | : | Suprajarto |
| Independent Commissioner | : | Muhammad Mas'ud |
| Independent Commissioner | : | Sumaryono |
| Independent Commissioner | : | Candra Fajri Ananda |
| Independent Commissioner | : | Adhy Karyono |
| Board of Directors | | |
| President Director | : | Busrul Iman |
| Director of Micro, Retail and Medium | : | R. Arief Wicaksono |
| Director of Compliance | : | Tonny Prasetyo |
| Director of Finance, Treasury & Global Services | : | Edi Masrianto |
| Director of Operations | : | Arif Suhirman |
| Director of IT & Digital | : | Zulhelfi Abidin |
| Director of Risk Management | : | Eko Susetyo |
| Sharia Supervisory Board | | |
| Sharia Supervisory Board | : | KH. Affifudin |
| Sharia Supervisory Board | : | Sukadiono |

^{4.} Granting power to the Board of commissioners to stipulate remuneration of the Board of Directors appointed until the notification of the results of compliance and performance assessment of the Financial Services Authority by considering recommendations from Remuneration and Nomination Committee.

Status: Realized

GMS Decisions in the Fiscal Year and 1 (One) Year Prior to the Fiscal Year Realized in the Fiscal Year

All decisions of the 2024 GMS have been realized in 2024 and the 2023 GMS has been realized in 2023. So there were no decisions of the 2023 GMS that have not been realized in 2024.

^{5.} Granting power and authority to the Board of Directors with the right of substitution to carry out all necessary process and actions, including notification of the regulations as required in the applicable laws and regulations.

Board of Directors

The Board of Directors is an organ of the Company which is authorized and responsible for carrying out all actions related to the management and ownership of the Bank for the interest of the Bank in accordance with the Bank's aims and objectives.

Duties and Responsibilities of The Board of Directors

The duties and responsibilities of the Board of Directors were stipulated in the Board of Directors Work Guidelines. The duties and responsibilities of the Board of Directors are as follows:

- The Board of Directors is in charge of running and being responsible for the management of the Company for the benefit of the Company in accordance with the aims and objectives of the Company as stipulated in the Articles of Association, including reviewing, monitoring and supervising the Company's strategy.
- Each member of the Board of Directors must carry out their duties and responsibilities in good faith, with full responsibility and prudence.
- 3. Each member of the Board of Directors is jointly and severally responsible for the loss of the issuer or public company caused by errors or negligence of the members of the Board of Directors in carrying out their duties.
- 4. Members of the Board of Directors cannot be held liable for the loss of the issuer or company if it can prove:
 - a. The loss is not due to an error or negligence.
 - Has carried out management in good faith, full of responsibility and prudence for the interests and in accordance with the aims and objectives of the Company.
 - c. Has no conflict of interest, either directly or indirectly, over management actions that result in losses.
 - Has taken steps to prevent the loss from arising or continuing.

Rights and Authority of The Board of Directors

The rights and authority of the Board of Directors are as follows:

- Members of the Board of Directors are given a salary including the facilities and/or allowances. The amount of salary along with the facilities and/or allowances of members of the Board of Directors is determined based on the resolution of the GMS and the authority of the GMS is delegated to the Board of Commissioners.
- The Board of Directors appoints and dismisses the Bank's employees based on the Bank's employment regulations and prevailing laws and regulations.
- The Board of Directors determines the organizational structure and work procedures of the Bank by reporting to the commissioners.
- The Board of Directors has the right to represent the company, both inside and outside the court on all matter, bind the company with other parties and vice versa, conduct

- out all actions in every event, both regarding management and ownership.
- 5. The Board of Directors may in writing delegate the authority to represent the Company (as referred to in point 4 above) to one or several members of the Board of Directors who have been specifically appointed or to one or several employees of the Company, either individually or together, or to another person or entity.
- 6. The division of management tasks and authorities among the members of the Board of Directors is determined based on a decision of the GMS, in the event that the GMS does not stipulate, the distribution of duties and authority of the members of the Board of Directors is determined based on the decision of the Board of Directors.
- The Board of Directors based on applicable legislation can do the following:
 - a. Issue bonds.
 - Buy, sell or otherwise obtain or release rights to inventory items belonging to the bank.
 - c. Binding the Bank as a guarantor of third party obligations.
 - d. Mortgaging Bank goods.
 - e. Equity participation in other companies insofar as they do not conflict with applicable laws and regulations.
 - f. Set up new business units.
- 8. The Board of Directors for certain actions has the right to appoint one or more representatives or proxies by giving him the power regulated in a power of attorney. Members of the Board of Directors are prohibited from giving general power of attorney to other parties which results in the transfer of duties and functions of the Board of Directors.
- 9. In terms of the Company has contrary interests to the personal interests of the Board of Directors member, then the Company will be represented by another member of the Board of Directors and in the event that the Company has an interest that is contrary to the interests of all members of the Board of Directors, in this case the Company is represented by the Commissioner.
- 10. The Board of Directors has the right to write off claims on interest, fines and / or other costs other than the principal amount of credit while adhering to the prevailing laws and regulations.
- 11. The Board of Directors had the right to receive remuneration as a reward determined and given to members of the Board of Directors, both permanent and variable, in cash or in cash in accordance with their duties, powers and responsibilities.

Term of Office of The Board of Directors

The term of office of members of the Board of Directors Directors is a maximum of 5 (five) years from the date specified in the GMS of appointment and ends at the close of the 5th (fifth) Annual GMS after the date of appointment or until the closing of the Annual GMS at the end of 1 (one) term of office, unless stipulated otherwise in the GMS, and may be reappointed for a second term if they have demonstrated

good performance by achieving the targets set by the General Meeting of Shareholders for each Director, without prejudice to the rights of the General Meeting of Shareholders to dismiss them at any time based on reasons specified in the Articles of Association.

Requirements for The Board of Directors

Structure and Membership

- The Company is managed and led by a Board of Directors consisting of at least 4 (four) Directors, one of whom is appointed as President Director.
- 2. The members of the Board of Directors are appointed and dismissed by the GMS.
- Detailed procedures for the appointment of members of the Board of Directors will be stated in a resolution of the GMS.

General Requirement

To be appointed as a member of the Board of Directors, the following requirements are met:

- 1. Healthy as physically and spiritually.
- Have expertise, integrity, leadership, experience, honesty, good behavior, and high dedication to advancing and developing the company.
- 3. Understand the implementation of regional government.
- 4. Understand the management of the company.
- Have adequate knowledge in the field of business of the company.
- 6. The minimum degree is Strata I (S-1).
- 7. Minimum 5 (five) years of work experience in the managerial field of a legal entity company and has led a team.
- 8. Never been a member of the Board of Directors, member of the Supervisory Board, or member of the Board of Commissioners who was found guilty of causing the business entity to be led to be declared bankrupt.
- Never been punished for committing a crime that was detrimental to state finances or regional finances.
- 10. Not currently undergoing criminal sanctions.
- 11. Not being an administrator of a political party, candidate for regional head or candidate for deputy regional head, and/or candidate for member of the legislature.
- 12. Not a member of the Indonesian National Army Forces, Indonesian National Police, and/or Civil Servant, except for Civil Servants assigned as temporary Directors as regulated in East Java Provincial Regulation Number 8 of 2019 concerning Regional Owned Enterprises.
- 13. Has fulfilled 3 (three) kinds of requirements, namely Formal Requirements, Material Requirements, and Other Requirements, among others:
 - a. Formal Terms
 - Indonesian Citizens who:
 - Trust in the Almighty God.
 - Loyal and obedient to the state and government of the Republic of Indonesia.

 Not involved directly or indirectly in treasonous activities to the Republic of Indonesia.

Individuals who are capable of carrying out legal actions, unless within 5 (five) years prior to the appointment the person concerned has:

- Declared bankrupt.
- Being a member of the Board of Directors or Board of Commissioners who is found guilty of causing a company to be declared bankrupt.

b. Material Terms

- Having competence, good moral integrity. The person concerned had never been involved in:
 - Engineering acts and deviant practices in the management of the company/institution where the person concerned worked prior to nomination (behaving dishonestly).
 - Acts of default in accordance with the commitments that had been agreed with the company/institution where the person concerned works prior to nomination.
 - Actions categorized as being able to provide unlawful benefits in the company/institution where the person concerned works prior to nomination.
 - Acts categorized as a violation of the provisions relating to the principles of healthy company management (bad behavior).
- Have expertise in the banking or financial institution sector, proven by a track record of at least the last 5 (five) years and attach a photocopy of a certificate from banking or financial institution training that has been attended.
- Having expertise in banking or financial institutions, as evidenced by a track record of at least the last 5 (five) years and attach a photocopy of a certificate from training in banking or financial institutions that the person had attended.
- The majority of members of the Board of Directors must have at least 5 (five) years of experience in the operational field, the lowest being a bank executive officer.
- Having a high commitment to the progress and development of the company as well as a commitment to comply with laws and regulations.
- Did not have non-performing credit/bad credit.
- Having a risk management competency test certificate level 5 (five), by attaching a BSMR/ LSPP certificate. Candidates who had level 4 (four) certificates could register and immediately complete BSMR/LSPP level 5 (five) to get approval from the Financial Services Authority.
- Psychologically, the person concerned had an adequate level of Intellectual, emotional, and spiritual intelligence to carry out the duties as a member of the Board of Directors.

- c. Other Terms
 - Willing to comply with the prevailing laws and regulations, especially in the banking sector.
 - Having no family relationship up to the second degree including fellow members of the Board of Directors or members of the Board of Commissioners.
 - Passing the fit and proper test in accordance with the provisions of the Financial Services Authority regarding the fit and proper test.
- 14. Candidates for the Board of Directors may come from Internal and/or external Bank Jatim.
 - a. Candidates for the Board of Directors from the Bank's internal parties must meet the following requirements:
 - Active executive officers who were one level below the Board of Directors.
 - Serving at least 2 (two) different executive positions.
 - b. For candidates for directors from external parties, the Bank must meet the following requirements:
 - Having experience as a professional by serving as an Executive Officer in a Bank/Non-Bank financial institution that operates nationally and/or has assets at least equal to the assets of Bank Jatim for the last 5 (five) years.
 - Having knowledge and/or expertise in the field required by the Issuer or Public Company.
- 15. Having a good financial track record as evidenced by documents that have been issued by the authorized agency.

Special Requirements

The members of the Board of Directors who will be appointed must meet special requirements, the details of which will be outlined in a GMS resolution. The company could develop special requirements which were details of competence and other things required for prospective members of the Board of Directors according to the needs of the company which would then be submitted and stated in the resolution of the GMS;

- Never been a member of the Board of Directors and/or a member of the Board of Commissioners who during the topure:
 - a. Never holding an annual GMS.
 - b. The responsibilities as a member of the Board of Directors and/or a member of the Board of Commissioners had never been accepted by the GMS or had not provided accountability as a member of the Board of Directors and/ or a member of the Board of Commissioners to the GMS.

- c. Having caused a company obtaining a permit, approval, or registration from the financial services authority to fail fulfilling the obligation to submit an annual report and/or financial report to the Financial Services Authority.
- Especially for candidates for Directors proposed to be candidates for President Director were officials who had one level below the President Director and were still active as Directors of National Commercial Banks and/or had assets at least equal to the assets of Bank Jatim.

Board of Directors Guidelines and Work Procedures

The Board of Directors has the Board of Directors' Work Rules Guidelines as stated in the Board of Directors' Decree Number 063/03/76/DIR/CSE/KEP dated May 08, 2024, concerning the Standard Operating Procedure (SOP) for the Work of the Board of Directors of PT Bank Pembangunan Daerah Jawa Timur Tbk. This guideline is periodically evaluated and updated by referring to applicable regulations and provisions.

The Board of Directors work guidelines and procedures are binding for each member of the Board of Directors so that the Board of Directors can carry out the management of the Company efficiently, effectively, transparently, independently and accountably. The basis for the preparation of the guidelines for the work rules of the Board of Directors is the Law of the Republic of Indonesia No. 40 of 2007 concerning Limited Liability Companies, Financial Services Authority Regulations relating to the Board of Directors and Board of Commissioners of Issuers or Public Companies, the Company's Articles of Association and other regulations.

The contents of the Board of Directors work code of conduct include the following:

- 1. Introduction
- 2. Principles, Values, and Ethics of the Board of Directors
- 3. Organization and Management of the Board of Directors
- 4. Replacement, Appointment, and Dismissal of the Board of Directors
- 5. Work Procedures
- 6. Meeting Workflow
- Performance Evaluation and Remuneration of the Board of Directors
- 8. Documentation and Reporting

Duties of the Board of Directors

The Duties of the Board of Directors are as follows.

Table of Duties of the Board of Directors

| Name | Position | Task field |
|--------------------|--|---|
| Busrul Iman | President Director | Coordinating activities implementation of: - SEVP Corporate, Syndication, and Institutional - SEVP Consumer Banking - SEVP Sharia Business Unit - SEVP Corporate Transformation - SEVP Network and Services - Corporate Secretary - Audit Internal Division |
| Edi Masrianto | Director of Finance, Treasury & Global Services | Coordinating activities implementation of: - Accounting and Financial Management Division - Treasury Division - International Banking Division |
| R. Arief Wicaksono | Director of Micro, Retail & Medium | Coordinating activities implementation of: - Retail & Medium Credit Division - Micro Credit Division |
| Eko Susetyono | Director of Risk Management | Coordinating activities implementation of: - Risk Management Division - Credit Risk Analyst Division - Credit Restructuring and Recovery Division |
| Tonny Prasetyo*) | Director of Compliance | Coordinating activities implementation of: - Compliance & AML PPT Division - Legal Division - Policy and Procedure Division |
| Umi Rodiyah**) | Director of Compliance | Coordinating activities implementation of: - Compliance & AML PPT Division - Legal Division - Policy and Procedure Division |
| Arif Suhirman | Director of Operations | Coordinating activities implementation of: - Operations Division - General Affairs Division - Product Development Division - Credit Administration Unit |
| Zulhelfi Abidin | Director of IT & Digital | Coordinating activities implementation of: - Information Technology Division - Digital Banking Division - IT Security Unit |

Policy of Concurrent Position of Board of Directors

As a commercial bank, Bank Jatim was also guided by the Financial Services Authority Regulation Number 17 in 2023 concerning the Implementation of Governance for Commercial Banks, which regulated, among others:

- 1. Members of the Board of Directors are prohibited from holding concurrent positions:
 - a. as a member of the Board of Directors, member of the Board of Commissioners, member of the Sharia Supervisory Board, or Executive Officer at a bank, company and/or other institution.
 - in functional task areas in banking and/or non-banking financial institutions domiciled domestically or abroad.
 - c. in other positions that may create conflicts of interest in the execution of duties as members of the Board of Directors; and/
 - d. in other positions in accordance with the provisions of laws and regulations.

^{*)} Dismissed at the Annual General Meeting of Shareholders for the 2023 Fiscal Year on February 07, 2024

**) Appointed at the Annual General Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Commissioners of the Financial Services Authority dated July 01, 2024. Before Mrs. Umi Rodiyah became effective as the Director of Compliance, Mr. Arif Suhirman (Director of Operations) served as Acting Director of Compliance, while Mr. Zulhelfi Abidin (Director of IT & Digital) concurrently served as Acting Director of Operations.

- 2. It does not include concurrent positions as referred to in paragraph (1) in the event that the Board of Directors:
 - a. are responsible for supervising the Bank's investments in subsidiary companies, performing functional duties as a member of the Board of Commissioners in non bank subsidiary companies controlled by the Bank;
 - b. are responsible for supervising pension funds or performing duties as a member of the Supervisory Board of pension funds owned by the Bank;
 - c. carry out duties as the acting director of the Bank; and/or
 - d. occupy a position in a non-profit organization or institution
 - as long as it does not result in the individual neglecting their duties and responsibilities as a member of the Bank's Board of
- 3. The majority of members of the Board of Directors were prohibited from having family relationships to the second degree with fellow members of the Board of Directors and/ or with members of the Board of Commissioners.

Table of Concurrent Position of Board of Directors

| Name | Position | Position in Other Companies/ Others Agencies | Name of Company / Other Agencies |
|--------------------|---|---|-------------------------------------|
| Busrul Iman | President Director | - | - |
| Edi Masrianto | Director of Finance, Treasury & Global Services | - | - |
| R. Arief Wicaksono | Director of Micro, Retail & Medium | - | - |
| Eko Susetyono | Director of Risk Management | - | - |
| Tonny Prasetyo*) | Director of Compliance | - | - |
| Umi Rodiyah**) | Director of Compliance | - | - |
| Arif Suhirman | Director of Operations | - | - |
| Zulhelfi Abidin | Director of IT & Digital | - | - |

Management of Conflicts of Interest In The **Board of Director**

Conflict of interest management has been established through the Board of Directors' Decree of PT Bank Pembangunan Daerah Jawa Timur Tbk. Number 063/03/68/KPT/KEP dated April 29, 2024, concerning the Standard Operating Procedure (SOP) for Conflict of Interest of PT Bank Pembangunan Daerah Jawa Timur Tbk. This conflict of interest regulation is intended to ensure that decision-making and its implementation are carried out based on the five governance principles: Transparency, Accountability, Responsibility, Independency, and Fairness, so that the interests of the Bank and stakeholders are not harmed and remain protected.

In the event that the Bank has a conflict of interest with the personal interest of a member of the Board of Directors, the Bank will be represented by another member of the Board of Directors and in the event that the Bank has an interest that conflicts with the interests of all members of the Board of Directors, in this case the Bank will be represented by the Board of Commissioners. In the event of a conflict of interest, Members of the Board of Directors are prohibited from taking actions that may harm the Bank or reduce the Bank's profits and must disclose the conflict of interest referred to in every decision.

In the event of a conflict of interest, the Board of Diretors who has a conflict of interest does not use their rights/authority in making decisions. Members of the Board of Directors are prohibited from taking actions that may harm the Bank or reduce the Bank's profits and must disclose the conflict of interest referred to in every decision.

Meeting of The Board of Directors

Meeting Policy

The policy of the Board of Directors' Meeting of PT Bank Pembangunan Daerah Jawa Timur Tbk is as follows:

- 1. Financial Services Authority Regulation (POJK) Number 33/ POJK.04/2014 Date December 8, 2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies;
- 2. Board of Directors' Decree Number 063/03/76/DIR/ CSE/KEP dated May 08, 2024, concerning the Standard Operating Procedure (SOP) for the Work of the Board of Directors of PT Bank Pembangunan Daerah Jawa Timur Tbk.

In the Meeting of the Board of Directors, it is stipulated as follows:

- The Board of Directors is required to hold a Board of Directors Meeting periodically at least 1 (one) time in every month and/ or every time.
- 2. Meetings of the Board of Directors may be held if attended by a majority of all members of the Board of Directors.
- 3. The presence of members of the Board of Directors at the meeting must be disclosed in the Company's annual report.
- 4. The Board of Directors must schedule a meeting for the following year before the end of the financial year with the following conditions:

^{*)} Dismissed at the Annual General Meeting of Shareholders for the 2023 Fiscal Year on February U1, 2024

**) Appointed at the Annual General Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Appointed at the Annual General Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of The AGMS (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of The AGMS (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of The AGMS (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of The AGMS (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the AGMS (A Commissioners of the Financial Services Authority dated July 01, 2024. Before Mrs. Umi Rodiyah became effective as the Director of Compliance, Mr. Arif Suhirman (Director of Operations) served as Acting Director of Compliance, while Mr. Zulhelfi Abidin (Director of IT & Digital) concurrently served as Acting Director of Operations.

- a. At the scheduled meeting, the meeting materials are submitted to the meeting participants no later than 5 (five) days before the meeting is held.
- b. In the event that a meeting is held outside the schedule that has been prepared, the meeting materials are submitted to the meeting participants no later than before the meeting is held.
- 5. Decision making in the Board of Directors Meeting is based on deliberation and consensus. In the event that a consensus decision is not reached, the decision is made based on a majority vote.
- 6. The Board of Directors meeting is chaired by the President Director, in the event that the President Director is absent or unable to attend, the Board of Directors Meeting will be chaired by a member of the Board of Directors who is elected by and from the members of the Board of Directors present.

Board of Directors Meeting Plan

| No | Month | Estimated Meeting Implementation | Meeting Agenda |
|-----|-----------|----------------------------------|--------------------------------------|
| 1. | January | Week 3 | Performance Evaluation of Bank Jatim |
| 2. | February | Week 3 | Performance Evaluation of Bank Jatim |
| 3. | March | Week 3 | Performance Evaluation of Bank Jatim |
| 4. | April | Week 3 | Performance Evaluation of Bank Jatim |
| 5. | May | Week 3 | Performance Evaluation of Bank Jatim |
| 6. | June | Week 3 | Performance Evaluation of Bank Jatim |
| 7. | July | Week 3 | Performance Evaluation of Bank Jatim |
| 8. | August | Week 3 | Performance Evaluation of Bank Jatim |
| 9. | September | Week 3 | Performance Evaluation of Bank Jatim |
| 10. | October | Week 3 | Performance Evaluation of Bank Jatim |
| 11. | November | Week 3 | Performance Evaluation of Bank Jatim |
| 12. | December | Week 3 | Performance Evaluation of Bank Jatim |

Agenda, Date and Participants of The Board of Directors Meeting

Throughout 2024, the agenda, dates and participants of the Board of Directors meetings are as follows.

Table of Board of Directors Meeting

| No. | Date | Agenda | Meeting participants | Attendance | Reasons for Absence |
|-----|-------------------|---|---|---|------------------------|
| 1. | January 8, 2024 | Preparation for the GMS for the 2023 Fiscal Year Financial Performance of PT Bank Jatim as of December 2023 (unaudited) Evaluation of the Board of Directors' Committee Performance in 2023 | Busrul Iman Tonny Prasetyo*) R. Arief Wicaksono Edi Masrianto Zulhelfi Abidin Eko Susetyono Arif Suhirman | Present Present Present Present Present Present Present Present | |
| 2. | January 23, 2024 | Results of the Self-Assessment on Governance for the December 2023 Period Changes in the Percentage of Variable Remuneration | Busrul Iman Tonny Prasetyo*) Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono Arif Suhirman | Present Present Present Present Present Not present Not present | Official travel |
| 3. | February 12, 2024 | Financial Performance of Bank Jatim for January 2024 Branch Office Performance for January 2024 | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Present Present Present | |
| 4. | March 18, 2024 | Financial Performance of Bank Jatim for February 2024 Progress of the Bank Business Group (KUB) | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Present Present Present | |

| No. | Date | Agenda | Meeting participants | Attendance | Reasons for Absence | |
|-----|-----------------|--|---|---|------------------------|--|
| 5. | March 25, 2024 | 1. Financial Performance Projection for March 2024 2. Treasury Division Performance 3. Progress of the Bank Business Group (KUB) 4. Study on Additional Business Funds for the Sharia Business Unit 5. Risk Management Dashboard 6. Stress Test for the Bank Business Plan (RBB) | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Present Present Present | | |
| 6. | April 22, 2024 | 1. Financial Performance of Bank Jatim for March 2024 2. Proposal for the Supervisory Board from the Founding Representatives of Bank Jatim 3. Preparation for the Public Presentation of March 2024 Performance | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Not Present Present Present | Permit | |
| 7. | May 14, 2024 | Discussion on the Price Per Share of Bank NTB Syariah & Bank Business Group (KUB) Timeline | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Present Present Present | | |
| 8. | June 12, 2024 | Financial Performance of Bank Jatim for May 2024 Development of Credit Distribution through Fintech Peer-to-Peer Lending by PT Amartha Mikro Fintech Legal Case Handling at Bank Jatim Performance of the IT, Digital & Operations Directorate | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Present Present Present | | |
| 9. | June 24, 2024 | BI-FAST Issues | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Present Present Present | | |
| 10. | July 3, 2024 | Progress on BI-FAST Issues | Busrul Iman Arif Suhirman Edi Masrianto Zulhelfi Abidin R. Arief Wicaksono Eko Susetyono | Present Present Present Present Present Present | | |
| 11. | July 12, 2024 | Progress on BI-FAST Issues | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Not Present | Official travel | |
| 12. | July 22, 2024 | 1. KUB Plan with Bank Banten 2. Planning for the Construction of the Ngawi Branch Office Building 3. Additional Funds for the Sharia Business Unit of Bank Jatim 4. Results of the Self-Assessment on Governance for the June 2024 Period 5. Report on the Implementation of AML, CFT & PFWMD 6. Financial Performance of Bank Jatim for June 2024 | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present | | |
| 13. | August 14, 2024 | 1. Preparation for the Extraordinary General Meeting of Shareholders (EGMS) 2024 2. Due Diligence Report on Bank Lampung 3. Financial Performance of Bank Jatim for July 2024 4. Preparation for the 2024 Indonesian Independence Day and Bank Jatim Anniversary Events | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present | | |

| No. | Date | Agenda | Meeting participants | Attendance | Reasons for Absence |
|-----|-----------------------|---|---|---|------------------------|
| 14. | September 10, 2024 | 1. Preparation for the Extraordinary General Meeting of Shareholders (EGMS) of Bank Jatim in 2024 2. Progress of the Bank Business Group (KUB) with NTB Syariah, Bank Lampung, and Bank Banten, as well as related to the Bank Business Plan 3. Follow-up on Audit Findings from Bank Indonesia regarding BI-FAST 4. Follow-up on Audit Findings from the Financial Services Authority regarding BI-FAST 5. Financial Performance of Bank Jatim for August 2024 | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present | |
| 15. | October 15, 2024 | Financial Performance of Bank Jatim for September 2024 Progress of the Bank Business Group (KUB) Progress on BI-FAST Directorate Performance | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present | |
| 16. | November 14, 2024 | Financial Performance of Bank Jatim for October 2024 Bank Business Plan for 2025 Proposed Organizational Structure Changes Preparation for the 2024 EGMS Plan for Opening the Balikpapan Branch Office Progress of the Bank Business Group | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present | |
| 17. | November 25, 2024 | Progress on BI-FAST | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present | |
| 18. | December 4, 2024 | Presentation of the Feasibility Study Results for Bank Southeast Sulawesi and Bank East Nusa Tenggara Share Price Offer for Bank Lampung Financial Performance of Bank Jatim for November 2024 Proposed Organizational Structure Changes | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present | |
| 19. | December 17, 2024 | Appointment of Bank Jatim Representative as the Parent Company of Bank NTB Syariah in the Bank Business Group (KUB) Structure according to the Shareholder Agreement | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present Present | |
| 20. | December 23, 2024 | Determination of the Share Price of Bank Lampung | Busrul Iman Umi Rodiyah**) Zulhelfi Abidin Edi Masrianto R. Arief Wicaksono Arif Suhirman Eko Susetyono | Present Present Present Present Present Present Present | |

The agenda and meeting participants of the combined Board of Commissioners and the Board of Directors have been presented in the Board of Commissioners' Meeting section of the Corporate Governance Chapter of this annual report.

^{*)} Dismissed at the Annual General Meeting of Shareholders for the 2023 Fiscal Year on February 07, 2024

**) Appointed at the Annual General Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Commissioners of the Financial Services Authority dated July 01, 2024. Before Mrs. Umi Rodiyah became effective as the Director of Compliance, Mr. Arif Suhirman (Director of Operations) served as Acting Director of Compliance, while Mr. Zulhelfi Abidin (Director of IT & Digital) concurrently served as Acting Director of Operations.

Frequency and Attendance of Meeting

Table of Frequency and Attendance of Directors' Meetings

| | | Board of Directors Meeting | | Joint Meeting of the Board of Directors with the Board of Commissioner | | | GMS Number and Percentage of Attendance | | | |
|-----------------------|---|--|-----------------------------|--|-------------------------------|-----------------------------|--|-------------------------------|-----------------------------|----------------|
| Name | Position | Number and Percentage of Attendance | | Number and Percentage of Attendance | | | | | | |
| | | Num ber of Meet ings | Number of Atten dance | Percent age | Num ber of Meet ings | Number of Atten dance | Percent age | Num ber of Meet ings | Number of Atten dance | Percent age |
| Busrul Iman | President Director | 20 | 20 | 100% | 18 | 18 | 100% | 3 | 3 | 100% |
| Edi Masrianto | Director of Finance, Treasury & Global Services | 20 | 20 | 100% | 18 | 17 | 94% | 3 | 3 | 100% |
| R. Arief Wicaksono | Director of Micro, Retail & Medium | 20 | 20 | 100% | 18 | 18 | 100% | 3 | 3 | 100% |
| Eko Susetyono | Director of Risk Management | 20 | 18 | 90% | 18 | 18 | 100% | 3 | 3 | 100% |
| Tonny Prasetyo*) | Director of Compliance | 2 | 2 | 100% | 2 | 2 | 100% | 1 | 1 | 100% |
| Umi Rodiyah**) | Director of Compliance | 10 | 10 | 100% | 10 | 10 | 100% | 2 | 2 | 100% |
| Arif Suhirman | Director of Operations | 20 | 19 | 95% | 18 | 17 | 94% | 3 | 3 | 100% |
| Zulhelfi Abidin | Director of IT & Digital | 20 | 19 | 95% | 18 | 18 | 100% | 3 | 3 | 100% |

Training and/or Enhancement of The Competency of The Board of Directors Members

In order to improve the effectiveness of the performance of the Board of Directors, capacity building was carried out such as seminars and/ or training. This became one form of governance implementation for Commercial Banks related to the need that:

- 1. Members of the Board of Directors had adequate competence and were relevant to their positions to carry out their duties and responsibilities and were able to implement their competencies in carrying out their duties and responsibilities.
- 2. Members of the Board of Directors had the willingness and ability to carry out continuous learning in order to increase knowledge about banking and the latest developments related to the financial sector or other fields that support the implementation of their duties and responsibilities.

The training and/or competency improvement that has been attended by the Board of Directors during 2024 is as follows berikut.

| Name | Position | Types of Training and Competency Development/ Training Materials | Implementation Time and Place | Organizer |
|-------------|--------------------|---|-----------------------------------|--|
| | | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 21-22, 2024/ Surabaya | PT Fortia Management Strategi |
| Busrul Iman | President Director | Leading & Managing Your Sales Team To Success With James Gwee | July 29, 2024/Surabaya | PT. Academia Citra Abadi |
| | - | Risk Management Certification Program Exam Level 7 | October 10, 2024/Jakarta | BSMR (Risk Management Certification Agency) |

^{*)} Dismissed at the Annual General Meeting of Shareholders for the 2023 Fiscal Year on February 07, 2024
**) Appointed at the Annual General Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Commissioners of the Financial Services Authority dated July 01, 2024. Before Mrs. Umi Rodiyah became effective as the Director of Compliance, Mr. Arif Suhirman (Director of Operations) served as Acting Director of Compliance, while Mr. Zulhelfi Abidin (Director of IT & Digital) concurrently served as Acting Director of Operations.

| Name | Position | Types of Training and Competency Development/ Training Materials | Implementation Time and Place | Organizer |
|-----------------------|---|--|-----------------------------------|---|
| | | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 21-22, 2024/ Surabaya | PT Fortia Management Strategi |
| Edi Masrianto | Director of Finance, Treasury & Global | Leading & Managing Your Sales Team To Success With James Gwee | July 29, 2024/Surabaya | PT. Academia Citra Abadi |
| | Services | Alignment of Risk Management Level 7: Enhancing the Effectiveness of Risk Management Implementation to Achieve a Sustainable Banking Industry | August 8-9, 2024/ Yogyakarta | BARA |
| | | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 21-22, 2024/ Surabaya | PT Fortia Management Strategi |
| | | Leadership Mastery Class: The Art Of Execution | March 5, 2024/ | INFOBANK INSTITUTE |
| R. Arief Wicaksono | Director of Micro, Retail & Medium | Leading & Managing Your Sales Team To Success With James Gwee | July 29, 2024/Surabaya | PT. Academia Citra Abadi |
| | | Treasury Certification Level 7 | November 10, 2024/ Jakarta | ACI INDONESIA |
| | | Risk Management Certification Program Exam Level 7 | October 10, 2024/Jakarta | BSMR (Risk Management Certification Agency) |
| | Director of Risk Management | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 21-22, 2024/ Surabaya | PT Fortia Management Strategi |
| Eko Susetyono | | Leading & Managing Your Sales Team To Success With James Gwee | July 29, 2024/Surabaya | PT. Academia Citra Abadi |
| | | Alignment of Risk Management Level 7: Enhancing the Effectiveness of Risk Management Implementation to Achieve a Sustainable Banking Industry | August 8-9, 2024/ Yogyakarta | BARA |
| Tonny Prasetyo*) | Director of Compliance | - | - | - |
| | | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 21-22, 2024/ Surabaya | PT Fortia Management Strategi |
| Ilmi Dadiyah**) | Director of | Leading & Managing Your Sales Team To Success With James Gwee | July 29, 2024/Surabaya | PT. Academia Citra Abadi |
| Umi Rodiyah**) | Compliance | Risk Management Certification Level 7 Training | May 15-16, 2024/Jakarta | IRPA (INDO.RISK PROFESSIONAL ASSOCIATION) |
| | | Risk Management Certification Program Exam Level 7 | May 16, 2024/Jakarta | BSMR (Risk Management Certification Agency) |
| | | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 21-22, 2024/ Surabaya | PT Fortia Management Strategi |
| Arif Suhirman | Director of Operations | Leading & Managing Your Sales Team To Success With James Gwee | July 29, 2024/Surabaya | PT. Academia Citra Abadi |
| | | Risk Management Certification Program Exam Level 7 | May 13, 2024/Jakarta | Banking Professional Certification Institute (LSPP) |
| | | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 21-22, 2024/ Surabaya | PT Fortia Management Strategi |
| Zulhelfi Abidin | Director of IT & Digital | Leading & Managing Your Sales Team To Success With James Gwee | July 29, 2024/Surabaya | PT. Academia Citra Abadi |
| | | Risk Management Certification Program Exam Level 7 | September 12, 2024/ Jakarta | BSMR (Risk Management Certification Agency) |
| | | | | |

^{*)} Dismissed at the Annual General Meeting of Shareholders for the 2023 Fiscal Year on February 07, 2024.

**) Appointed at the Annual General Meeting of Shareholders for the 2023 Fiscal Year on February 07, 2024, and effective since the Decree of the Board of Commissioners of the Financial Services Authority dated July 01, 2024. Before Mrs. Umi Rodiyah became effective as Director of Compliance, Mr. Arif Suhirman (Director of Operations) served as Acting Director of Compliance, while Mr. Zulhelfi Abidin (Director of IT & Digital) concurrently served as Acting Director of Operations.

Orientation Program for New Board of Directors

The Orientation Program is very important to be implemented, because the members of the Board of Directors can come from various backgrounds, so that in order to form a solid work team, the Orientation Program is mandatory to run. An orientation program regarding the Bank is provided to newly appointed Directors. During the 2024 Fiscal Year, based on the resolution of the Annual General Meeting of Shareholders for the 2023 Fiscal Year held on February 07, 2024, a new member of the Board of Directors was appointed, namely Umi Rodiyah, as Director of Compliance, who previously served as Senior Executive Vice President of the Company's Sharia Business. The orientation program provided may include presentations by participating in meetings such as the Company's Board of Directors Meeting.

Board of Directors Decisions and Implementation of Duties

During 2024 the Board of Directors has carried out their duties, obligations, and responsibilities in order to carry out the management of the Company as stipulated in the applicable laws and regulations, the Company's Articles of Association, and the work plan for carrying out the duties of the Board of Directors for 2024, in general, are as follows:

- 1. Preparation of the Company's bank business plan
- Implementation of IT strengthening projects and digital banking development
- 3. Asset and financial management
- 4. Organizing board of Directors meetings and board of Directors meetings with the board of Commissioners
- Organizing the Annual General Meeting of Shareholders for the 2023 Fiscal Year
- 6. Supervision and improvement of internal business processes
- 7. Implementation of Good Corporate Governance in every business activity
- Distribution of Corporate Social Responsibility funds for the company which is manifested in various activities of the Bank Jatim Care.
- 9. Implementation of other tasks related to the management of the company.

Board of Directors' decisions issued during 2024 include:

- Formation of the Procurement Committee for Goods/ Services for the 2024 Fiscal Year.
- Appointment and Designation of Project Leaders and Supporting Teams for the Procurement of Goods/Services within the General Division for the 2024 Fiscal Year.
- Appointment and Designation of the Committee for Inspecting the Procurement of Goods/Services for the 2024 Fiscal Year.
- 4. Computer Security Incident Response Team (CSIRT).
- 5. Asset Liability Committee (ALCO) Decision.
- Land and Building Procurement Team within PT Bank Pembangunan Daerah Jawa Timur Tbk for the 2024 Fiscal Year.

- 7. Formation of the Malang Square Branding Team.
- 8. Jatimers Communities Management.
- Formation of the Credit/Financing Control and Extracomptable Recovery Team.
- 10. Extracomptable Recovery Program.
- 11. Sustainable Finance Action Plan Team.
- 12. JConnect Run 2024 Committee.
- Capital Investment Team, Establishment of Subsidiaries, and Bank Business Groups.
- 14. Formation of the Committee for the Sale and Write-Off of Fixed Assets for Operational Vehicles.
- 15. Amendment to Employee Pension Fund Regulations.
- Formation of the New System Treasury Implementation Team.
- 17. Recovery Plan Report Preparation Team.
- 18. Resolution Plan Report Preparation Team.
- 19. Formation of the IT Disaster Recovery Plan (IT DRP) Team.
- 20. Employee Pension Fund Investment Guidelines.
- 21. Board of Commissioners' Committee Composition for 2024.
- 22. Guidelines for Year-End Closing and Annual Financial Statement Preparation.
- 23. Acceleration Team for Follow-Up Supervision of BI-FAST Incidents by Bank Indonesia.
- 24. Implementation Guidelines for the Career Path Management System.
- 25. First Amendment to Organizational Structure and Work Procedures.
- Settlement Stimulus for Problematic or Extracomptable Credit/Financing.
- 27. Credit/Financing Market Segmentation.
- 28. Credit Committee Membership Structure.
- Credit/Financing Approval Authority Limit (LKPK/P) of the Credit Committee.
- 30. Cash and Non-Cash Credit/Financing Approval Authority Limit (LKPK/P).
- On-The-Spot (OTS) Execution Limit in the Credit/Financing Process.
- 32. Revocation of SVS and Utility Guidelines.
- 33. Risk Appetite Statement.
- 34. Credit/Financing Restructuring for Debtors Affected by Covid-19 in Certain Regions and Sectors.
- 35. Revocation of the Cek Dinda Work Guidelines.
- Revocation of the Implementation Guidelines for Land Title Certification Credit.
- Second Amendment to Organizational Structure and Work Procedures.
- Revocation of the Code of Conduct Guidelines (Code of Conduct) for the Mechanism Between Directors and the Board of Commissioners.
- 39. Settlement Authority Limit for Transactions via ESTIM.
- 40. Settlement Stimulus for Problematic or Extracomptable Credit/Financing.
- 41. Credit/Financing Portfolio Guidelines.
- 42. Employee Formation Determination.
- Third Amendment to Organizational Structure and Work Procedures.

- Revocation of the Implementation Guidelines for Medium and Corporate Credit.
- Dealer Transaction Authority Limit (Dealer Limit) for Transactions in the Treasury Division's Dealing Room.
- 46. Payment Bank Guarantee for Projects with a 2024 Fiscal Year Budget in the East Java Province.
- 47. Revocation of the Implementation Guidelines (BPP) for Micro and Small Finance Chapter XV Laguna Micro Financing.
- 48. First Amendment to the Employee Pension Fund Governance Guidelines.
- 49. SOP Corporate Secretary.
- 50. SOP Total Reward.
- 51. SOP Term Loan Facility.
- 52. State Revenue Module SOP.
- Securities Brokerage for Debt and Sukuk Instruments (PPE-EBUS) SOP.
- 54. Governance Implementation SOP for the Provision of Remuneration to Management and Its Facilities.
- 55. Market Code of Ethics SOP for Sharia Treasury Activities.
- 56. Vendor Management SOP.
- 57. Payment Management SOP.
- 58. Anti-Fraud Strategy SOP.
- 59. Credit or Financing Policy Committee (KKP) SOP.
- 60. Micro, Retail, and Medium Credit Process SOP.
- 61. Credit/Financing Risk Analysis SOP.
- 62. Credit/Financing Monitoring Rating SOP.
- 63. Bank Strategic Plan and Business Plan Preparation SOP.
- 64. Research SOP.
- 65. Performance Management SOP.
- 66. SOP Business Continuity Management.
- 67. SOP Quality Assurance Operations.
- 68. Limit Determination SOP
- 69. Market Risk Management SOP.
- 70. Risk Culture Development SOP.
- 71. Branch Supervision SOP.
- 72. Jatim Priority SOP.
- 73. Bank Guarantee SOP.
- 74. Bridging Loan SOP.
- 75. Fund Transfer SOP.
- 76. Other Banking Services SOP.
- 77. Office Network Development SOP.
- 78. Conduct, Work Ethics, and Business Ethics SOP.
- 79. Assignment Administration SOP.
- 80. Issuance of Debt Securities SOP.
- 81. Customer Protection and Complaint Resolution SOP.
- 82. Disaster Recovery Plan SOP.
- 83. APEX BPRS SOP.
- 84. SOP New JConnect Mobile.
- 85. IT Security SOP.
- 86. SOP SMS Banking.
- 87. SOP Internet Banking.
- 88. Subsidiary and Affiliate Company Management SOP.
- 89. SOP Global Market.
- 90. GRC and TLD SOP.
- 91. IT Governance SOP.
- 92. Compliance SOP.

- 93. IT Development and Procurement SOP.
- 94. Revolving Fund Credit SOP.
- 95. IT Service Provider Usage SOP.
- 96. IT Operations and Communication Network SOP.
- 97. Business Continuity Plan (BCP) Treasury Transactions SOP.
- 98. Job Requirement SOP.
- 99. Board of Commissioners' Work Guidelines SOP.
- 100. Board of Commissioners' Committee Work Guidelines SOP.
- 101. IT Internal Audit Control SOP.
- 102. Competency Dictionary SOP.
- 103. IT Service Provider SOP by the Bank.
- 104. Credit/Financing Marketing SOP.
- 105. IT Planning SOP.
- 106. Recruitment and Selection SOP.
- 107. PSAK 71 Implementation SOP.
- 108. Operational Risk Management SOP.
- 109. Electronic Banking and Digital Banking IT Services SOP.
- 110. Personal Data Protection IT SOP.
- 111. Cybersecurity and Resilience SOP.
- 112. Property Construction Credit SOP.
- 113. PSAK 50 & 55 Special Credit SOP.
- 114. Corporate Credit SOP.
- 115. Workplace Security and Order SOP.
- 116. Conflict of Interest SOP.
- 117. Savings SOP.
- 118. BLUD Credit SOP.
- 119. Shariah-Linked Investment Financing SOP.
- 120. Current Account SOP.
- 121. Corporate and Syndication Loan Process SOP.
- 122. Change Management SOP.
- 123. Sustainable Finance Implementation SOP.
- 124. Board of Directors' Work SOP.
- 125. PSAK 50, 55 & 60 Sharia SOP.
- 126. Financial Literacy and Inclusion SOP.
- 127. Cash Services SOP.
- 128. Jatim Retail and Medium Credit SOP.
- 129. Branch Supply/Remise and Banknote Handover to/from Counterparty SOP.
- 130. Public Relations SOP.
- 131. Corporate Social and Environmental Responsibility SOP.
- 132. Jatim Micro Credit SOP.
- 133. Export/Import Credit SOP.
- 134. Property Construction Financing SOP.
- 135. Productive Financing SOP.
- 136. Cash Waqf IB Barokah SOP.
- 137. Shariah Operational Center SOP.
- 138. Bank Indonesia SSSS SOP.
- 139. Office Operational Services SOP.140. ATM Card SOP.
- 141. Litigation and Non-Litigation Execution SOP.
- 142. Employee Formation Calculation and Determination SOP.
- 143. BPRS Linkage SOP.
- 144. Linkage PKPA Financing SOP.
- 145. Shariah Contract SOP.
- 146. Promotion and Sponsorship SOP.
- 147. Office Network Management SOP.

- 148. Office Network Classification SOP.
- 149. Treasury Transaction Settlement SOP.
- 150. Fixed Asset Management SOP.
- 151. Inventory SOP.
- 152. Asset & Liability Committee (ALCO) SOP.
- 153. Job Evaluation SOP.
- 154. Affordable Housing Credit SOP.
- 155. Corporate Transaction Facility SOP.
- 156. Customer Investment Product SOP.
- 157. Financial Institution SOP.
- 158. Debt and Sukuk Trading Code of Ethics SOP.
- 159. AML/CFT & PEP Prevention SOP.
- 160. AML/CFT & PEP Eradication SOP.
- 161. Cash Insurance Provider SOP.
- 162. Credit or Financing Service Provider SOP.
- 163. Credit or Financing Guarantee SOP.
- 164. LHKPN SOP.
- 165. Indonesia Credit Card (KKI) SOP.
- 166. Warehouse Receipt Credit SOP.
- 167. Cash Collateral Financing IB Barokah SOP.
- 168. BI-FAST SOP.
- 169. Affordable Housing Financing SOP.
- 170. Syndication Financing SOP.
- 171. Productive Financing Process SOP.
- 172. Shariah Payment Management SOP.
- 173. QRIS SOP.
- 174. Regional Public Service Agency (BLUD) Credit SOP.
- 175. Micro Business Loan (KUR) SOP.
- 176. Employee CAP Financing SOP.
- 177. Property Construction Financing SOP.
- 178. Sharia KUR Financing SOP.
- 179. Employee Pension Fund Governance SOP.
- 180. Local Government (PEMDA) Credit SOP.
- 181. BPR Linkage Credit SOP.
- 182. Bank Guarantee IB Barokah SOP.
- 183. BPRS Linkage Financing SOP.
- 184. Credit or Financing Rescue and Resolution SOP.
- 185. Consumer Protection and Complaint Resolution SOP.
- 186. Career Development Program SOP.
- 187. Umrah Multi-Service Financing IB Barokah SOP.
- 188. Credit/Financing Monitoring Rating SOP.
- 189. Cash Collateral Credit (CCC) SOP.
- 190. Organizational Structure Evaluation SOP.
- 191. IB Barokah Property Financing SOP.
- 192. IB Barokah Multipurpose Financing SOP.
- 193. Bank Business Group (KUB) SOP.

Performance Assessment of Committees Under The Board of Directors and The Basis of The Assessment

The Board of Directors' evaluation procedure on the performance of the Board of Directors Committee is carried out in the following manner:

- Each Secretary of the Board of Directors Committee shall prepare the implementation materials and technical implementation of each Committee of the Board of Directors during the 2024 financial year.
- The Board of Directors' assessment of the performance of the Board of Directors Committee is carried out through the Board of Directors Meeting.

The criteria used in the Board of Directors' assessment of the performance of the Board of Directors Committee include:

- 1. Basis for Formation of the Committee
- 2. Committee Structure and Membership
- 3. Duties, Authorities and Responsibilities of the Committee
- 4. Committee Implementation Achievement
- 5. Conclusion

During 2024, the Board of Directors considered that the committees under the Board of Directors carried out their duties and responsibilities properly.

Asset Liability Committee (ALCO)

ALCO is a committee for decision making on assets and liabilities for the purposes outlined, a forum called the Asset Liabilities Committee (ALCO) is needed. In order to reduce and eliminate risks that occur in banks, especially Liquidity Risk, Interest Rates and Exchange Rates, cooperation and active participation of various decision makers on both the assets and liabilities side are required. Cooperation will be successful if each decision maker knows his role and the impact of his decision on overall business profits. During 2024 ALCO has held 17 (seventeen) meetings.

Risk Management Committee

The Risk Management Committee was formed in order to maintain risk exposure at acceptable and profitable limits, so that bank business activities can remain manageable and carry out bank business activities based on prudential principles. During 2024, the Risk Management Committee has held 6 (six) meetings.

Personnel Management Committee

The Personnel Management Committee was formed in order to obtain optimal results in deciding critical matters in the field of Human Capital in terms of strategies, policies, and During 2024, the Personnel Management Committee has held 16 (sixteen) meetings.

Information Technology Committee

Part of IT governance in providing recommendations, the committee must pay attention to the efficiency factor of the IT governance in order to minimize the risk associated with the use of IT. Bank and customers. As an embodiment of part of IT governance in order to minimize the risk associated with the use of IT and to protect the interests of the IT Steering Committee, it was formed as a manifestation of the commitment of the Board of Directors and management of Bank Jatim in the form of active

supervision of IT management. As stipulated in OJK Regulation MRTI, ITSC plays a role in assisting the implementation of the duties of the Board of Directors in determining the Information Technology Strategic Plan and Bank policies related to the use of Information Technology. Throughout 2024, the IT Committee has held one meeting as part of the implementation of effective IT governance. Throughout 2024, the IT Committee has held 1 (one) meeting.

Credit Policy Committee

Credit or Financing Policy Committee is a committee formed by the Board of Directors in the framework of managing credit policy which aims to support sound credit distribution and contains elements of internal control from the initial stages of the credit activity process to the credit monitoring stage with due observance of the principle of prudence. During 2024, the Credit Policy Committee has held 4 (four) meetings.

Credit Committee

Conventional Credit Committee

Credit Committee is an operational committee formed by the Board of Directors to evaluate and/or provide credit decisions for the amount and type of credit determined by the Board of Directors with due regard to business development without abandoning prudential principles including restructuring and credit settlement good.

Financing Committee

An operational committee formed by the Board of Directors to evaluate and/or provide financing decisions for the amount and type of financing determined by the Board of Directors with due regard to business development without abandoning the precautionary principle including restructuring and settlement of financing.

- Credit Implementation Committee
 During 2024, the Credit Implementation Committee has held 4 (four) meetings.
- Credit Rescue Committee
 During 2024, the Credit Rescue Committee has held 1 (one) meeting.
- Credit Rescue Committee
 During 2024, the Credit Settlement Committee has held 3 (three) meetings.
- Financing Restructuring Committee
 During 2024, the Financing Implementation Committee
 has held 3 (three) meetings.

Writing Off Credit and Financing Committee
 During 2024, the Credit and Financing Write-Off Committee
 has held 1 (one) meeting.

Product Committee

The Product Committee is a committee formed by the Board of Directors to discuss, determine, and evaluate business strategies through product development, both digital and non-digital, and both conventional and sharia. It is including the development of products that have not existed before and the development of follow-up products, including conducting products evaluations (continued products, developed, discontinued, and closed). Throughout 2024, the Product Committee has held 2 (two) meetings.

Mechanism of Self Resignation and Termination of The Board of Directors

The mechanism for resignation and dismissal of the Board of Directors includes:

- A member of the Board of Directors may submit an application to resign from his position by notifying in writing of his intentions to the Controlling Shareholders and the Company.
- The company is obliged to hold a GMS to decide on the resignation request of a member of the Board of Directors no later than 90 (ninety) days after the resignation letter is received.
- A member of the Board of Directors can be temporarily suspended by the Board of Commissioners by stating the reasons and must be notified in writing to the member of the Board of Directors concerned.
- 4. The Board of Commissioners must hold a GMS to revoke or affirm the decision on the temporary dismissal within 90 (ninety) days after the date of the temporary dismissal. With the expiration of the time period for holding the GMS or the GMS unable to make a decision, the temporary dismissal of members of the Board of Directors by the Board of Commissioners is canceled.
- The Company is obliged to implement a mechanism for resignation and dismissal of the Board of Directors and conduct disclosure of information to the public in accordance with OJK regulations.

Board of Commissioners

The Board of Commissioners is the Corporate Governance organ whose job is to carry out general and/or specific supervision in accordance with the Articles of Association, provide advice to the Board of Directors, and ensure that the Company implements the principles of good corporate governance.

The Board of Commissioners is responsible to the GMS in terms of overseeing the policies of the Board of Directors regarding the Company's operations in general which refer to the approved business plan, as well as ensuring compliance with all applicable laws and regulations. The responsibility of the Board of Commissioners to the GMS is a manifestation of the supervisory accountability for the management of the Business Entity in the implementation of the principles of good governance.

Duties and Responsibilities of The Board of Commissioners

The Board of Commissioners has duties and responsibilities that have been regulated in the Work Guidelines and Code of Conduct, including the following:

- The Board of Commissioners is tasked with supervising the policies and processes of management in general, both regarding the Company and the Company's business, and providing advice to the Directors;
- 2. Members of the Board of Commissioners must carry out their duties and responsibilities in good faith, with full responsibility and prudent principle;
- 3. The Board of Commissioners is tasked with supervising the Bank's policies and management of the Board of Directors, providing advice to the Board of Directors, and is responsible for such supervision, in accordance with the Bank's intent and objectives as stipulated in the provisions of laws and regulations, articles of association, and decisions of the GMS;
- 4. In carrying out supervision, the Board of Commissioners is obliged to direct, monitor and evaluate the implementation of governance, risk management and compliance in an integrated manner as well as the Bank's strategic policies, in accordance with the provisions of laws and regulations, articles of association and/or GMS decisions;
- The Board of Commissioners receives and exercises the authority delegated and/or given to the Board of Commissioners in accordance with the provisions of laws and regulations, articles of association, and/or decisions of the GMS;
- The Board of Commissioners may carry out other supervisory duties and authorities.
- 7. Each member of the Board of Commissioners is jointly and collectively liable for the Company's losses caused by errors or negligence of the members of the Board of Commissioners in carrying out their duties, unless the member of the Board of Commissioners concerned can prove:

- a. The loss is not due to an error or negligence.
- Has conducted supervision in good faith, full of responsibility, and prudently for the interests and in accordance with the aims and objectives of the Company.
- Has no conflict of interest, either directly or indirectly, over the supervision actions that result in losses.
- d. Has taken actions to prevent such losses arising or continuing.
- e. In the event of bankruptcy due to the error or negligence of the Board of Commissioners in supervising the management carried out by the Board of Directors and the Company's assets are insufficient to pay all of the Company's obligations due to the bankruptcy, each member of the Board of Commissioners shall be jointly and severally liable with the members of the Board of Directors for the obligations that have not been paid;
- f. However, members of the Board of Commissioners cannot be held responsible for the bankruptcy of the Company as referred to above, if they can prove that:
 - The bankruptcy is not due to his/her fault or negligence;
 - Has carried out his/her supervisory duties in good faith and with due care for the interests of the Company and in accordance with the intent and purpose of the Company;
 - Has no personal interest, either directly or indirectly, in the management actions by the Board of Directors that result in bankruptcy; and
 - 4) Has provided advice to the Board of Directors to prevent bankruptcy.

Duties and Responsibilities of President Commissioner

In accordance with the Regulation of Financial Services Authority No. 17 of 2023 concerning Implementation of Governance for Commercial Banks, it is stated that the Board of Commissioners must be led by the President Commissioner. The function of the President Commissioner in the Governance process is none other than the coordinator of the Board of Commissioners' organs as a whole, as essentially the relationship between the members of the Board of Commissioners is equal and in the nature of an assembly; hence, they cannot act individually but based on the Board of Commissioners' decision. In general, the duties and responsibilities of the President Commissioner are as follows:

- 1. Coordinate the implementation of the duties and responsibilities of the Board of Commissioners.
- Propose to hold a Board of Commissioners Meeting, including the agenda of the Meeting.
- 3. Summons and chair the Board of Commissioners' meeting.
- 4. Submit the supervisory report to obtain the approval of the Annual GMS for the implementation of the duties and supervision of the Board of Commissioners.

- Ensure that the implementation of the responsibilities of the Board of Commissioners has been carried out according to procedures.
- 6. Ensure that meetings of the Board of Commissioners make decisions effectively based on true and complete information, including ensuring that:
 - All strategic and important issues are taken into consideration by the Board of Commissioners.
 - b. All existing problems are discussed carefully and thoroughly.
 - c. All members of the Board of Commissioners are given the opportunity to contribute effectively.
 - d. Each Commissioner receives relevant information in a timely manner, including a brief explanation of the issues that will be discussed at the Board of Commissioners' meeting.
 - e. Board of Commissioners meetings produce clear decisions and are recorded in the minutes. notulen.
- 7. Ensure that the Board of Commissioners behaves in accordance with applicable regulations.
- 8. Lead efforts to meet the development needs of the Board of Commissioners.
- Perform other responsibilities assigned by the Board of Commissioners, from time to time.

Rights and Authorities of the Board of Commissioners

The rights and powers of the Board of Commissioners are to:

- Individually or collectively at any time during the working hours of the Company's office has the right to enter the building and yard or other places used or controlled by the Company and the right to examine all books, letters and other evidence, check and match the cash and cash conditions. others and has the right to know all the actions that have been carried out by the Board of Directors.
- Request an explanation from the Board of Directors regarding all matters relating to the management of the Company
- 3. Know all the policies and actions that have been and will be carried out by the Board of Directors.
- 4. Requesting the Board of Directors and/or other officers under the Board of Directors with the knowledge of the Board of Directors to attend the meeting of the Board of Commissioners
- Suspend one or more members of the Board of Directors, if the member of the Board of Directors acts contrary to the articles of association or the prevailing laws and regulations.
- The said temporary dismissal must be notified to the person concerned along with the reasons.
- 7. Form Committees under the Board of Commissioners in accordance with laws and regulations by taking into account the needs of the Company.
- 8. Provide approval for policy guidelines regarding the provision of funds to related parties and the provision of large funds (large exposure);

- Provide approval for the provision of funds to related parties. Carry out active supervision of the policy in question.
- Request the Board of Directors to follow up on the findings of the SKAI examination.
- Determine a special examination by SKAI if there are allegations of fraud, irregularities, against the applicable laws and regulations.
- 12. Evaluate and examine the follow-up to the Internal Audit Report, Compliance Director Report, Public Accountant Report, Bank Indonesia Report and BPK Report.
- Consider the appointment and dismissal of the head of the internal audit work unit (SKAI) proposed by the President Director.
- 14. Provide feedback on periodic reports submitted by the Board of Directors.
- 15. Carry out other supervisory powers as long as they do not conflict with laws and regulations, the Articles of Association and/or the resolutions of the GMS.

Decision That Needs To Agree To The Board of Commissioners

Decisions that require approval from the Board of Commissioners of Bank Jatim have been regulated in the Board of Commissioners Work Guidelines. Matters that require approval from the Board of Commissioners are as follows:

- 1. General Meeting of Shareholders (GMS).
- 2. Changes in Organizational Structure;
- 3. Bank Business Plan (RBB);
- 4. Credit provision to related parties;
- 5. Internal Audit Charter;
- Appointment and dismissal of the head of the Internal Audit Business Unit (SKAI);
- Reports to the bank's authority/supervisor regarding conditions that endanger the Bank's business continuity;
- 8. Semester reports from SKAI to the Bank's Authority/ supervisor;
- Approval of the Bank's internal policies that must be ratified by the Board of Commissioners in accordance with applicable laws and regulations; and
- 10. Others in accordance with the Articles of Association and other provisions.

Term of Office of Board of Commissioners

The term of office of a member of the Board of Commissioners is a maximum of 4 (four) years from the date specified in the GMS of appointment and ends at the closing of the 4th (fourth) Annual GMS from the date of appointment or until the closing of the Annual GMS at the end of 1 (one) term period. position, and can be reappointed for a second term of office, after taking into account the provisions of the Financial Services Authority and applicable regulations and being assessed as being able to carry out their functions well, without prejudice to the GMS's right to dismiss at any time.

Board of Commissioners Criteria

The criteria for the Board of Commissioners of Bank Jatim have been stipulated in the Articles of Association of the Company and the Implementation Manual are as follows:

- 1. Individual, Indonesian citizen who:
 - a. Individual, Indonesian citizen who.
 - b. Faithful and obedient to the State and Government.
 - c. Do not engage directly or indirectly in activities treason against the State.
 - d. Physically and mentally healthy.
 - e. Have never carried out activities that harm the State or conduct disgraceful actions in the banking sector.
 - The voting rights were not revoked based on a court decision.
- 2. Pass the Fit and Proper Test in accordance with the provisions of the Financial Services Authority regarding the Fit and Proper Test.
- The majority of members of the Board of Commissioners are prohibited from having family ties to the second degree with fellow members of the Board of Commissioners and/or members of the Board of Directors.
- 4. Within 5 (five) years prior to the appointment and during the term of office:
 - a. Never been declared bankrupt.
 - Never been a member of the Board of Directors and/ or a member of the Board of Commissioners who was found guilty of causing a company to go bankrupt.
 - c. Never been convicted of committing a crime that caused losses to state finances and/or was related to the financial sector
 - d. Has never been a member of the Board of Directors and/ or a member of the Board of Commissioners who during his tenure:
 - Never held an Annual GMS.
 - The responsibilities as a member of the Board of Directors and/or a member of the Board of Commissioners have never been accepted by the GMS or have never given accountability as a member of the Board of Directors and/or a member of the Board of Commissioners to the GMS.
 - Have caused a company that obtained a license, approval, or registration from OJK to fail to fulfill its obligation to submit an annual report and/or f inancial report to OJK.
- Not involved directly or indirectly in treasonous activities to the State
- 6. Never carry out activities that are detrimental to the State or disgraceful actions in the banking sector

- 7. Not deprived of voting rights based on court decisions.
- 8. Have a good financial track record, proven by documents that have been issued by the competent authority.
- 9. Meet other requirements as specified.

Board of Commissioners' Work Guidelines

The Board of Commissioners has a work guideline for the Board of Commissioners Number: 063/03/51/DKM/KEP dated March 28, 2024 concerning the Standard Operating Procedure (SOP) for the Work Guidelines for the Board of Commissioners. The work guidelines are periodically evaluated and updated with reference to applicable regulations and provisions.

Board of Commissioners' Work Guidelines is binding for each member of the Board of Commissioners so that the Board of Commissioners can carry out their supervisory functions efficiently, effectively, transparently, independently, and accountably. The basis for the preparation of board of commissioners' work procedures guidelines is the Bank's Articles of Association, Law No. 40 of 2007 concerning Limited Liability Companies, Financial Services Authority Regulations and OJK Circular on the application and organs of Corporate Governance, and other regulations.

The Bank Jatim Board of Commissioners Work Guidelines were last updated on March 28, 2024. The contents of the Board of Commissioners work guidelines regulate matters including:

- 1. Basic Principles
- 2. Organization & Management
- 3. Division of Tasks of the Board of Commissioners' Supporting Organs
- 4. Work Procedures
- 5. Work Flow & Mechanism
- 6. Administration, Documentation & Reporting

The Supervision of The Board of Commissioners' Supervisory Duties

In order to optimize the implementation of the functions and duties of the Board of Commissioners, it has been determined that the f ield of duties of each member of the Board of Commissioners has been established. The management of the supervisory duties of the Board of Commissioners does not reduce the rights, obligations, responsibilities and authority of each member of the Board of Commissioners in carrying out their functions and duties. As for the division of functions, duties and responsibilities of the Board of Commissioners as follows.

Table of Duties of the Board of Commissioners

| Name | Position | Duties |
|----------------------|--------------------------|---|
| Muhammad Mas'ud | Independent Commissioner | Chairman of the Remuneration and Nomination Committee Member of the Audit Committee Member of the Risk Monitoring Committee |
| Sumaryono | Independent Commissioner | Chairman of the Audit Committee Member of the Risk Monitoring Committee Member of the Remuneration and Nomination Committee |
| Adhy Karyono | Commissioner | Remuneration and Nomination Committee Members |
| Candra Fajri Ananda* | Independent Commissioner | Chairman of the Risk Monitoring Committee Member of the Audit Committee Member of the Remuneration and Nomination Committee |
| Dadang Setiabudi** | Independent Commissioner | Chairman of the Risk Monitoring Committee Member of the Audit Committee Member of the Remuneration and Nomination Committee |

Resigned from his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024.

Policy of The Board of Commissioners' Concurrent Positions

The Work Guidelines for the Board of Commissioners of Bank Jatim have regulated provisions regarding concurrent positions of the Board of Commissioners, namely that members of the Board of Commissioners are prohibited from holding concurrent positions:

- 1. As a member of the Board of Directors, member of the Board of Commissioners, member of the Sharia Supervisory Board, or Executive Officer at a financial institution or financial company, whether a bank or non-bank;
- 2. As a member of the Board of Directors, member of the Board of Commissioners, member of the Sharia Supervisory Board, or Executive Officer at more than 1 (one) non-financial institution or company, whether domiciled in or outside the country;
- 3. In the field of functional duties at a bank financial institution and/or non-bank financial institution domiciled in or outside the country:
- 4. In other positions that may give rise to a conflict of interest in carrying out duties as a member of the Board of Commissioners;
- 5. In other positions in accordance with the provisions of laws and regulations.

Table of Concurrent Positions of the Board of Commissioners

| Name | Position | Position in Other Companies/ Agencies | Company Name/ Other Institution |
|----------------------|--------------------------|--|------------------------------------|
| Muhammad Mas'ud | Independent Commissioner | Director of Postgraduate Studies | Islamic University of Malang |
| Sumaryono | Independent Commissioner | - | - |
| Adhy Karyono | Commissioner | Acting Governor of East Java | East Java Province |
| Candra Fajri Ananda* | Independent Commissioner | Special Staff | Ministry of Finance |
| Dadang Setiabudi** | Independent Commissioner | - | - |

^{*)} Resigned from his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024.

Management of Conflicts of Interest of The Board of Commissioners

The management of conflicts of interest of the Board of Commissioners as regulated in the Guidelines and Work of the Board of Commissioners is as follows:

- 1. Not involved in decision-making regarding the Company's operational activities, except for the provision of funds to related parties and other matters stipulated in the Company's Articles of Association or applicable laws and regulations.
- 2. Not taking advantage of the Company for personal, family, and/or other party interests that may harm or reduce the Company's profits.
- 3. Do not take and/or receive personal benefits from the Bank other than remuneration and other facilities determined by the GMS.

^{*)} Resigned from his position as Independent Commissioner at the 2023 Annual GMS on February 1, 2024.

**) Appointed as Independent Commissioner at the Extraordinary GMS of 2024 dated September 26, 2024 and effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority dated November 4, 2024

Appointed as Independent Commissioner at the Extraordinary GMS of 2024 dated September 26, 2024 and effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority dated November 4, 2024

- 4. Do not carry out transactions that have a conflict of interest and/or take personal gain either directly or indirectly from the Company's activities other than legal income as a member of the Board of Commissioners.
- Not being influenced by other parties in carrying out duties and making decisions that lead to abuse of authority and/ or improper decision making.
- 6. In carrying out supervision, the Board of Commissioners is prohibited from participating in decision-making regarding the Bank's operational activities, except:
 - a. Provision of funds to related parties in accordance with the Financial Services Authority Regulation concerning the maximum limit for providing credit and providing large funds for general banks and the Financial Services Authority Regulation concerning the maximum limit for distributing funds and distributing large funds for Islamic general banks; and
 - Other matters stipulated in the Bank's articles of association or provisions of laws and regulations.
- Disclose remuneration and other facilities received in the Governance Implementation Report as stipulated in the Financial Services Authority Regulation.

During 2024, the Bank ensures that all members of the Board of Commissioners have no conflict of interest or potential conflict of interest against Bank Jatim.

In carrying out the duties, authorities, obligations, and responsibilities of each Board of Commissioners of Bank Jatim must always base themselves on job ethics. All members of the Board of Commissioners must avoid potential conflicts of interest or always position themselves so as not to be in a potential conflict of interest in any situation as stated in the Board of Commissioners Work Guidelines.

In the event of a conflict of interest, the Board of Commissioners who has a conflict of interest does not use their rights/authority in making decisions. Members of the Board of Commissioners are prohibited from taking actions that may harm the Bank or reduce the Bank's profits and must disclose the conflict of interest referred to in every decision.

Independent Commissioners

Bank Jatim is subject to regulations issued by regulators regarding the existence of Independent Commissioners in the Bank. The Bank's Independent Commissioners are appointed at least 50% (fifty percent) of the total members of the Board of Commissioners. The number of Independent Commissioners of Bank Jatim consisted of 3 (three) people out of a total of 4 (four) members of the Board of Commissioners. In other words, the composition of the Independent Commissioners of Bank Jatim was more than 50% of the total members of the Board of Commissioners.

Criteria for Determining Independent Commissioners

The criteria for determining the Independent Commissioner of Bank Jatim are regulated in the articles of association and in the guidelines for the implementation of the Board of Commissioners of Bank Jatim that are adjusted according to the applicable rules including Circular Letter of the Financial Services Authority Regulation No. 17 of 2023 regarding Governance Implementation for Commercial Banks and Financial Services Authority Regulation No. 33/POJK.04/2014 regarding Board of Directors and Board of Commissioners of Issuers or Public Companies, among others it is explained that Independent Commissioners must meet the following requirements:

| | Independent Commissioner | | | | | |
|--|--------------------------|--------------------|-----------|-----------------------|--|--|
| Independent Commissioner Criteria | Candra Fajri Ananda* | Muhammad Mas'ud | Sumaryono | Dadang Setiabudi** | | |
| Members of the Board of Commissioners who do not have financial relationships, management relationships, share ownership relationships, family relationships with other members of the Board of Commissioners, the Board of Directors and/or Controlling Shareholders or relationships with the Bank, which may affect their ability to act independently. | V | J | J | √ | | |
| Not a person who works or has the authority and responsibility to plan, lead, control or supervise the activities of the Issuer or Public Company in the last 6 (six) months, except for reappointment as an Independent Commissioner of the Issuer or Public Company in the following period. | V | J | J | √ | | |

| | | Independent Commissioner | | | | | |
|---|-------------------------|--------------------------|-----------|-----------------------|--|--|--|
| Independent Commissioner Criteria | Candra Fajri Ananda* | Muhammad Mas'ud | Sumaryono | Dadang Setiabudi** | | | |
| Does not have shares either directly or indirectly in the Issuer or Public Company. | V | √ | √ | V | | | |
| Does not have an affiliated relationship with the Issuer or Public Company, member of the Board of Commissioners, member of the Board of Directors, or Major Shareholder of the Issuer or Public Company. | V | J | J | V | | | |
| Does not have any direct or indirect business relationship related to the business activities of the Issuer or Public Company. | V | V | √ | V | | | |

* Resigned from his position as Independent Commissioner at the 2023 Financial Year GMS on February 7, 2024.

The presence of an Independent Commissioner is intended to be able to encourage the creation of an objective climate and work environment, placing fairness and equality among various interests, including the interests of minority shareholders and other stakeholders.

Independent Commissioner must be free from conflicts of interest. In order to support the implementation of the Company's GCG, shareholders in the GMS determine the Independent Commissioners with the number and requirements as stipulated in the laws and regulations to carry out supervisory duties towards the Bank.

Independent Commissioner's Statement

SURAT PERNYATAAN Saya yang bertandangan di bawah ini : : Candra Fairi Ananda bet dan Tanggal Lahir : Lumajang, 29 Oktober 1964 TPPPaspor : 357901291094001 st : Jl. Oponegoré III/14 Kota Balu lan : Guru Besar UB Tompet dan Tan No. KTP/Paspor Jahalan Bersindak seteku osion anggota Komissets Independen Benk Jatim, untuk dan atas nama dri sendis, menyutakan bahwa seya : 1. berkomitnen untuk mematuhi ketentuan dan peraturan perundang-undangan

- - khususnya di bidang perbankan dan mendukung kebijakan OJK.
- khosusnya di bidang perbankun dan mendukung kebijakan OUK,
 2. didak pemah dihukum karena terbuki melakukan livolak pidana berupa ;
 a) Terdak pidanu di Salkor Jasa Keuangan yang pidananya tolah selesai dijalani dalam wakis 20 (dias puluh) tahun terihihr sebelam dicakrikan;
 b) Terdak pidana kejahanian yaitu terdak pidana yang sejerisi KHUP di luar negari dengan ancernan fuluran pidana penjalan yang sejerisi KHUP di luar negari dengan ancernan fuluran pidana penjalan Ti (salu) tahun sisa kihib yang pidananya betah sejesai dijalam dialam waktu 10 (sepuluh) tahun terakhir sobelam disakondara disakonkan disakonkan
 - c) Tindak pidana lainnya dengan anci atau lebih: antara lain korusal, pengusian uang, narkolika/ palkotropika. penyelundipieni, kepabeuriani, oukati, perelingangan cering, perelingangan senjata gelap, hironismo, pomislouen suaru, dibidang perpapkan, di bidang kehutanu, di bidang lingkungan hidup, di bidang kelulatan, dan perilimanan, yang pidananya talah selesai dijalani dalam waldu 20 (dua puluh) tahun terkakhar sebelum
- fidak sedang dilarang untuk menjadi Pihak Utama yang antara lain tidak tercantum dalam Daltar Tidak Lulus;
 idak memiliti kredit dani atau pembiayaan masot;
- dasa memisia srepot davi mali perindayaan milili davitatias tidak pormeh menjadi pemegang suham, pengendali, anggota Direkal, olasi enggota Dowein Komisarie yang dinyatakan bersalah menyebatkan suatu perseroni dinyatakan pilili tahun kerakhir sebeluan tanggota pengajuan permehonan;
 bukan merupakan pengendak, anggota Direksi atau anggota Dewan Komisarie dari
- tuadan hukum yang mempunyai kredit daruktau pemb

- tidak morangkap jabatan selwijai anggota Dewon Komiseris, anggota Drakst atau pejabati Eksekutif pada lembaga perhantian, perusahkan atau lembaga lain metobihi yang diperkenankan dalam ketonbuan yang berlaku;
- It dak selng memilik hutungan kelesaga sampai dengan denjat kedua termasuk besan dengan sesama anggota Duokal atau anggota Dewan Komisarin.
 berkomitmen mengembangkan operasional Barik yang sehat dan mondukung
- kebiakan OJK:
- 10.tidak akan inelakukan dan/atau mengulengi perbuatan dan/atau tindakan yang menyebasken yang bersengkutan ter menjadi Pihuk Utama;
- 11. saya tidak sodong menjalani proses nusum; tidak sedeng dalam propes penilalan kemampuan dan kepatulan, dan/latau tidak sedang menjalani proves penilalan kombali kerena kedupuan, menusua arak sopurg menjama pisak kelasuk kelayakan / reputati krusngan pada sualu L.IK; 12 bersedia menerima koputusan hasil perilalan komampuan dan kepatutan dan sidah
- akan mengajukan tuntutun atau pagatan dalam bersuk apapun terhadap twali penlalan, komatepuan dan kepatutan yang ditolopkan oleh Otoridas Jasa
- Kouangern 13. menapatan pinak yang independen terhadap pemilik berik atau PSP, 13. menapatan pinak yang independen terhadap pemilik berik atau PSP.
- 14. fidek memiliki hubungan keuangan, kepemputusan, kepembian seham dantatau hubungan kehanya dengan anggota dewen komicata talinnya, anggota dieksi denlatau pemegang seheri pengendal atau hubunyan talih yang dacat mempenganuhi kemampuannya untuk berlindak independan.

bener danistau saya melenggar konlitmen torsobut di atas make kemi monomin segala kepulusen. Otoritas Jasa Keuangan berikut konsekuonainya sesuai peratarian yang

Demikian surat pernyataan ini kanti buat dengan penuh kesudaran dan tarpa pakeaan dari pihak managun.



^{**} Appointed as Independent Commissioner at the EGMS on September 26, 2024 and effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority dated November 4, 2024

SUBAT PERNYATAAN

Seps yang berteshtangan di bawah inc

Frame : Mulmorad Max'ed
Temper dan Tanggal Later : Sidways, UR Manst 1964
No. KTP/Pager : Verrontemanism

Alaese J. State Tracks Disse 14 Million

berinduk selaka subsa magastu Dowen Komisetis Independen PT Basik Penthanganan Dassel; Jawa Timor Thit untuk dan sian masa diri sendri, menyalakan bahwa

- szys tikk rofang menjalasi proces Indon, proces perkinis kensespose dze kepatutas, dzeletze rodong menjalasi proces jurolnias kepatuli karone teolopai katikasi persasukaban sengetus, heleyakan kepaturi kensegan dan kiras kengecensi pada mara L/K;
- 2. sayn bilik parsah dibakun kacasa terbakti melakukan tindak pidasa berapa:
 - tinlik pidana di ockre jara kemangan yang pidemenya telah sekasa dijulani dalam wakta 20 (Ass puluh) rakan terakhir sebebua disaksakan;
 - b. tanlah pidawa kejalutan yaitu tindak pidama yang tersantasi dalam Kitab Urdang-undang Hukum Pidasa (KUTIP) danitasa yang sejama KURIP da haar megari dangan mesaman hakuman pidam penjara 1 (antai telose nitos lebih yang pidamnya tulah selimai dijelani dalam wekita 10 (anjubah) tahun besikin sebukan disebukan danitan.
 - c. tiedek pidnas kilonya dengan zerustaan hukuman julium penjam I (satu) tehun atau, kibib, antium lam lentjul, pamussian asag, sankatakujukompulas, penjedendigum, hipuhusaan, cakai, perdagangan zanga, penkujuangan senjam, palay, serusiana, pensakuan seng, di bidang penjujukan, di hidang ledisianan, di bidang fangkongan hidap, di hidang kedisatan, don perikuman, yang pidamanya hida, naisera dipinan dalam waitin 20 (dan palah) tahun terakhir sebelan diaksinatan.



- 4. seps tibli persah dependen palir desletse tidak persah menjadi penagang seban, penagandah, neggan Destat atas neggan Dessah menjadi penagan penagan desamber pang depentapa bersahah menyebahkan semis persaman dependan padi bersahankan bersapa pengadikan dalam sekat 5 (besa) bersahan pengadikan delegan pengadan pengadahan selata pengadan pengadahan selata pengadan p
- 2. ogs 686 months tradt during professor speci-
- Baya Shib temponyai bahusper maka bash berpang sanpan taba langung yang berkatan dengan berjatan sada Bash Jaine;
- tops below noropolise passarakil, segges Direksi, anne seggeta Oroses Kaminatis dari badan belowi yang menganyai kushi daripan pandanyan mani.
- opa tildi momajkap jaksias udagai magasa Divikir, magasa Dewas Konomir atas.
 Prjabat Ekokotif pala imitaga purkasian jormulasar atas keshaga lain, mulakhli yang iliperimunikar dikin kerusiana yang heriskin.
- neye tikih memiliki habanyai kebenya asenjer denye denye kedua tersanah besat Anapat museu segaria Denser Kontinata sasa unggata District (berhita fugi mayartu segaria District Pank);
- Seev merupakan pihak yang independus dan hersedia barjadah independen nebadap pemilik bask nine PSF (khana lugi caten Keminaria Independen);
- 17. Says tillak mempanyai sahasi balk bangsang mempan tillak langsang pada lisak Jatise;
- orya bulumimus mangratungkan operational bank yang arkat dan nenadakang kebipakan GIV.
- Seya memilit pengelahan darirtas kudifan di bidang yang dibertekan limitas atan Presistana Publik;
- supa hetroritore sonă nomichi koussus das prizuras prosilest-orderpe historepa di hilasg pelusikas das brendis nembiang lehipitas GEL.



15. toye ferindis tratesims hapetous hard poetistat konsanyone dan kepatatan dan triak sikar songapsian tuntusa situs gagatus dalam bustuk spapas terbalap harid poelisian kensanyoan dan kepututan yang distagkan cloh Cherina Jusa Kesungan.

Apablik kneyno di izmonine hat pamputan di san terbalit tidak besar danbata nepa milanggir kombran terodot di atai maka kanir semonine segala kapansan Otoritas Jasa Kossegon bulkut kommunengapa sensepontenen yang berlaku.

Deschius sond pempetam ini katri bust dengan peruli besederat dan terpe peluasa dari pilah manapan.



BURAT PERSTATAAN

Says yang bertandatangan di bawah ini-

Boys yang bertandatangan di bawah ini:
Nama

Sumanyoon

Tempat dan Tanggal Lahir Bilaz, 02 Oksober 1960

No. KTP/Paspor : 3873010210600000

Alamat : Jl. Nimpeng Teluk Grajakan 20 Malang

bertindak selaku cakot anggota Dewan Kemisaria untuk dan atas nama diri sendiri, menyutakan bahwa:

- Sinya tidak sedang menjalani proses bukum, tidak sedang dalam proses prinitani komampuan dan kepetroan, dan/aban tidak sedang menjalani proses pendatan kerabali kamua terdapat indikasi permasalahan integritan dan/abas kelapakan/reputsei keruangan pada suatu L/K;
- Seyn tidak persuh dibukum karena terbukti melakukan tindak pidana berupa :

 - sebelum disakonkan; Tindak pidana kejahatan puliu tindak pidana yang taroastum dalam Nibab Undang-undang Hukum Pidana (OURP) dan/atau yang sejenis KUHP di haur segeri dengan ancurana Indamana pidana penjara 1 (auta) tahun atau belah yang pidananan pidana penjara 1 (auta) tahun atau belah yang pidananan pidana penjara (auta) dalam tahun 10 (sepultuh) tahun terakhir sebelum dicaban dang dari yang tahun 10 (sepultuh) tahun terakhir sebelum dicaban kan (dari/atau
 - terestor arbotism diesbenkar, den yetas

 Tindak pidana laitray dengan sanoman hukuman pidana
 penjara I (santi tahun atau lebih, antara lain isrupai, pencucian
 uang, nedebitak yadistrupaka, penyhandipan, kepabeatan,
 ukikal, pendagangan orway, pendagangan serjaka gapi tererinsan, pendagangan uang, di tahun serjaka di badang kehrutanan, di bidang lingkungan nidup, di bidang kelastan, dan perdasanan, di bidang lingkungan tudup, di bidang kelastan, dan perdasanan, yang pidananyan tahih selesah dialahan dalam wakitu 20 (dua puluh) tahun terukhir sebelum diaalankan.
- Seyn tidak sedang éllarang untuk menjadi Pihak Utama yang antara lain tidak tercantum dalam Defter Tidak Lubus.
- fleyn tidak pernah diryutakun palili dan/atau tidak pernah menjadi pemegang sahuan, pengendali, anggota Direksi, atau anggota Dewon Konilasiria yang dinyutakan bersakah menyebabkan mutu perseroan dinyutakan palili bersakar-ana kertapan pengalilan dalam waktu 5 fimal labuh tersikir sebelasir langap pengalian
- Seya tidak memiliki kredit dan/atau pembiayaan macet?;

- 6. flaya tidak akan melakukan dan/atau mengulangi perdan/atau tindakan yang menyebahkan yang bersan termasak sebagai pilaki yang dikenap cuntak amjadi Pihak liang oalon yang pernah dilarang sebagai Pihak Utamaj?
- Seya bukun merupakan pengundali, anggota Direksi, atau anggota Dewan Konisaris dari badan hukum yang mempunyai kredit dan/atau pembisyaan macet;
- man, sana penningsan macet. Bayas idak merengkap jahatan sebagai anggota Dimkai, anggota Dewan Komiasris atau Pejabas Eksekusti pada lembaga pertasakan penusahkan akau kerbaga lain, melebihi yang diperismankan dalam ketarutan yang berlain.
- Tidak memiliki hubungan kebanya sanyai dengan dengan termanak bosan dengan sesama anggota Dowan Komisani anggota Direksi (tertakn bagi meyorbas anggota Direksi (tertakn bagi meyorbas anggota Direksi (tertakn)
- Morupakan pitak yang independen dan bersedia bertindak independen terhadap pendilik bank atau PSP (khusus langi calon Keralauru Independen);
- Independen).

 11. Tiska mentikir hukungan kenangan, kepenguruasa, kependikan aham dan/atau hubungan kehanga dengan anggata dewan komisaria kalunya, anggata dewan komisaria kalunya, anggata dewan pengendak kalunya, anggata dewan pengendak atau hubungan kalu yang dapat mengenguruki kemangulanya kenangulanya bertindak bertindak independen (khusus bagi calon Komisaria Independen)
- Steps bereedia untuk melaktikan pengembengan operasional..... 8 yang sebat;
- 13.
- 16. daya bersedin steerima kepatanan basil pendisian kemanyasan dan kepatanan kepatanan basil pendisian kemanyasan dan kepatanan dan kepatanan dan kepatanan dan kepatanan dan kepatanan dan kepatanan yang diretapkan oleh Onerias-Jasa Kenangari. Apakha serayasa di kenandisian berheputanan dan kepatanan yang diretapkan oleh Onerias-Jasa Kenangari. Apakha serayasa di kenandisian bari penyatanan di satas intriksi disaka benar dan/atasa saya makenggar kenelesan kenelou di atas maka kami menerima sepala Reputanan Chothas Jasa Kenangari berikut kenselezanaknya secasi persituran yang berisku.

Dernikten wurst persysteen int kens bust dengen persoh in den tenpe pekseen derl pihek manepun.

se, 10 September 2021



SURALPERNYAYAAN

Saya yang bertandatangan di bawah ini:

: Dulang Setale Treepet dan Tanggal Labir - Corahi, 23 Juni 1962 3174042306428083 No. KTP/Paspor

Alamet : Jl. Junardi Kompl. Pertamina No. 38 RT 612 RW 005 Opoto Solatan, Cilarakak, Jakarta Solatan 13630

bertindak selaku calon anggota Dewan Kominaria PT Bank Pembangunan Daerah Jewa Timur TM, untuk dan atas numa diri sendiri, menpatakan babwa:

- L naya tidak sodang menjalani proses hukum, tidak sedang dalam prosen persikaian Kemangsam dan kepututan, den/situ tidak sodang dalam menjalani prosen pendalani berabal karena terbapat indikan persamalehan minggilan dan/situs kelayahan/reputusi kemangan pada saara UK;
- 2. sana tidak pernah dibaksan karena terbukti melakukan tindak pidana berupa:
- tindak pidana di Sekiter Jaia Kruangan yang pidananya telah selenai dipilani dalam wakita 20 (dau pubah) tahun mukhir sebehan dicakorkan;
- b. tindek polana kejahatan yaitu tindak pidana yang tercantuan dalam Kitab kindang oselang Holum Palona (KitaP) dan yang sujenis KitaP da luar negeri dengan secasum bukuman palama periper E (satu) tahun atau kelih yang pidanwapi selah sebasi dipilan dalam waktu 10 (sepuluh) tahun terakhir sebelum disabuskan dan/atau
- schoten (nachrinke, user, sam)
 Studat pilmin latvirus dringen ancamen bukunnan pidana pespisa I (julis)
 studat sana bebt, untura lais krespat, pericurian usang aratisrikan/miktorpika persyeharlapon, kepalosanan, cakia, perdagangan ranggan oripisa galeg, terintirus, pensahanan usang, ali bilang pengapikan, di bilang kehulunsuran di bilang lingkangan bilang, di bilang belimin, dan perdaganan pelamanya wisih satessi dipilansi dalam wakita 20 (dana puluh) tulun terakhir -ta-ni di-laishiran.
- nnya tidak sedang dilawang umtuk menjadi Pihuk Utama yang antara kain tidak tercuntum dalam Dalam Tabik Lulus (UTL);
- sevastum seam Unter Hobb Listes (UTL); saya tidak perush dinyadakan paliti dan/atas tidak pemah menjadi pemegang sahasa, pengendah, anggata Dorkos atsu anggata Disvan Komisaris yang dinyadakan beralah sempelubikan sualu pemerusa dinyadakan paliti berdasarkan bertapas pengdidin didam switus 5 (loss) lahus berakhir sebelum tanggal penjajuan permehunun;
- 5. sera tidak memiliki kendit dan/atau pembiayaan maret;

- II saya bakan merupukan pengendah, anggota Direksi, atau anggota Dewas Kominana dari badan bakan yang menpunyai kesilit dan/atau pembinyaan
- 8. asya taladi atomongilarp johtsini nebugsi anggota Dowan Komisumi, anggota Dowan Komisumi, anggota Dowan sa pipine Thakashi pada lendaga perluadasa, persuduan sina fundaga kain sebelah yang diperimentan edua humana pada belahar sanga kain sebelah yang diperimentan edua humana pada belahar sangan kain sangan dingan dingan dengai danka termendi bense dingan semen anggata Colorial atau anggata Colorial.
- arys mengokan pilok yang independen dan beranda bertindak indep keladap pemilik bank atau PSP:
- synthetic mengentysis solomi budi languang mangan tidak languangsolo nation sine persolikan publik tendah dan tidak menyanyai bahungan susha lank languang mangan tidak tingung yang berksitan dengan kegistan susha senim munyamentyai tendak tendah.
- Il says bereids serial melakulan pengembangan operasional PT Sask. Pendanganan Darrah Jawa Timur TM yang sebat dan membalang kebiphan COSC.

armpatericipi.

sampatericipi.

sampa benodis menurima keputinane hadi perifisian kemanyuan dan keputinandan tidak akan mengupkan tuntutan atau gagana dalam bentak spayan mendada badi pendatan kemanyuan dan keputinan yang ditengkan cida Chetina Jan Kenangan, puliti semputu di kemalikan badi pemputan neya tersebut di atau terkakir talah men dan/dan aras melanggai lemiliman terishiri di atau mela kari menda kenti menulim gilak keputinan Chetina Jana Kenangan berhitat kemakamminya semai persisaan nga belahan.

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Meeting of Board of Commissioners

Meeting Policy

The Board of Commissioners must hold regular meetings, and arrange a meeting schedule for the following year before the end of the financial year.

- The implementation of the meeting can be divided into two, namely:
 - a. Internal meetings of the Board of Commissioners.
 - b. Meetings of the Board of Commissioners with the Board of Directors and/or Head of Work Unit (Division) in accordance with the topic discussed.
- 2. Internal meetings of the Board of Commissioners must be held regularly at least once every 2 (two) months (6 (six) times a year).
- Meetings of the Board of Commissioners with the Board of Directors must be held regularly at least once every 2 (two) months (6 (six) times a year.
- 4. Meetings can also be held at any time at the request of 1 (one) or several Members of the Board of Commissioners or at the request of the Board of Directors, stating matters to be discussed.
- Meetings of the Board of Commissioners and/or Meetings of the Board of Commissioners with the Board of Directors can be thematic in accordance with existing problems under certain conditions;
- 6. At the meeting that has been scheduled, meeting materials are submitted to participants no later than 5 (five) days before the meeting is held.
- In the event that a meeting is held outside the schedule set out in point 6, the meeting materials shall be submitted to the meeting participants no later than before the meeting is held.
- 8. The meeting of the Board of Commissioners is chaired by the President Commissioner, in the event that the President Commissioner is unable to attend or is absent which does not need to be proven to a third party, the meeting of the Board of Commissioners is chaired by a member of the Board of Commissioners who is elected by and from the members of the Board of Commissioners who are present.
- A member of the Board of Commissioners can be represented in a meeting of the Board of Commissioners only by another member of the Board of Commissioners based on a power of attorney.
- 10. Meetings of the Board of Commissioners are valid and have the right to make binding decisions if more than ½ (one half) of the total members of the Board of Commissioners are present or represented at the meeting.
- Decisions of the Board of Commissioners meeting must be made based on deliberation to reach consensus.
- 12. If a decision cannot be made by deliberation to reach a consensus, the decision is made by voting based on a vote in agreement of at least more than ½ (one half) of the number of votes cast in the meeting.

Internal Meeting of Board of Commissioners

INTERNAL MEETING PLAN OF THE BOARD OF COMMISSIONERS

The Board of Commissioners has drawn up plans for a meeting in 2024 in the Work Program of the Board of Commissioners. The Board of Commissioners Meeting Plan is prepared as a guideline in the implementation of the meeting in accordance with the time specified both the internal meeting of the Board of Commissioners and the meeting with the Board of Directors, among others as follows:

Quarter I

- Monthly Review on Bank Performance.
- Review and approval of the Annual Report and Consolidated Financial Statements for the 2024 Audited Fiscal Year.
- Quarterly Review on Bank Performance for 2024.
- Preparation for the 2024 Annual General Meeting of Shareholders.
- Program review and performance appraisal of the Board of Commissioners and Committees.
- Quarterly Review of Risk Profile, Business Activities, IT, HR and Annual Strategic Initiatives for Fiscal Year 2024.

Quarter II

- · Monthly Review on Bank Performance.
- Quarterly Review of Risk Profile, Business Activities, IT, HR and Other Strategic Initiatives for the Quarter I/2024 period.
- Supervision and evaluation of the Bank's Soundness Level, Risk Management, Governance Implementation, as well as a review of the compliance function report and the implementation of the Compliance Director's duties.
- Discussion on preparation of the Board of Commissioners' supervisory report on the RBB for semester 1.
- Discussion of the Nomination Process for Candidates for Bank Management.
- Review of Bank's internal policies/regulations (BPP/SOP).

Quarter III

- Monthly Review on Bank Performance
- Quarterly Review of Risk Profile, Business Activities, IT, HR and Other Strategic Initiatives for the Quarter II/2024 period.
- Discussion of the Company's 2024 Work Plan and Budget.
- Discussion of the Nomination Process for Candidates for Bank Management.
- Discussion of the process of selecting a Public Accounting Firm (KAP) for the 2024 Financial Statement Audit.

Quarter IV

- Monthly Review on Bank Performance.
- Quarterly Review of Risk Profile, Business Activities, IT, HR and Other Strategic Initiatives for the Quarter III/2023 period.

- Approval of the Bank's 2024 Business Plan, Sustainable Finance Action Plan;
- Supervision and evaluation of the Bank's Soundness Level, Risk Management and, Implementation of governance, as well as review of compliance function reports and implementation of the Compliance Director's duties;
- · Approval of the Bank Business Plan;
- Discussion on the preparation of the Work Program and Budget for the Board of Commissioners and Committees for 2025; And
- Preparation of a governance implementation report for the 2024 financial year.

REALIZATION OF THE INTERNAL MEETING OF THE BOARD OF COMMISSIONERS

Throughout 2024, the agenda, dates and participants of the Board of Commissioners Meetings are as follows.

Table of Board of Commissioners Meetings

| No | Date | Meeting Agenda | Meeting participants | Attendance | Reason for Absence |
|----|------------------|---|----------------------|-------------|-----------------------|
| 1 | January 24, 2024 | Appointment of GMS Leaders and Division | Muhammad Mas'ud | Present | |
| | | of Duties of the Board of Commissioners in the GMS for the 2023 Financial Year | Adhy Karyono | Present | |
| | | | Sumaryono | Present | |
| | | | Candra Fajri Ananda* | Not Present | Permit |
| 2 | January 29, 2024 | Discussion of Remuneration and | Muhammad Mas'ud | Present | |
| | | Nomination Committee Recommendations | Adhy Karyono | Not Present | Permit |
| | | | Sumaryono | Present | |
| | | | Candra Fajri Ananda* | Present | |
| 3 | March 21, 2024 | Follow-up Update Regarding the Results of | Muhammad Mas'ud | Present | |
| | | the Financial Services Authority Inspection | Adhy Karyono | Not Present | Permit |
| | | | Sumaryono | Present | |
| 4 | March 28, 2024 | 1. Discussion on Updating the SOP of the | Muhammad Mas'ud | Present | |
| | | Board of Commissioners and the Board of Commissioners Committee | Adhy Karyono | Not Present | Permit |
| | | Discussion on the Remuneration and Nomination Committee Recommendations Regarding THR for Management | Sumaryono | Present | |
| 5 | April 06, 2024 | 1. Discussion of the Board of | Adhy Karyono | Present | |
| | | Commissioners> Directions at the Joint Board of Commissioners Meeting with | Muhammad Mas'ud | Present | |
| | | the Board of Directors (Radirkom March 21, 2024) 2. Discussion of the Financial Services Authority Letter Number SR-18/ K0.14/2024 dated March 18, 2024 concerning Follow-up to the Banks Board of Commissioners Composition Report | Sumaryono | Present | |
| 6 | May 06, 2024 | Performance Insight and Overview with | Muhammad Mas'ud | Present | |
| | | Finance, Treasury & Global Services Directorate | Adhy Karyono | Not Present | Permit |
| | | | Sumaryono | Present | |
| 7 | June 03, 2024 | Performance Insight and Overview with | Muhammad Mas'ud | Present | |
| | | Operations Directorate | Adhy Karyono | Not Present | Permit |
| | | | Sumaryono | Present | |
| 8 | June 03, 2024 | Board of Directors Review of Adjustment | Muhammad Mas'ud | Present | |
| | | of Bank Business Plan (RBB) 2024 | Adhy Karyono | Not Present | Permit |
| | | | Sumaryono | Present | |
| 9 | June 21, 2024 | Discussion of Remuneration & Nomination | Muhammad Mas'ud | Present | |
| | | Committee Recommendations Regarding Candidates for Bank Jatim Management | Adhy Karyono | Present | |
| | | | Sumaryono | Present | |

| No | Date | Meeting Agenda | Meeting participants | Attendance | Reason for Absence |
|----|--|--|----------------------|-------------|-----------------------|
| 10 | July 09, 2024 | In-depth and Overview of Amartha | Muhammad Mas'ud | Present | |
| | | Fintech Performance with the Micro Retail & Medium Directorate and the Risk | Adhy Karyono | Present | |
| | | Management Directorate | Sumaryono | Present | |
| 11 | August 08, 2024 | 1. Recommendation of the Remuneration | Muhammad Mas'ud | Present | |
| | | & Nomination Committee Regarding the Provision of Remuneration for | Adhy Karyono | Not Present | Permit |
| | | Management 2. Plan for the Implementation of the 2024 Bank Jatim Extraordinary GMS | Sumaryono | Present | |
| 12 | September 04, 2024 | 1. Recommendation of the Remuneration | Muhammad Mas'ud | Present | |
| | & Nomination Committee Regarding the Remuneration Evaluation for the Sharia | | Adhy Karyono | Not Present | Permit |
| | | Supervisory Board 2. Appointment of the Leader of the 2024 EGMS | Sumaryono | Present | |
| 13 | October 01, 2024 | Evaluation of Bank Jatim Organizational | Muhammad Mas'ud | Present | |
| | | Structure | Adhy Karyono | Not Present | Permit |
| | | | Sumaryono | Present | |
| 14 | October 23, 2024 | Discussion of Assessment of Candidate | Muhammad Mas'ud | Present | |
| | | Members of the Remuneration & Nomination Committee (Independent | Adhy Karyono | Not Present | Permit |
| | | Party) | Sumaryono | Present | |
| 15 | October 23, 2024 | Discussion of Career Path Account Officer | Muhammad Mas'ud | Present | |
| | | (AO) and Funding Officer (FO) | Adhy Karyono | Not Present | Permit |
| | | | Sumaryono | Present | |
| 16 | October 30, 2024 | Progress of Public Accounting (AP)/Public | Muhammad Mas'ud | Present | |
| | | Accounting Firm (KAP) Procurement to Conduct Financial Statement Audit of PT | Adhy Karyono | Not Present | Permit |
| | | Bank Pembangunan Daerah Jawa Timur Tbk (Bank Jatim) in 2024 | Sumaryono | Present | |
| 17 | November 18, 2024 | The discussion includes: | Muhammad Mas'ud | Present | |
| | | Discussion of the Work Program & Budget of the Board of Commissioners | Adhy Karyono | Not Present | Permit |
| | | and Committees for 2025 2. Discussion of the Composition of Membership of the Board of Commissioners Committees 3. Appointment of the Leader of the 2024 Extraordinary General Meeting of Shareholders | Sumaryono | Present | |
| | | | Dadang Setiabudi* | Present | |

Joint Meeting of the Board of Commissioners and the Board of Directors

 $The Joint \, Meeting \, of \, the \, Board \, of \, Commissioners \, with \, the \, Board \, of \, Directors \, consists \, of \, a \, Joint \, Meeting \, of \, the \, Board \, of \, Commissioners \, with \, the \, Board$ inviting the Board of Directors or vice versa.

Note:

* Resigned from his position as Independent Commissioner at the 2023 Financial Year GMS on February 7, 2024.

** Appointed as Independent Commissioner at the EGMS on September 26, 2024 and effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority dated November 4, 2024

REALIZATION OF JOINT MEETINGS OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

Throughout 2024, the agenda, dates and participants of the joint meetings of the Board of Commissioners and the Board of Directors are as follows.

Table of Joint Meetings of the Board of Commissioners and Directors

| No | Date | Meeting Agenda | Board of Commissioners Meeting Participants | Present/ Not Present | Reason for Absence | Board of Directors Meeting Participants | Present/ Not Present | Reason for Absence |
|----|----------------------|--|--|----------------------------|-----------------------|--|----------------------------|-----------------------|
| 1 | January 9, 2024 | Preparation for Bank Jatim's | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Annual General Meeting of Shareholders for | Sumaryono | Present | | Tonny Prasetyo** | Present | |
| | | the 2023 Fiscal Year | Candra Fajri Ananda* | Not Present | Permit | Arief Wicaksono | Present | |
| | | | Adhy Karyono | Not Present | Permit | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 2 | January 25, | Governance Self | | | | Busrul Iman | Present | |
| | 2024 | Assessment Results for December 2023 | Muhammad Mas'ud | Present | | Tonny Prasetyo** | Present | |
| | | | Candra Fajri Ananda* | Not Present | Permit | Arief Wicaksono | Present | |
| | | | Sumaryono | Present | | Eko Susetyono | Present | |
| | | | Adhy Karyono | Present | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Not Present | Business Travel |
| 3 | February 21, 2024 | | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Bank Jatim Performance | Adhy Karyono | Present | | Arif Suhirman | Present | |
| | | January 2024 Position | Candra Fajri Ananda* | Not Present | Permit | Arief Wicaksono | Present | |
| | | | Sumaryono | Present | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| 4 | March 21, 2024 | Bank Jatim Financial | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Performance Position | Sumaryono | Present | | | | |
| | | February 2024 | Adhy Karyono | Not Present | Permit | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |

| No | Date | Meeting Agenda | Board of Commissioners Meeting Participants | Present/ Not Present | Reason for Absence | Board of Directors Meeting Participants | Present/ Not Present | Reason for Absence |
|----|--|--|--|----------------------------|-----------------------|--|----------------------------|-----------------------|
| 5 | April 26, | Bank Jatim | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | 2024 | Financial Performance March 2024 | Adhy Karyono | Not Present | Permit | | | |
| | | | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 6 | May 20, 2024 | Bank Jatim Financial | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Performance Position | Sumaryono | Present | | | | |
| | | April 2024 | Adhy Karyono | Not Present | Permit | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 7 | 7 June 21, Bank Jatim 2024 Financial Performance Position May 2024 | | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Position | Sumaryono | Present | | | | |
| | | May 2024 | Adhy Karyono | Not Present | Permit | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 8 | July 04, 2024 | BI FAST Discussion | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | | Adhy Karyono | Present | | Arief Wicaksono | Present | |
| | | | Sumaryono | Present | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| | 1 | Durings Comm | Made and and Marchael | Dt | | D I I | Dt | |
| 9 | July 29, 2024 | Business Group Plan Bank with Bank | Muhammad Mas'ud Adhy Karyono | Present Present | | Busrul Iman Umi Rodiyah***) | Present Present | |
| | | Banten | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | Sumaryono | riesent | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 10 | July 29, 2024 | Self Assessment Results of Bank | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Jatim Governance Period June 2024 | Adhy Karyono | Present | | Umi Rodiyah***) | Present | |
| | | | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |

| No | Date | Meeting Agenda | Board of Commissioners Meeting Participants | Present/ Not Present | Reason for Absence | Board of Directors Meeting Participants | Present/ Not Present | Reason for Absence |
|----|-------------------------------|---|--|----------------------------|-----------------------|--|----------------------------|-----------------------|
| | | | | | | Arif Suhirman | Present | |
| 11 | July 29, 2024 | AML, CFT & PFWMD | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Implementation Report | Adhy Karyono | Present | | Umi Rodiyah***) | Present | |
| | | | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 12 | July 29, 2024 | Bank Jatim Financial | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Performance June 2024 Period | Adhy Karyono | Present | | Umi Rodiyah***) | Present | |
| | | | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 13 | 2024 Due Dilige | Bank Lampung Due Diligence | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Report by Independent Consultant | Adhy Karyono | Not Present | Permit | Umi Rodiyah***) | Present | |
| | | | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 14 | August 26, 2024 | Bank Jatim Financial | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Performance for the Period of July 2024 | Adhy karyono | Not Present | Permit | Umi Rodiyah***) | Present | |
| | | | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | | | | | Edi Masrianto | Present | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |
| 15 | September 23, 2024****) | 23, Preparation | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | | Adhy Karyono | Present | | Umi Rodiyah***) | Present | |
| | | Shareholders | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | (EGMS) in 2024 2. Financial | | | | Eko Susetyono | Present | |
| | | Performance of Bank Jatim for | | | | Edi Masrianto | Present | |
| | | the Period of | | | | Zulhelfi Abidin | Present | |
| | | August 2024 | | | | Arif Suhirman | Present | |

| No | Date | Meeting Agenda | Board of Commissioners Meeting Participants | Present/ Not Present | Reason for Absence | Board of Directors Meeting Participants | Present/ Not Present | Reason for Absence |
|----|----------------------|--|--|----------------------------|-----------------------|--|---------------------------------|-----------------------|
| 16 | October 24, 2024 | Progress of Bank Business | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | Group (KUB) Implementation 2. Bank Jatim | Adhy Karyono | Not Present | Permit | Umi Rodiyah***) | Present | |
| | | Stock Performance 3. Bank Jatim | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | | | | Eko Susetyono | Present | |
| | | Financial Performance | | | | Edi Masrianto | Present | |
| | | for the period September 2024 4. Plan for Implementation of Extraordinary General Meeting of Shareholders in 2024 1. Bank Business Plan (RBB) 2025 2. Changes in Organizational | | | | Zulhelfi Abidin | Present | |
| 17 | November 18, 2024 | | Muhammad Mas'ud Adhy Karyono Sumaryono | Present Present Present | | Arif Suhirman Busrul Iman Umi Rodiyah***) Arief Wicaksono | Present Present Present Present | |
| | | 3. Preparation for the 2024 Extraordinary | Dadang Setiabudi****) | Present | | Eko Susetyono | Present | |
| | | General Meeting of | | Present | | Edi Masrianto | Present | |
| | | Shareholders | | | | Zulhelfi Abidin | Present | |
| | | (EGMS) 4. Bank Jatim Financial Performance October 2024 3. Progress of Bank Business Group 4. BI FAST Progress | | | | Arif Suhirman | Present | |

| No | Date | Meeting Agenda | Board of Commissioners Meeting Participants | Present/ Not Present | Reason for Absence | Board of Directors Meeting Participants | Present/ Not Present | Reason for Absence |
|----|----------------------|-------------------|--|----------------------------|-----------------------|--|----------------------------|-----------------------|
| 18 | December 10, 2024 | | Muhammad Mas'ud | Present | | Busrul Iman | Present | |
| | | | Adhy Karyono | Not Present | Permit | Umi Rodiyah***) | Present | |
| | | | Sumaryono | Present | | Arief Wicaksono | Present | |
| | | | Dadang Setiabudi****) | Present | | Eko Susetyono | Present | |
| | | | | | Edi Masrianto | Not Present | Leave | |
| | | | | | | Zulhelfi Abidin | Present | |
| | | | | | | Arif Suhirman | Present | |

Note:

- Resigned from his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024.
- Dismissed at the Annual General Meeting of Shareholders for the 2023 Financial Year on February 7, 2024

 Appointed at the Annual GMS for the 2023 Financial Year on February 7, 2024 and effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority dated July 1, 2024. Before Mrs. Umi Rodiyah became effective as Director of Compliance, Mr. Arif Suhirman (Director of Operations) was Acting Director of Compliance while Mr. Zulhelfi Abidin (Director of IT & Digital) concurrently served as Acting Director of Operations.
- ****) Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority dated November 4, 2024.
- *****) Meeting of the Board of Commissioners with the Board of Directors and the Sharia Supervisory Board

Frequency and Participants of Board of Commissioners' Meetings

During 2024, the Board of Commissioners has conducted and attended 17 (seventeen) internal meetings and 18 (eighteen) joint meetings of the Board of Commissioners and the Board of Directors. The frequency and attendance of meetings for each member of the Board of Commissioners can be seen in the table below.

Table of Frequency and Participants of Board of Commissioners Meetings

| | | | | | | • | | | | | |
|-------------------------|-----------------------------|-------------------------------------|-------------------------|---------------|-------------------------------------|---|------------|-------------------------------------|-------------------------|------------|--|
| | | Board of Commissioners Meeting | | | | Joint Meeting of Board of Commissioners with Board of Directors | | | GMS | | |
| Name | Position | Number and Percentage of Attendance | | of Attendance | Number and Percentage of Attendance | | | Number and Percentage of Attendance | | | |
| , Galacti | | Number of Meetings | Number of Attendance | Percentage | Number of Meetings | Number of Attendance | Percentage | Number of Meetings | Number of Attendance | Percentage | |
| Muhammad Mas'ud | Independent Commissioner | 17 | 17 | 100% | 18 | 18 | 100% | 3 | 3 | 100% | |
| Adhy Karyono | Commissioner | 17 | 4 | 23% | 18 | 8 | 44% | 3 | 3 | 100% | |
| Sumaryono | Independent Commissioner | 17 | 17 | 100% | 18 | 18 | 100% | 3 | 3 | 100% | |
| Candra Fajri Ananda* | Independent Commissioner | 2 | 1 | 50% | 3 | 3 | 100% | 1 | 1 | 100% | |
| Dadang Setiabudi** | Independent Commissioner | 1 | 1 | 100% | 2 | 2 | 100% | 1 | 1 | 100% | |

^{*)} Resigned from his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024
**) Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority dated November 4, 2024

Training and/or Increasing Competence of Members of The Board of Commissioners

In general, the policy regarding the development of the competency of members of the Board of Commissioners of Bank Jatim is regulated in the Board of Commissioners Work Manual No. 063/03/51/DKM/KEP dated March 28, 2024. In the Work Guidelines for the Board of Commissioners, it was stated that the Board of Commissioners should always improve knowledge and insight by following developments in the banking industry in particular and the business world in general so that it had a positive impact on the operations of Bank Jatim, one of which was through education programs/ training to improve the competence.

Specifically related to the implementation of education/ training programs to improve the competence of the Board of Commissioners, it was arranged in the work program of the Board of Commissioners every year. Competency development aimed to:

- 1. Increasing the insight and knowledge of the Board of Commissioners in accordance with their fields and business developments.
- 2. Increasing relationships and relationships with external stakeholders.
- 3. Supporting the implementation of duties responsibilities supported by knowledge of educational outcomes.
- 4. Developing professional knowledge, competence and leadership abilities of the Directors and Board of Commissioners in line with the latest developments in the industry and good corporate governance.
- 5. Increasing awareness that education, introduction and development programs for the Board of Commissioners became an important part of the company's learning and development process in addition to strengthening the structure and strengthening corporate governance. perusahaan.

The trainings and/or competency improvements that the Board of Commissioners participated in 2024 are as follows.

| Name | Position | Types of Training and Development Materials Competence/Training | Time and Place of Implementation | Organizer |
|--------------------|-----------------------------|--|----------------------------------|------------|
| Muhammad Mas'ud | Independent Commissioner | Risk Management Certification Alignment Program for Directors and Board of Commissioners of Commercial Banks | Jakarta, July 09-11, 2024 | BSMR |
| | | Qualification 6 Without Tiering Banking Risk Management | Jakarta, July 12, 2024 | BSMR |
| | | National Seminar "Implementation of the Board of Commissioners' Supervisory Function on APU, PPT & PPPSPM Programs (Anti-Money Laundering, Prevention of Terrorism Funding and Prevention of Proliferation of Mass Destruction Weapons)" | Batam, July 18 2024 | FKDK-BPDSI |
| | | National Seminar "Implementation of PP Number 54 of 2017, Permendagri 37 of 2018, and Utilization and Optimization of Regional Cash in BPD" | Bali, October 9, 2024 | FKDK-BPDSI |
| | | National Seminar "Optimization of the Role of the Board of Commissioners in the Implementation of Market Conduct in the Framework of BPDSI Consumer Protection, and Leadership Program for the BPDSI Board of Commissioners" | Solo, December 05, 2024 | FKDK-BPDSI |
| Adhy Karyono | Commissioner | - | - | - |
| umaryono | Independent Commissioner | Risk Management Certification Alignment Program for Directors and Board of Commissioners of Commercial Banks | Jakarta, May 28-30, 2024 | BSMR |
| | | Qualification 6 Without Tiering Banking Risk Management | Jakarta, May 31, 2024 | BSMR |
| | | National Seminar "Implementation of the Board of Commissioners' Supervisory Function on APU, PPT & PPPSPM Programs (Anti-Money Laundering, Prevention of Terrorism Funding and Prevention of Proliferation of Weapons of Mass Destruction)" Funding for the Proliferation of Mass Destruction Weapons)" | Batam, July 18, 2024 | FKDK-BPDSI |
| | | National Seminar "Implementation of PP Number 54 of 2017, Permendagri 37 of 2018, and Utilization and Optimization of Regional Cash in BPD" | Bali, October 9, 2024 | FKDK-BPDSI |

| Name | Position | Types of Training and Development Materials Competence/Training | Time and Place of Implementation | Organizer |
|-------------------------|-----------------------------|--|----------------------------------|--------------|
| | | Risk Management Certification Alignment Program for Directors and Board of Commissioners of Commercial Banks | Solo, December 05, 2024 | FKDK-BPDSI |
| Candra Fajri Ananda* | Independent Commissioner | - | - | - |
| Dadang Setiabudi** | Independent Commissioner | National Seminar "Optimizing the Role of the Board of Commissioners in the Implementation of Market Conduct in the Framework of BPDSI Consumer Protection, and Leadership Program for the BPDSI Board of Commissioners" | Solo, December 05, 2024 | FKDK - BPDSI |

^{*)} Resigned as Independent Commissioner at the Annual General Meeting of Shareholders for the 2023 Financial Year on February 7, 2024

Orientation Program for New Board of Commissioners

The Orientation Program is very important to be implemented, because the members of the Board of Directors can come from various backgrounds, so that in order to form a solid work team, the Orientation Program is mandatory to run. The provisions concerning the Orientation program must be given to Directors who are taking office for the first time must be given an orientation program regarding the Bank.

The orientation program that is given can be in the form of participantss, meetings or visits to the Company's facilities, introductions to Division Leaders, Groups and employees of the Company and other programs.

In 2024, there was 1 (one) new Independent Commissioner appointed by the GMS, namely Dadang Setiabudi (Independent Commissioner). The introduction program for the new Independent Commissioner was implemented in stages with the delivery of materials including the following information:

- The Company's vision, mission, organizational structure, business activities and operational network
- Annual Report, Corporate Plan, and Bank Business Plan (RBB), Company Code of Ethics, Bank Jatim Work Culture, Company Articles of Association, and Board of Commissioners Work Procedure Guidelines
- Good Corporate Governance, duties, authorities and responsibilities of the Board of Commissioners and Board of Directors, delegation of authority and limitations of the authority of the Board of Commissioners in carrying out supervisory duties towards the company based on applicable laws and regulations.
- Committees under the Board of Commissioners which are formed and directly responsible to the Board of Commissioners, and the Board of Commissioners Secretariat which helps smooth the implementation of the Board of Commissioners' duties;
- 5. Remuneration and facilities provided to members of the Board of Commissioners

Procedures and Frequency of Giving Advice

Providing advice from the Board of Commissioners to the Board of Directors through written letters or at meetings. Meetings held by the Board of Commissioners are divided into 2 (two), namely:

- 1. Internal meetings of the Board of Commissioners.
- Meetings of the Board of Commissioners and the Board of Directors.

In addition to these two meetings, the Board of Commissioners also conducts coordination meetings with the Committees under the Supervision of the Board of Commissioners consisting of Audit Committee Meetings, Risk Monitoring Committee Meetings and Remuneration and Nomination Committee Meetings.

Recommendations, Implementation of Duties of The Board of Commissioners, and Supervision of The Company's Strategy Implementation

Throughout 2024 the Board of Commissioners provided recommendations and carried out the duties and responsibilities of the Board of Commissioners through forums, including:

- 1. Board of Commissioners Meeting
- Meetings with the Committees under the Board of Commissioners
- 3. On site visit of the Board of Commissioners.

In 2024, the Board of Commissioners issued 15 (fifteen) letters of approval which became the authority of the Board of Commissioners as stipulated in the Articles of Association and applicable regulations. Some of these approvals are as follows.

^{**)} Appointed as Independent Commissioner at the Extraordinary General Meeting of Shareholders on September 26, 2024 and effective since the Decree of the Financial Service Authority Members of the Board of Commissioners dated November 4, 2024

| No. | Letter Date | About |
|-----|--------------------|--|
| 1 | January 11, 2024 | Approval of the Annual General Meeting of Shareholders Implementation for the 2023 Fiscal Year of PT Bank Pembangunan Daerah Jawa Timur Tbk |
| 2 | January 17, 2024 | Approval of the Preparation of the FINANCIAL SERVICE AUTHORITY Fit & Proper for Candidates for the Sharia Supervisory Board |
| 3 | January 25, 2024 | Approval of the Board of Directors' KPI |
| 4 | January 26, 2024 | Approval of the 2024 Audit Plan |
| 5 | February 06, 2024 | Approval of the Corporate Action Plan for Bank Jatim's Equity Participation in Bank Lampung |
| 6 | February 28, 2024 | Approval of the Sharia Supervisory Board's KPI for 2023 |
| 7 | May 06, 2024 | Approval of the Board of Directors' Standard Operating Procedure (SOP) |
| 8 | June 05, 2024 | Approval of the Adjustment of the Bank Jatim Business Plan for 2024 |
| 9 | July 09, 2024 | Approval of the APU, PPT, and PPPSPM Product Activity Policy (KPA) |
| 10 | September 19, 2024 | Approval of the Revision of the Bank Jatim Business Plan 2024 |
| 11 | October 15, 2024 | Stipulation of Financing Facilities to the Muhammadiyah Business Charity of Muhammadiyah University Surabaya |
| 12 | November 06, 2024 | Acceleration of the Appointment of Independent Consultants in the Framework of the KUB Formation Plan with Bank Sultra and Bank NTT |
| 13 | November 19, 2024 | Approval of the Bank Jatim Business Plan 2025 |
| 14 | December 04, 2024 | Approval and Appointment of Public Accountant (AP) and/or Public Accounting Firm (KAP) to conduct Audit of Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk in 2024 |
| 15 | December 31, 2024 | Stipulation of Variable Compensation at the End of 2024 for Management, Sharia Supervisory Board and Committee of PT Bank Pembangunan Daerah Jawa Timur Tbk |

Performance Assessment of The Board of Director and Board of Commissioners

Board of Directors Performance Assessment

The evaluation of the Board of Directors' performance carried out by Shareholders is carried out in the General Meeting of Shareholders (GMS) process. The assessment is carried out based on the achievement of key performance indicators (KPIs) that have been previously approved by Shareholders, the Board of Commissioners, and the Board of Directors.

BOARD OF DIRECTORS PERFORMANCE ASSESSMENT IMPLEMENTATION PROCEDURE

The Board of Directors' performance achievements are carried out by the Board of Commissioners and then reported to shareholders through the GMS.

BOARD OF DIRECTORS PERFORMANCE EVALUATION CRITERIA

Key Performance Indicator (KPI) of the Board of Directors Collegially

| | Perspective | KPI |
|---|--------------|---|
| 1 | FINANCIAL | |
| | Loan | Carry out loan distribution using prudential banking principles (healthy, selective & Prudential) |
| | TPF | Achievement of Total TPF |
| | Net Income | Achievement of net income |
| | Total Assets | Achievement of Total Asset |
| | LDR | LDR Ratio |
| | ВОРО | BOPO Ratio |
| | CASA | CASA Ratio |
| | NPL | NPL Ratio |
| | FBI | Growth Fee Based Income (FBI) |

| | Perspective | KPI |
|---|--|--|
| 2 | CUSTOMER | |
| | Service Standard Rating | The service standard rating position (Best Overall Performance Service Excellent) is at least 2nd position in Best Overall Performance Service Excellent from MRI for the Regional Development Banks (BPD) category. |
| | PEFINDO Rating | PEFINDO Long Term Rating position on idA+ |
| | Audit Findings | Hasil Survei Kepuasan Customer oleh Pihak Independen |
| | Customer Satisfaction | Results of Customer Satisfaction Surveys by Independent Parties |
| | KUB | Realization of KUB (Bank Business Group) with 1 Regional Development Banks (process to OJK) |
| 3 | INTERNAL BUSSINESS PROCESS | |
| | Bank Soundness Level | The minimum level of Bank Health is Composite Rating 2 and the Risk Profile assessment is at the risk predicate "Low to Moderate" |
| | GCG | Consistency of GCG implementation in accordance with OJK provisions and laws and regulations |
| | Sustainable Finance Action Plan (RAKB) | Ensure RAKB reports are in accordance with provisions and on time |
| | Financial Statements | Ensure that Financial Reports are in accordance with applicable PSAK & Financial Rules |
| 4 | LEARNING AND GROWTH | |
| | Employee Competency | Attend National Seminars/National Workshops at least 2 times a year |
| | Company Awards | Get awards for the company at least 5 times a year |
| | HR Transformation | Implementation of Corporate Culture in all units |

Key Performance Indicator (KPI) for Directors Individually

The Board of Directors' Key Performance Indicator (KPI) is collegially the individual KPI of the President Director. The KPI of each Director is explained as follows.

KPI For Director of Micro, Retail & Medium

| | Perspective | КРІ |
|---|--|--|
| 1 | FINANCIAL | |
| | Loan | Conducting loan distribution with prudential banking principles (healthy, selective & Prudential) |
| | TPF | Total TPF Achievement |
| | Net Income | Net Income Achievement |
| | Total Assets | Total Asset Achievement |
| | LDR | LDR Ratio |
| | NPL | NPL Ratio |
| | FBI | FBI Growth |
| 2 | CUSTOMER | |
| | Service Standard Rating | The service standard rating position (Best Overall Performance Service Excellent) is at least 2nd position in Best Overall Performance Service Excellent from MRI for the Regional Development Banks (BPD) category. |
| | PEFINDO Rating | PEFINDO Long Term Rating position on idA+ |
| | Audit Findings | Monitoring audit findings (Internal & External) completed on time |
| | Customer Satisfaction | Results of Customer Satisfaction Surveys by Independent Parties |
| | KUB | Realization of KUB (Bank Business Group) with 1 Regional Development Banks (process to OJK) |
| | Implementation of Digital Banking | Submitting Loan applications via e-Loan |
| 3 | INTERNAL BUSSINES PROCESS | |
| | Bank Soundness Level | The minimum of Bank Soundness Level is Composite Rating 2 and the Risk Profile assessment is at the risk predicate "Low to Moderate" |
| | GCG | Consistency of GCG implementation in accordance with OJK provisions and laws and regulations |
| | RAKB | Ensure the implementation of RAKB in accordance with the provisions |
| | Evaluation of Branch Area Performance | Branch performance with Below/Poor predicate is a maximum of 2 Branches from the total fostered area (Conventional & Sharia) each month. |
| | Performance Loan Control | Ensure the implementation of Performing Loan control according to the set target |

| | Perspective | КРІ |
|---|----------------------------------|--|
| 4 | LEARNING AND GROWTH | |
| | Socialization and Policy Process | Ensuring increasing employee competency through policy socialization & implementing policy updates according to the timeline |
| | Employee Competency | Attend National Seminars/National Workshops at least 2 times a year |
| | HR Transformation | Implementation of Corporate Culture in all units |

KPI Direktur Operasi

| | Perspective | КРІ | | | |
|---|--|--|--|--|--|
| 1 | FINANCIAL | | | | |
| | Loan | Carry out loan distribution using prudential banking principles (healthy, selective & Prudential) | | | |
| | TPF | Achievement of Total TPF | | | |
| | Net Income | Achievement of net income | | | |
| | Total Assets | Achievement of Total Asset | | | |
| | LDR | LDR Ratio | | | |
| | ВОРО | BOPO Ratio | | | |
| | FBI | FBI Growth | | | |
| 2 | CUSTOMER | | | | |
| | Service Standard Rating | The service standard rating position (Best Overall Performance Service Excellent) is at least 2nd position in Best Overall Performance Service Excellent from MRI for the Regional Development Banks (BPD) category. | | | |
| | PEFINDO Rating | PEFINDO Long Term Rating position on idA+ | | | |
| | Audit Findings | Monitoring audit findings (Internal & External) completed on time | | | |
| | Customer Satisfaction | Results of Customer Satisfaction Surveys by Independent Parties | | | |
| | KUB (Bank Business Group) | Realization of KUB (Bank Business Group) with 1 Regional Development Banks (process to OJK) | | | |
| | Reporting | Responsible for reporting of all business activities | | | |
| 3 | INTERNAL BUSSINESS PROCESS | | | | |
| | Bank Soundness Level | The minimum of Bank Soundness level is Composite Rating 2 and the Risk Profile assessment is at the risk predicate "Low to Moderate" | | | |
| | GCG | Consistency of GCG implementation in accordance with OJK provisions and laws and regulations | | | |
| | Sustainable Finance Action Plan (RAKB) | Ensure the implementation of RAKB in accordance with provisions | | | |
| | Performance Evaluation of Assisted | Branch performance with the Below/Poor predicate is a maximum of 2 branches from the total target area (Conventional & Sharia) every month. | | | |
| | Branch Areas | Supervise in every aspect of operations within the company, both operational aspects and administrative and technology-based implementation in front office and back office settings. | | | |
| | Operational Supervision | Optimizing IT-based operations, both e-channel and digital | | | |
| 4 | IMPLEMENTATION OF IT-BASED OPERATIONS | | | | |
| | Socialization and Policy Process | Ensuring increasing employee competency through policy socialization & implementing policy updates according to the timeline | | | |
| | Employee Competency | Attend National Seminars/National Workshops at least 2 times a year | | | |
| | HR Transformation | Implementation of Corporate Culture in all units | | | |

KPI For Director IT & Digital

| | Perspective | КРІ | | | | |
|---|--|--|--|--|--|--|
| 1 | FINANCIAL | | | | | |
| | Loan | Carry out loan distribution using prudential banking principles (healthy, selective & Prudential) | | | | |
| | TPF | Achievement of Total TPF | | | | |
| | Net Income | Achievement of net income | | | | |
| | Total Assets | Achievement of Total Asset | | | | |
| | ВОРО | BOPO Ratio | | | | |
| | FBI | FBI Growth | | | | |
| 2 | CUSTOMER | | | | | |
| _ | Service Standard Rating | The service standard rating position (Best Overall Performance Service Excellent) is at least 2nd position in Best Overall Performance Service Excellent from MRI for the Regional Development Banks (BPD) category. | | | | |
| | PEFINDO Rating | PEFINDO Long Term Rating position on idA+ | | | | |
| | Audit Findings | Monitoring audit findings (Internal & External) completed on time | | | | |
| | Customer Satisfaction | Results of Customer Satisfaction Surveys by Independent Parties | | | | |
| | KUB (Bank Business Group) | Realization of KUB (Bank Business Group) with 1 Regional Development Banks (process to FSA) | | | | |
| | Digitalization | Completion of Banking Digitalization (Online Account Opening, Online Deposits, Finger Print Login, Super Micro Online Loans, etc.) | | | | |
| | ETPD | Implementation of the ETPD system in the Provincial Government, 29 District Governments and 9 City Governments in East Java | | | | |
| | J-Connect User | Increase the number of J-Connect users | | | | |
| 3 | INTERNAL BUSSINESS PROCESS | | | | | |
| | Bank Soundness Level | The minimum of Bank Soundness level is Composite Rating 2 and the Risk Profile assessment is at the risk predicate "Low to Moderate" | | | | |
| | GCG | Consistency of GCG implementation in accordance with OJK provisions and laws and regulations | | | | |
| | Sustainable Finance Action Plan (RAKB) | Ensure the implementation of RAKB in accordance with provisions | | | | |
| | Performance Evaluation of Assisted | Branch performance with the Below/Poor predicate is a maximum of 2 branches from the total target area (Conventional & Sharia) every month. | | | | |
| | Branch Areas | Ensuring the implementation of data communication networks, data security, hardware and software management and control, utilization of IT infrastructure | | | | |
| | IT Security dan Operasional IT | Plan and implement future IT programs to develop bank operations and business to remain competitive | | | | |
| 4 | IT DEVELOPMENT | | | | | |
| | Socialization and Policy Process | Ensuring increasing employee competency through policy socialization & implementing policy updates according to the timeline | | | | |
| | Employee Competency | Attend National Seminars/National Workshops at least 2 times a year | | | | |
| | HR Transformation | Implementation of Corporate Culture in all units | | | | |

KPI For Director Of Risk Management

| | Perspective | КРІ | | | | | |
|---|--|--|--|--|--|--|--|
| 1 | FINANCIAL | | | | | | |
| | Loan | Carry out credit distribution using prudential banking principles (healthy, selective & Prudential) | | | | | |
| | TPF | Achievement of Total TPF | | | | | |
| | Net Income | Achievement of net income | | | | | |
| | Total Assets | Achievement of Total Asset | | | | | |
| | LDR | LDR Ratio | | | | | |
| | воро | BOPO Ratio | | | | | |
| | NPL | NPL Ratio | | | | | |
| | Collectibility Improvement 345 | Decrease in collectability 345 YoY | | | | | |
| | FBI | FBI Growth | | | | | |
| | Extracomtable | Obtain extracom | | | | | |
| | Restructuring | Restructuring (3,4,5) | | | | | |
| 2 | CUSTOMER | | | | | | |
| | Service Standard Rating | The service standard rating position (Best Overall Performance Service Excellent) is at least 2nd position in Best Overall Performance Service Excellent from MRI for the Regional Development Banks (BPD) category. | | | | | |
| | PEFINDO Rating | PEFINDO Long Term Rating position on idA+ | | | | | |
| | Audit Findings | Monitoring audit findings (Internal & External) completed on time | | | | | |
| | Customer Satisfaction | Results of Customer Satisfaction Surveys by Independent Parties | | | | | |
| | KUB (Bank Business Group) | Realization of KUB with 1 BPD (process to OJK) | | | | | |
| | Lelang/GS/Somasi | Conducting Auction/GS/Somasi | | | | | |
| 3 | INTERNAL BUSSINESS PROCESS | | | | | | |
| | Bank Soundness Level | The minimum of Bank Soundness level is Composite Rating 2 and the Risk Profile assessment is at the risk predicate "Low to Moderate" | | | | | |
| | GCG | Consistency of GCG implementation in accordance with OJK provisions and laws and regulations | | | | | |
| | Sustainable Finance Action Plan (RAKB) | Ensure the implementation of RAKB in accordance with provisions | | | | | |
| | Performance Evaluation of Assisted Branch Areas | Branch performance with the Below/Poor predicate is a maximum of 2 branches from the total target area (Conventional & Sharia) every month. | | | | | |
| | Controling | Controlling loan quality, both extracomtable and intracomtable, optimizing recovery results both through restructuring and loan resolutions | | | | | |
| | Risk Identification | Identify financial risks, mitigate security and company safety | | | | | |
| | Policy | Ensure policies related to risk management | | | | | |
| 4 | LEARNING AND GROWTH | | | | | | |
| | Socialization and Policy Process | Ensuring increasing employee competency through policy socialization & implementing policy updates according to the timeline | | | | | |
| | Employee Competency | Attend National Seminars/National Workshops at least 2 times a year | | | | | |
| | HR Transformation | Implementation of Corporate Culture in all units | | | | | |

KPI For Director Of Compliance

| | Perspective | КРІ | | | | |
|---|--|--|--|--|--|--|
| 1 | FINANCIAL | | | | | |
| | Loan | Carry out credit distribution using prudential banking principles (healthy, selective & Prudential) | | | | |
| | TPF | Achievement of Total TPF | | | | |
| | Net Income | Achievement of net income | | | | |
| | Total Assets | Achievement of Total Asset | | | | |
| | ВОРО | BOPO Rasto | | | | |
| | FBI | FBI Growth | | | | |
| 2 | CUSTOMER | | | | | |
| | Service Standard Rating | The service standard rating position (Best Overall Performance Service Excellent) is at least 2nd position in Best Overall Performance Service Excellent from MRI for the Regional Development Banks (BPD) category. | | | | |
| | PEFINDO Rating | PEFINDO Long Term Rating position on idA+ | | | | |
| | Audit Findings | Monitoring audit findings (Internal & External) completed on time | | | | |
| | Customer Satisfaction | Results of Customer Satisfaction Surveys by Independent Parties | | | | |
| | KUB (Bank Business Group) | Realization of KUB with 1 BPD (process to OJK) | | | | |
| | Accuracy of reporting | STR and CTR reporting in accordance with regulations | | | | |
| | Logal | Settlement of cases from the total cases | | | | |
| | Legal | Monitoring legal opinion activities and power of attorney | | | | |
| | Updating Customer Data | Updating customer data | | | | |
| 3 | INTERNAL BUSSINESS PROCESS | | | | | |
| | Bank Soundness Level | The minimum of Bank Soundness level is Composite Rating 2 and the Risk Profile assessment is at the risk predicate "Low to Moderate" | | | | |
| | GCG | Consistency of GCG implementation in accordance with OJK provisions and laws and regulations | | | | |
| | Sustainable Finance Action Plan (RAKB) | Ensure the implementation of RAKB in accordance with provisions | | | | |
| | Performance Evaluation of Assisted | Branch performance with the Below/Poor predicate is a maximum of 2 branches from the total target area (Conventional & Sharia) every month. | | | | |
| | Branch Areas | Ensure that all reports comply with applicable regulations so as not to incur sanctions or fines (within 1 year) | | | | |
| | Sanctions / Fines | Ensure systems, policies and procedures comply with internal and external regulations | | | | |
| 4 | POLICIES AND PROCEDURES | | | | | |
| | Socialization and Policy Process | Ensuring increasing employee competency through policy socialization & implementing policy updates according to the timeline | | | | |
| | Employee Competency | Attend National Seminars/National Workshops at least 2 times a year | | | | |
| | HR Transformation | Implementation of Corporate Culture in all units | | | | |

KPI For Director Of Finance, Treasury & Globalservices

| | Perspective | КРІ |
|---|--|--|
| 1 | FINANCIAL | |
| | Loan | Carry out loan distribution using prudential banking principles (healthy, selective & Prudential) |
| | TPF | Achievement of Total TPF |
| | Net Income | Achievement of net income |
| | Total Assets | Achievement of Total Asset |
| | LDR | LDR Ratio |
| | ВОРО | BOPO Ratio |
| | CASA | CASA Ratio |
| | NPL | NPL Ratio |
| | FBI | FBI Growth |
| | International Banking Income | Trade Finance Income |
| | Treasury Income | Obtaining income from Treasury transactions according to targets (Dealing Room & Bank Notes) |
| 2 | CUSTOMER | |
| | Service Standard Rating | The service standard rating position (Best Overall Performance Service Excellent) is at least 2nd position in Best Overall Performance Service Excellent from MRI for the Regional Development Banks (BPD) category. |
| | PEFINDO Rating | PEFINDO Long Term Rating position on idA+ |
| | Audit Findings | Monitoring audit findings (Internal & External) completed on time |
| | Customer Satisfaction | Results of Customer Satisfaction Surveys by Independent Parties |
| | KUB (Bank Business Group) | Realization of KUB with 1 BPD (process to OJK) |
| | Institutional Collaboration | Maintain good relations and increase cooperation with counterparties |
| 3 | INTERNAL BUSSINESS PROCESS | |
| | Bank Soundness Level | The minimum of Bank Soundness level is Composite Rating 2 and the Risk Profile assessment is at the risk predicate "Low to Moderate" |
| | GCG | Consistency of GCG implementation in accordance with OJK provisions and laws and regulations |
| | Sustainable Finance Action Plan (RAKB) | Ensure the implementation of RAKB in accordance with provisions |
| | Performance Evaluation of Assisted | Branch performance with the Below/Poor predicate is a maximum of 2 branches from the total target area (Conventional & Sharia) every month. |
| | Branch Areas | Ensure that Financial Reports are in accordance with applicable PSAK & Financial Rules |
| 4 | FINANCIAL STATEMENTS | |
| | Socialization and Policy Process | Ensuring increasing employee competency through policy socialization & implementing policy updates according to the timeline |
| | Employee Competency | Attend National Seminars/National Workshops at least 2 times a year |
| | HR Transformation | Implementation of Corporate Culture in all units |

THE PARTY CONDUCTING THE ASSESSMENT

The performance evaluation of the Board of Directors was carried out by the Board of Commissioners and the GMS.

Performance Assessment of The Board of Commissioners

PROCEDURES FOR THE IMPLEMENTATION OF THE PERFORMANCE OF THE BOARD OF COMMISSIONERS

Assessment of the performance of the Board of Commissioners was carried out through the following procedures or mechanisms:

- Performance Assessment of the Board of Commissioners by the GMS.
 - The Board of Commissioners' Performance Assessment was carried out by the Shareholders at the Annual General Meeting of Shareholders (GMS) when submitting the Report on the Board of Commissioners' supervisory duties to the GMS in the Company's annual report.
- 2. Assessment of the performance of the Board of Commissioners through the preparation of a Self Assessment
 - Assessment of the performance of the Board of Commissioners of Bank Jatim was carried out by means of a self-assessment which is determined by considering the duties and obligations in accordance with the Company's Articles of Association and applicable laws and regulations, as well as the Board of Commissioners work program which has been prepared and stipulated by the Board of Commissioners.

The policies and procedures for implementing the performance appraisal of the Board of Commissioners of Bank Jatim were determined and agreed upon by the Board of Commissioners at the Board of Commissioners' meeting. The Board of Commissioners performance assessment policy has been stipulated in Decree Number 063/03/51/DKM/KEP dated March 28, 2024 concerning the Standard Operating Procedure (SOP) for the Work Manual for the Board of Commissioners of PT Bank Pembangunan Daerah Jawa Timur Tbk.

BOARD OF COMMISSIONERS PERFORMANCE EVALUATION CRITERIA

The criteria that will be used in the assessment/evaluation of the performance of the Board of Commissioners (self-assessment) include:

- 1. Passive Oversight of the Board of Commissioners, including:
 - a. Implementation of review and response to the Bank's Business Plan (RBB).
 - Preparation of Bank Business Plan Supervision Report (RBB).
 - Implementation of Internal Audit Result Report Review and follow-up of external audit results.
 - d. Implementation of Governance Self Assessment.
 - e. Review of Risk Profile Report, Compliance Function and Bank's Soundness Level.
 - f. Review and approval of Board of Directors policies that require Board of Commissioners approval (Corporate Action, Credit Policy, Capital, Risk Management Strategy, remuneration, etc.).
 - g. Appointment of Public Accounting Firm for the Company's Financial Report.
 - Review of Remuneration Structure for Board of Commissioners and Board of Directors.
 - i. Implementation of Company Nomination Policy.
- 2. Active Supervision of Board of Commissioners, including:
 - a. Implementation of Board of Commissioners Work Plan and Budget.
 - b. Number of meetings.
 - Review of Bank's Business and Financial Performance Report (periodic monitoring related to bank performance).
 - d. Participate in branch/work unit performance evaluation activities and branch visits in order to carry out supervision and coaching functions
- 3. Supervision of the Company's Performance
 - a. Rentability
 - b. Liquidity
 - c. Credit
- 4. Learning and Growth

PARTIES THAT DO THE ASSESSMENT

The Board of Commissioners' performance assessment process is carried out every semester and discussed in the Board of Commissioners' Internal Meeting by observing the achievement of each of the assessment indicators.

In addition, the Board of Commissioners is also responsible for its performance to Shareholders in the GMS based on the obligations stated in the prevailing laws and regulations. The Board of Commissioners will be held accountable for their performance in the 2024 period in the Annual GMS to be held in 2025.

BOARD OF COMMISSIONERS PERFORMANCE ASSESSMENT RESULTS

| No | Perspective | No | Aspect | | Indicator | Value (%) | Target | Realization | Score | Final score | | | | | | | | | | | | | | | | | | | | | | |
|----|---------------------------|----|---------------------------------------|---|---|---|--|--|--|---|--|--|--|---|---|---|-----|--|--|--|--|--|--|--|--|---|--|---|---|---|---|-----|
| 1 | Complience Perspective | 1 | Passive supervision (Mandatory) | a | Review and respond to Bank Business Plan (RBB) | 4 | carried out periodically, maximum every semester (2x a year) | Review and respond to the Bank's Business Plan that has been carried out by the Board of Commissioners through the Board of Commissioners Committee in accordance with the stipulation | 1 | 4,0 | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | b | Preparation of Bank Business Plan (RBB) Supervision Report | 4 | Carried out every semester (no later than 2 months after the semester ends) | Preparation of the Bank Business Plan Supervision Report (RBB) carried out by the Board of Commissioners through the Board of Commissioners Committee in accordance with the stipulation | 1 | 4,0 | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | С | Implementation of Internal Audit Report Review and follow-up of external audit results | 3 | Carried out according to the stipulation and on time according to the target. (every semester) | Review of the Internal Audit Examination Result Report and follow-up to the external audit results carried out in accordance with the stipulation | 1 | 3,0 | | | | | | | | | | | | | | | |
| | | _ | | | | | d | Implementation of Governance Self Assessment. | 2,5 | Carried out according to the stipulation and on time according to the target. (every semester) | Governance Self Assessment carried out in accordance with the stipulation. | 1 | 2,5 | | | | | | | | | | | | | | | | | | | |
| | | | | | e | Implementation of Governance Self Assessment. | 2,5 | Carried out according to the stipulation and on time according to the target. (every semester) | Review of the Risk Profile Report, Compliance Function and Bank Soundness' Level carried out in accordance with the stipulation | 1 | 2,5 | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | f | Review and approval of Board of Directors policies that require Board of Commissioners approval (Corporate Actions, Credit Policy, Capital, Risk Management Strategy, Remuneration, etc.) | 3 | Carried out no later than 15 (fifteen) working days since being received by the Board of Commissioners. | Review of the Board of Directors' policies carried out in accordance with the target | 1 | 3,0 |
| | | | | | | | | | g | Appointment of Public Accounting Firm for the Company's Financial Report | 3 | Recommendation of the KAP that will conduct the audit of the company's financial statements in accordance with the rules and regulations | Recommendation for the appointment of KAP carried out in accordance with the rules and regulations | 1 | 3,0 | | | | | | | | | | | | | | | | | |

| No | Perspective | No | Aspect | | Indicator | Value (%) | Target | Realization | Score | Final score |
|-----|------------------------------------|---------------|--|---|---|--------------|--|--|--|---|
| | | | | h | Review of Remuneration Structure for the Board of Commissioners and Directors | 2,5 | Provide recommendations regarding the remuneration structure for the Board of Commissioners and Directors in accordance with the stipulation (at least every semester) | The remuneration structure for the Board of Commissioners and Directors reviewed periodically in accordance with the stipulation | 1 | 2,5 |
| | | | | i | Implementation of the Company's Nomination Policy | 2,5 | Availability of the Company's Nomination policy in accordance with the stipulation | It has been fulfilled, policies related to the Company's Nomination are available. | 1 | 2,5 |
| | | | | j | Review of strategic plan implementation and IT Governance | 4 | carried out periodically, maximum every semester (2x a year) | Review of the implementation of the Strategic Plan and IT Governance that has been carried out in accordance with the stipulation | 1 | 4,0 |
| | | | | k | Review of the implementation report of the Bank's recovery plan and resolution plan | 4 | carried out periodically, maximum every semester (2x a year) | Review of the implementation of the Bank's recovery action plan and resolution plan has been carried out in accordance with the stipulation | 1 | 4,0 |
| Sub | Total | | | | | | | 35 | | |
| 2 | Internal Procces Perspective | Supe of Bo | Active Supervision of Board of Commis sioners | a | Implementation of the Board of Commissioners' Work Plan and Budget | 5 | The Board of Commissioners' Work Plan and Budget are implemented according to the timetable and targets set | The Board of Commissioners' Work Plan and Budget was approved on time and according to the set targets. | 1 | 5,0 |
| | | | | b | Number of Meetings | 8 | Internal Board of Commissioners Meetings are held at least 12 times a year (6 meetings each semester) | The implementation of the Board of Commissioners' internal meetings in semester 1 of 2024 was carried out according to target (carried out 9 times) | 1 | 8,0 |
| | | | | | | | | 8 | Board of Commissioners meetings with the Board of Directors are held at least 6 times a year (3 meetings each semester) | Implementation of the Board of Commissioners and Board of Directors meetings in semester I / 2024 was carried out 6 times |
| | | | | С | Review of Bank's Business & Financial Performance Report (periodic monitoring related to bank performance) | 10 | Implemented at every Board of Commissioners & Board of Directors meeting according to the target, which is once every 2 months (6x a year / 3x per semester) | Review of the Bank's Business & Financial Performance Report in Semester I / 2024 carried out in 6 Board of Commissioners & Board of Directors Meetings | 1 | 10,0 |

| No | Perspective | No | Aspect | | Indicator | Value (%) | Target | Realization | Score | Final score | | | | | | | | | | | | | | | | | | |
|-----|-------------------------------------|----|--|----------------|--|----------------|--|---|----------------|----------------|---|----------------------------|-----|-------|-------|-------|------|--|--|--|--|---|---|--|--------------------|-----|------------|---------------|
| | | | | d | Participate in branch/work unit performance evaluation activities and branch visits in order to carry out supervisory and coaching functions | 6 | Participate in branch / work unit performance evaluation activities or visit branches at least 3 times a year | Review of the branch / work unit performance evaluation activities, visits to branches in order to carry out supervisory and coaching functions were carried out 3 times | 1 | 6,0 | | | | | | | | | | | | | | | | | | |
| | | | | е | Ensure the implementation of follow-up to the Board of Commissioners' recommendations by the Board of Directors | 8 | Conduct follow-up monitoring of the Board of Commissioners' recommendations to the Board of Directors every month, a maximum of 5 days before the Board pf Directors meeting in the following month. | The implementation of monitoring was carried out according to target. | 1 | 8,0 | | | | | | | | | | | | | | | | | | |
| Sub | Total | | | | | | | 45 | | | | | | | | | | | | | | | | | | | | |
| 3 | Financial Perspective | 3 | Company Financial Performance Assessment (December 2024 Position) | | BALANCE SHEET | | TARGET | REALIZATION | | | | | | | | | | | | | | | | | | | | |
| | | | | а | Profitability | | | | (%) | | | | | | | | | | | | | | | | | | | |
| | | | | | - Net Income | 2,5 | 1.546.638 | 1.246.058 | 80,57 | 2,01 | | | | | | | | | | | | | | | | | | |
| | | | | 2024 Position) | 2024 Position) | 2024 Position) | 2024 Position) | 2024 Position) | 2024 Position) | 2024 Position) | | - Return on Asset (ROA) | 2,5 | 1,93% | 1,62% | 84,19 | 2,10 | | | | | | | | | | | |
| | | | | b | Liquidity | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | - Customer Custodial Fund (DPK) | 2,5 | 90.758.260 | 77.620.058 | 86 | 2,14 | | | | | | | | | | | | | | | | | | |
| | | | | | - LDR | 2,5 | 73,64% | 82,11% | 111,50 | 2,79 | | | | | | | | | | | | | | | | | | |
| | | | | С | Credit | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | - | - | - | - | - | | | | | | | | - | - | | - Credit expansion | 2,5 | 66.831.046 | 64.203.897,00 |
| | | | | | - NPL | 2,5 | 2,20% | 3,45% | 69,02 | 1,73 | | | | | | | | | | | | | | | | | | |
| Sub | Total | | | | | | | 15 | | | | | | | | | | | | | | | | | | | | |
| 4 | Learning & Growth Perspective | 4 | Competency Development of Board of Commissioners | | Development program/ competency improvement (workshop, seminar, conference, etc.) | 5 | At least 3 x a year | The implementation of the Board of Commissioners Workshop/ Seminar in Semester I/2024 was carried out according to target | 1 | 5 | | | | | | | | | | | | | | | | | | |
| Sub | Total | | | | | | | 5 | | | | | | | | | | | | | | | | | | | | |
| | AL. | | | | | 100 | | | | 98,17 | | | | | | | | | | | | | | | | | | |

Performance Assessment of The Committee Under The Board of Commissioners and The Basis of The Assessment

In order to increase the role of the Board of Commissioners in carrying out the supervisory function, the Board of Commissioners is assisted by 3 (three) committees namely the Audit Committee, the Remuneration and Nomination Committee, and the Risk Monitoring Committee. The procedure for evaluating the performance of the Committees under the Board of Commissioners periodically (annually) evaluated the effectiveness of the performance of the Committees under the Board of Commissioners.

The evaluation criteria for the Committees under the Board of Commissioners were based on the Key Performance Indicators that had been set for each Committee under the Board of Commissioners. KPI Committees under the Board of Commissioners consist of 3 (three) aspects, namely Active Supervision, Passive Supervision and Competency Development. The Board of Commissioners considers that during 2024 the Committees have carried out their duties and responsibilities quite effectively and worked independently and provided useful input/ recommendations for the Board of Commissioners. The achievements of each KPI Committee were as follows.

THE AUDIT COMMITTEE KEY PERFORMANCE INDICATOR ACHIEVEMENT

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|-------------------------|---|---|---|-------|--------------|-------------|
| 1 | Passive Surveillance | Evaluation of Annual Historical General Financial Audit Results from KAP (Public Accounting Firm) | Executed accordingly terms and conditions time on target. (at least 1x in a year). | Implementation of Evaluation of Annual Historical General Audit Results from KAP (Public accounting firm) according to criteria | 1 | 5 | 5 |
| | | Review of Internal Audit & External Audit Reports | Carried out every quarterly (4x in a year) | Review Internal Audit & External Audit Result Reports in accordance with provisions and on time | 1 | 7,5 | 7,5 |
| | | Special Audit & Fraud Follow-up Evaluation from Internal Audit Division | Implemented according to the provisions and on time according to the target. (minimum 1x a year) | Follow-up Evaluation of Special Audit & Fraud from Internal Audit Division was carried out in accordance with the provisions and targets determined | 1 | 7,5 | 7,5 |
| | | Evaluation of Audit Plan from Internal Audit Division for Approval of Audit Plan Implementation | Implemented according to the provisions and on time according to the target. (minimum 1x a year) | Implemented according to the provisions and on time according to target | 1 | 5 | 5 |
| | | Conducting a review of financial information projections and other reports related to financial information. | Held quarterly (4x a year) | Conducting a review of financial information projections and other reports related to financial information is carried out in accordance with the provisions | 0,5 | 7,5 | 3,75 |
| | | Provide recommendations to the Board of Commissioners regarding the appointment of AP/KAP based on independence, scope of assignment, and service fees. | Implemented according to the provisions and on time according to the target. (minimum 1x a year) | Providing recommendations to the Board of Commissioners regarding the appointment of Accountants based on independence, scope of assignment, and service fees are carried out in accordance with the provisions | 1 | 10 | 10 |

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|---------------------------|--|---|---|-------|--------------|-------------|
| | | Monitoring the implementation of Anti Fraud Strategy (SAF) and Gratification Control | Held every semester (2x a year) | Monitoring the implementation of the Anti-Fraud Strategy (SAF) and Gratification Control in accordance with the set targets | 1 | 5 | 5 |
| | | Monitoring and Evaluation of the implementation of the Internal Audit Work Unit (SKAI) duties | Implemented according to the provisions and on time according to the target. (minimum 1x a year) | Monitoring and evaluation of the implementation of the Internal Audit Work Unit (SKAI) duties is carried out in accordance with the provisions | 1 | 5 | 5 |
| | | Making an annual report on the implementation of the Audit Committee's activities in the Annual Report | Implemented according to the provisions and on time according to the target. (minimum 1x a year) | The Audit Committee prepares an annual report on the implementation of the Audit Committee's activities in the Annual Report in accordance with the provisions | 1 | 5 | 5 |
| | SUB TOTAL | | | | | 57,5 | 53,8 |
| 2 | Active Surveillance | Audit Committee Meeting | Held once a month (12x a year) | The Audit Committee Meeting was held 14 times during 2024. | 1 | 15 | 15 |
| | | Coordination Meeting with Related Work Units | Held every semester (2x a year) | The implementation of the Audit Committee Coordination Meeting with Related Work Units during 2024 was carried out 8 times. | 1 | 10 | 10 |
| | | Visits and communicates directly with the Board of Directors, including employees, and the Internal Audit Division Unit, Risk Management Division, AMK Division, General Division and External Parties (Accountants) regarding the duties and responsibilities of the Audit Committee. | Held every semester (2x a year) | The visits to branch offices in order to carry out the supervisory function in 2024 were conducted as many as 5 times, as well as effectively visiting and communicating directly with the Board of Directors, including employees, and the Internal Audit Division Unit, Risk Management Division, AMK Division, General Division and External Parties (Accountants) regarding the duties and responsibilities of the Audit Committee. | 1 | 10 | 10 |
| | SUB TOTAL | | | | | 35 | 35 |
| 3 | Competency Development | Self-competency development by updating understanding of external and internal regulations | Implemented according to provisions (1x a year) | Self-competency development by updating the understanding of external and internal regulations of the Audit Committee carried out in accordance with the target. | 1 | 5 | 5 |

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|-----------|--|--|--|-------|--------------|-------------|
| | | Competency improvement/ development programs (workshops, seminars, training, certification, etc.) | Implemented according to provisions (2x a year) | The Audit Committee's development program/competency improvement (workshops, seminars, training, certification, etc.) in 2024 was carried out 4 times. | 1 | 2,5 | 2,5 |
| | SUB TOTAL | | | | | 7,5 | 7,5 |
| | TOTAL | | | | | 100 | 96 |

ACHIEVEMENT OF KEY PERFORMANCE INDICATORS OF THE REMUNERATION AND NOMINATION COMMITTEE

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|-------------------------|---|--|---|-------|--------------|-------------|
| 1 | Passive Surveillance | Preparing the composition and nomination process for candidates for the Board of Commissioners and candidates for the Board of Directors. | Prepare a Time Table and carry out the Bank Management nomination process according to the time required | Implemented according to the set target | 1 | 10 | 10 |
| | | Develop policies and criteria required in the nomination process for Bank Management candidates (Board of Commissioners and Directors candidates) | Prepare policies and nomination criteria for Bank Management candidates according to the specified time. | Implemented according to the set target | 1 | 10 | 10 |
| | | Assisting in the implementation of evaluation of the performance of the Company's Management | Carrying out performance evaluations of the Company's Management at least twice a year (every semester) | Implemented according to the set target | 1 | 10 | 10 |
| | | Review and recommend qualified candidates as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS. | Carry out a review and provide proposals for candidates for the Company's Management who meet the requirements to the Board of Commissioners in accordance with the timetable set. | Implemented according to the set target | 1 | 10 | 10 |
| | | Preparing the structure and policies for the Remuneration of the Company's Management (Board of Commissioners and Directors) | Conducted at least once a year | Implemented according to the set target | 1 | 10 | 10 |
| | | Preparing the amount of remuneration for members of the Board of Directors and/or members of the Board of Commissioners | Conducted at least once a year | Implemented according to the set target | 1 | 10 | 10 |
| | SUB TOTAL | | | | | 60 | 60 |
| 2 | Active Surveillance | Remuneration and Nomination Committee Meeting | Minimum 4 times in 1 (one) year | Implemented according to the set target | 1 | 20 | 20 |
| | | Coordination Meeting with Related Work Units | As needed (at least 2 times a year) | Implemented according to the set target | 1 | 10 | 10 |

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|---------------------------|---|--|---|-------|--------------|-------------|
| | | Timely preparation and submission of Committee Reports | Submit reports on time in accordance with the provisions | Implemented according to the set target | 1 | 5 | 5 |
| | SUB TOTAL | | | | | 35 | 35 |
| 3 | Competency Development | Development program/ competency improvement (workshops, seminars, training, certification, etc.) | Conducted at least once a year | Implemented according to the set target | 1 | 5 | 5 |
| | SUB TOTAL | | | | | 5 | 5 |
| | TOTAL | | | | | 100 | 100 |

ACHIEVEMENTS OF KEY PERFORMANCE INDICATOR RISK MONITORING COMMITTEE

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|----------------------|---|--|--|-------|--------------|-------------|
| 1 | Passive Surveillance | Monitoring and evaluation of Bank Risk Profile (PRB) | Held every quarter (4x a year) | Monitoring and evaluation of Bank Risk Profile (PRB) in accordance with the provisions | 1 | 5 | 5 |
| | | Monitoring and Evaluation of Quarterly Achievement of Bank Health Level, Risk Profile Monitoring and Evaluation, Profitability in RBB Financial Report & Capital Resilience | Held every quarter (4x a year) | Monitoring and Evaluation of Quarterly Achievement of Bank Health Level, Risk Profile Monitoring and Evaluation, Profitability in RBB Financial Report & Capital Resilience is carried out in accordance with the provisions | 1 | 5 | 5 |
| | | Evaluation of the conformity between the Risk Management Policy (RMP) and the implementation of Bank policies | Carried out every quarter (2x a year) | Evaluation of the conformity between the Risk Management Policy (RMP) and the implementation of Bank policies is carried out in accordance with the provisions | 1 | 5 | 5 |
| | | Monitoring and evaluation of the implementation of the duties of the Risk Management Work Unit (SKMR) and the Risk Management Committee (Komenko) | Carried out every quarter (2x a year) | Monitoring and evaluation of the implementation of the duties of the Risk Management Work Unit (SKMR) and the Risk Management Committee (Komenko) are carried out in accordance with the provisions | 1 | 5 | 5 |
| | | Monitoring and Evaluation of the adequacy of the risk management identification, measurement, monitoring and control processes | Carried out every quarter (2x a year) | Monitoring and evaluation of the adequacy of the risk management identification, measurement, monitoring and control processes are carried out in accordance with the provisions and targets determined. | 1 | 5 | 5 |
| | | Monitoring and evaluation of contingency plans in the Business Continuity Management System (BCMS) | Implemented according to the provisions and on time according to the target. (minimum 1x a year) | Monitoring and evaluation of the contingency plan in the Business Continuity Management System (BCMS) has not been implemented in 2024 | 0 | 5 | 0 |

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|---------------------|---|--|---|-------|--------------|-------------|
| | | Monitoring and evaluation of the implementation of Good Corporate Governance (GCG) principles | Carried out every quarter (2x a year) | Monitoring and evaluation of the implementation of Good Corporate Governance (GCG) principles is carried out in accordance with the provisions | 1 | 5 | 5 |
| | | Monitoring of large exposure debtors above IDR 100 billion | Carried out every quarter (2x a year) | Monitoring of large exposure debtors above IDR 100 billion in 2024 will be carried out in accordance with the provisions | 1 | 5 | 5 |
| | | Opinion on credit or financing applications in the large exposure category, and approval of credit or financing applications to Related Parties | Implemented (at least once a year) | Opinions on credit or financing applications in the large exposure category, and approval of credit or financing applications to Related Parties are carried out in accordance with the provisions | 1 | 5 | 5 |
| | | Supervision of the compliance function and reviewing the Compliance Function Implementation Report and the Compliance Director's duties. | Carried out every quarter (2x a year) | Supervision of the compliance function and reviewing the Compliance Function Implementation Report and the Compliance Director's duties (not yet implemented optimally) | 0 | 5 | 0 |
| | | Evaluate, direct and monitor the Information Technology Strategic Plan and Bank policies related to the use of Information Technology. | Implemented (at least once a year) | Evaluate, direct and monitor the Information Technology Strategic Plan and the Bank's policies regarding the use of Information Technology are implemented in accordance with the provisions. | 1 | 2,5 | 2,5 |
| | | Review Corplan, RSTI and RBB before approval by the Board of Commissioners | Implemented (at least once a year) | Review of Corplan, RSTI and RBB before approval by the Board of Commissioners is carried out in accordance with the provisions | 1 | 2,5 | 2,5 |
| | | Review of the Company Manual includes: • (KPA) AML, CFT and PFWMD | Implemented (at least once a year) | Review of the Company Manual includes: • (KPA) AML, CFT and PFWMD are implemented in accordance with the provisions | 1 | 2,5 | 2,5 |
| | | Company Manual Review includes: Board of Directors' Work SOP | Implemented (at least once a year) | Review of the Company Manual includes: • SOP for the Board of Directors in accordance with the provisions | 1 | 2,5 | 2,5 |
| | SUB TOTAL | | | | | 60 | 50 |
| 2 | Active Surveillance | Risk Monitoring Committee Meeting | Held every quarter (4x a year) | The implementation of the Risk Monitoring Committee Meeting during 2024 was carried out 13 times. | 1 | 15 | 15 |

| No | Aspect | Indicator | Target | Realization | Score | Value (%) | Final score |
|----|---------------------------|--|--|--|-------|--------------|-------------|
| | | Coordination Meeting with Work Units Related to Bank's Strategic Issues | Held every quarter (4x a year) | The implementation of the Risk Monitoring Committee Coordination Meeting during 2024 was carried out 8 times. | 1 | 10 | 10 |
| | | Visits and communicates directly with the Board of Directors, including employees, and related work units in order to carry out the functions, duties and responsibilities of the Risk Monitoring Committee. | Held every semester (2x a year) | Visiting the branch offices in order to carry out monitoring functions in 2024 for 5 times, as well as effectively conducting visits and communicating directly with the Board of Directors, including employees, and related work units with the duties and responsibilities of the Risk Monitoring Committee | 1 | 10 | 10 |
| | SUB TOTAL | | | | | 35 | 35 |
| 3 | Competency Development | Self-competency development by updating understanding of external and internal regulations | Implemented according to provisions (1x a year) | Self-competency development by updating the understanding of external and internal regulations carried out in accordance with the targets. | 1 | 2,5 | 2,5 |
| | | Competency improvement/ development programs (workshops, seminars, training, certification, etc.) | Implemented according to provisions (1x a year) | The competency improvement/ development program (workshops, seminars, training, certification, etc.) in 2024 was carried out 4 times. | 1 | 2,5 | 2,5 |
| | SUB TOTAL | | | | | 5 | 5 |
| | TOTAL | | | | | 100 | 90 |

Mechanism of Termination and Withdrawal of The Board of Commissioners

The mechanism for dismissal and resignation of the Board of Commissioners based on the Articles of Association are as follows:

- Members of the Board of Commissioners are appointed and terminated by the GMS.
 - a. Member of the Board of Commissioners may submit a request to resign from his/her position by notifying in writing of this purpose to the Controlling Shareholders of the Company.
 - The company is obliged to hold a GMS to decide on the resignation application as referred to in letter a, no later than 90 (ninety) days after the resignation letter is received.
 - c. Before the resignation becomes effective, the relevant members of the Board of Commissioners are still obliged to complete their duties and responsibilities in accordance with the articles of association and laws and regulations.

- The position of a member of the Board of Commissioners ends if:
 - a. Lossing Indonesian Citizenship.
 - b. Resignation with due observance of the provisions of paragraph (11) of Article 11 of the Articles of Association
 - c. No longer meets statutory requirements.
 - d. Passed away.
 - e. The term of office has ended.
 - f. Was dismissed based on the resolution of the GMS.
 - g. Was declared bankrupt or placed under pardon based on a court decision.

Sharia Supervisory Board

The Sharia Supervisory Board (DPS) has the duty and authority to provide advice and advice to the Board of Directors, oversee the sharia aspects of the operational activities of the Sharia Business Unit (UUS) at the National Sharia Council - Indonesian Ulema Council.

Duties and Responsibilities of The Sharia Supervisory Board

The duties and responsibilities of the Sharia Supervisory Board as stipulated in the articles of association include, among others:

- Assess and ensure compliance with sharia principles in operational guidelines and products issued by UUS.
- 2. Monitor the process of developing UUS new products from the start until the product is released.
- Provide sharia opinions on new products and/or restructured financing.
- 4. Request a fatwa from the National Sharia Council for UUS new products for which there is no fatwa.
- Conduct periodic reviews on compliance with sharia principles on the mechanism for raising funds and channeling funds as well as Bank services
- Request data and information related to sharia aspects from UUS work units in the context of carrying out their duties.
- Submit the results of sharia supervision at least every 6 (six)
 months to the Board of Directors, Board of Commissioners,
 National Sharia Board Indonesian Ulama Council and the
 Financial Services Authority.

Term of Office of The Sharia Supervisory Board

Members of the Sharia Supervisory Board were appointed for a period of 4 (four) years and can be reappointed for a second term, after paying attention to laws and regulations and the provisions of the National Sharia Council - Indonesian Ulama Council.

Requirements For Sharia Supervisory Board Members

Members of the Sharia Supervisory Board must have the following requirements:

- 1. Integrity, which at least includes:
 - a. Have good character and morals.
 - b. Have a commitment to comply with sharia banking regulations and other laws and regulations.

- Have a commitment to the development of sound and sustainable Islamic banking.
- d. Not included in the Fit and Proper List (Disqualified List) as stipulated in the provisions concerning the fit and proper test stipulated by Bank Indonesia or the Financial Services Authority.
- Competence, who at least have knowledge and experience in the field of sharia mu'amalah and knowledge in banking and/ or f inance in general.
- 3. Financial reputation, which at least includes:
 - a. Not on the bad credit list.
 - b. Have never been declared bankrupt or have been a shareholder, member of the Board of Commissioners, or member of the Board of Directors of a company and/ or member of the management of a business entity found guilty of causing a company and/or business entity to be declared bankrupt, within the last 5 (five) years prior to nominated.

Guidelines and Working Procedures of the Sharia Supervisory Board

In carrying out its duties, the Sharia Supervisory Board is guided by the Company's Articles of Association which regulate the Requirements for the Sharia Supervisory Board, Duties and Responsibilities, and Term of Office.

Composition and Basis for Appointment of The Sharia Supervisory Board

The Sharia Supervisory Board consists of at least 2 (two) and at most 3 (three) members, one of whom is the Chairman. The members of the Sharia Supervisory Board are appointed by the GMS upon the recommendation of the DSN-MUI in line with the applicable laws and regulations, without prejudice to the right of the GMS to dismiss members of the Sharia Supervisory Board at any time following the laws and regulations.

| Name | Position | Executor | Basis of Appointment and Period | Effective Date |
|-------------------|----------|----------|---|-------------------|
| Afifuddin Muhajir | Chairman | OJK | GMS for Fiscal Year 2018 on April 26, 2019 (First Period) GMS for Fiscal Year 2022 on April 12, 2023 (second period) | February 28, 2020 |
| Sukadiono | Member | OJK | GMS for Fiscal Year 2022 on April 12, 2023 (First Period) | March 25, 2024 |

Training and/or Enhancement of The Competency of The Board of Sharia Supervisory Board Members

| Name | Position | Types of Training and Development Materials Competence/Training | Time and Place of Implementation | Organizer |
|-------------------|----------|--|-------------------------------------|--------------------------------|
| Afifuddin Muhajir | Chairman | - | - | - |
| Sukadiono | Member | Bank Governance and Optimization of Duties, Functions and Responsibilities of the Sharia Supervisory Board (DPS) | Jakarta, January 22- 23, 2024 | Dakara Consulting Indonesia |

Orientation Program for New Sharia Supervisory Board

The Orientation Program is very important to be implemented for DPS who are taking office for the first time. Provisions regarding the mandatory Orientation program regarding the Company's activities. The orientation program that is given can be in the form of participantss, meetings or visits to the Company's facilities, introductions to Division Leaders, Groups and employees of the Company and other programs. The orientation program for the new Sharia Supervisory Board was implemented as follows.

| Name | Position | Time and Place of Implementation | Information |
|-----------|---|---|--|
| Sukadiono | Member of the Sharia Supervisory Board | March 25, 2024 Bank Jatim Sharia Business Unit | The new Sharia Supervisory Board Orientation Program was conducted by delivering relevant materials related to its duties and responsibilities by the Bank Jatim Sharia Business Unit. |

Concurrent Position of Sharia Supervisory Board

Table of Concurrent Positions of Sharia Supervisory Board

| Name | Position | Position in Other Companies/Agencies | Company Name/ Other Institution | | |
|-------------------|----------------------------|---|--|--|--|
| Afifuddin Muhajir | Afifuddin Muhajir Chairman | | Salafiyah Syafi'iyah Sukorejo Islamic Boarding School Foundation | | |
| Cultadiana | Chairman | | East Java Muhammadiyah Regional Leadership 2022 Present | | |
| Sukadiono | Member | Rector | Muhammadiyah University of Surabaya 2020-2024 | | |

Ownership of Sharia Supervisory Board

Table of Sharia Supervisory Board' Share Ownership

| Name | | | 5 | Share Ownership | |
|-------------------|----------|------------|----------------|------------------------------------|-----------------|
| | Position | Bank Jatim | Other Banks | Non-Bank Financial Institutions | Other Companies |
| Afifuddin Muhajir | Chairman | Nil | Nil | Nil | Nil |
| Sukadiono | Member | Nil | Nil | Nil | Nil |

Meeting of Sharia Supervisory Board

Internal Meeting of Sharia Supervisory Board

Throughout 2024, the agenda, dates and participants of the Sharia Supervisory Board Meeting were as follows.

Table of Sharia Supervisory Board Meeting

| No. | Date | Agenda | Participant |
|-----|-------------------|--|--------------------------------|
| 1 | January 03, 2024 | Opinion on Customer Self Service (CSS) | Afifuddin Muhajir |
| 2 | February 01, 2024 | Opinion on New JConnect Mobile Implementation Service | Afifuddin Muhajir |
| 3 | March 18, 2024 | Opinion on Hongkong JConnect Remittance Service | Afifuddin Muhajir |
| 4 | May 17, 2024 | Opinion on the Development of E-Money Top Up Biller | Afifuddin Muhajir Sukadiono |

| No. | Date | Agenda | Participant |
|-----|--------------------|--|--------------------------------|
| 5 | May 17, 2024 | Opinion on the Development of Shopeepay Top Up Biller | Afifuddin Muhajir Sukadiono |
| 6 | June 06, 2024 | Opinion on Cash Waqf Linked Deposit (CWLD) | Afifuddin Muhajir Sukadiono |
| 7 | July 30, 2024 | CWLD Minutes & Sharia Business Unit Performance 2024 | Afifuddin Muhajir Sukadiono |
| 8 | August 16, 2024 | Minutes of Submission of Sharia Business Unit Performance for the Period of July 2024 | Afifuddin Muhajir Sukadiono |
| 9 | September 05, 2024 | Opinion on the Use of Conventional Insurance | Afifuddin Muhajir Sukadiono |
| 10 | September 05, 2024 | Cashback Opinion | Afifuddin Muhajir Sukadiono |
| 11 | September 23, 2024 | Minutes of DPS Meeting | Afifuddin Muhajir Sukadiono |
| 12 | October 08, 2024 | Submission of Minutes of Evaluation of Sharia Branch and Sub-Division Performance | Afifuddin Muhajir Sukadiono |
| 13 | October 15, 2024 | Opinion on QRIS Crossborder Service (Acquirer) | Afifuddin Muhajir Sukadiono |
| 14 | October 29, 2024 | Opinion on Financing Promo Program | Afifuddin Muhajir Sukadiono |
| 15 | November 26, 2024 | Opinion on Recovery Plan | Afifuddin Muhajir Sukadiono |

Meeting Frequency and Participants

During 2024, the Sharia Supervisory Board has held 15 internal meetings. The frequency and attendance of each member of the Sharia Supervisory Board can be seen in the table below.

Table of Frequency and Participants of Sharia Supervisory Board Meetings

| | | Sharia Supervisory Board Meeting | | | |
|-------------------|----------|---------------------------------------|----------------------|------------|--|
| Name | Position | n Number and Percentage of Attendance | | | |
| | | Number of Meetings | Number of Attendance | Percentage | |
| Afifuddin Muhajir | Chairman | 15 | 15 | 100% | |
| Sukadiono | Member | 12 | 12 | 100% | |

Frequency and Method of Providing Advice as well as Supervision of Compliance with Sharia Principles in the Capital Market to Issuers or Public Companies

Advice and suggestions are given on several occasions. One of them is when the Sharia Supervisory Board (DPS) meeting is also attended by management. Throughout 2024, the DPS issued 11 (Eleven) Opinions. The DPS has carried out its duties by supervising the fulfillment of Bank Jatim's Sharia Principles and issuing opinions including:

- 1. Customer Self Service (CSS) Opinion
- 2. New JConnect Mobile Implementation Service Opinion
- 3. JConnect Remittance Hongkong Service Opinion
- 4. E-Money Top Up Biller Development Opinion
- 5. Shopeepay Top Up Biller Development Opinion
- 6. Cash Waqf Linked Deposit (CWLD) Opinion
- 7. Conventional Insurance Use Opinion
- 8. Cashback Provision Opinion

- 9. QRIS Crossborder Service Opinion (Acquirer)
- 10. Financing Promo Program Opinion
- 11. Recovery Plan Opinion

Sharia Supervisory Board Performance Assessment

Procedure for Implementation of Performance Assessment of the Sharia Supervisory Board

Performance appraisal is carried out by self assessment and submitted to the Board of Commissioners and the GMS.

Sharia Supervisory Board Performance Evaluation Criteria

The DPS performance assessment is based on the implementation of the DPS duties in 2024. The implementation of the DPS duties can be seen from the number of meetings held and the opinions and recommendations that have been issued.

The party conducting the assessment

DPS conducts an independent assessment of DPS performance in 2024 (self-assessment).

Results of the Performance Assessment of the Sharia Supervisory Board

During 2024, the Sharia Supervisory Board has carried out its role properly. By holding 15 (Fifteen) meetings and issuing opinions or recommendations related to the Sharia Business Unit activities.

Nomination and Remuneration of the Board of Commissioners and Board of Directors

Board of Commissioners and Board of Directors Nomination Procedures

In the nomination process for the Board of Commissioners and the Board of Directors of Bank Jatim, policies related to the selection/ replacement of members of the Board of Commissioners and Directors had been formulated, namely the System and Procedure for the Selection and/or Substitution of Members of the Board of Commissioners and Directors. This policy was prepared and adjusted based on regulations related to the Company including OJK Regulation No. 33/ POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies and other related regulations regarding procedures for selecting/ replacing members of the Board of Commissioners/Directors.

The purpose of formulating this policy on the selection and/or replacement of members of the Board of Commissioners and the Board of Directors was to serve as a guide in the process of selecting/replacing members of the Board of Commissioners in accordance with applicable regulations, as well as to ensure the implementation of good corporate governance in every process of nomination/ election of members of the Board of Directors Commissioner.

The nomination/election process for the Board of Commissioners and the Board of Directors was proposed to the GMS by considering the recommendations from the Remuneration and Nomination Committee. The stages of the nominations included the following:

- Announcement of acceptance of vacancies for candidates for members of the Board of Commissioners and/or Directors.
- 2. Administrative selection.
- 3. Implementation of the assessment by the appointed Independent institution.
- 4. Evaluation of assessment results.
- 5. Final interview.
- 6. Implementation of the Fit and Proper Test by the Financial Services Authority.
- 7. Appointment of selected candidates at the GMS.

In selecting candidates for the Nomination and Remuneration Committee, the Board of Commissioners and Board of Directors will consider individuals who have demonstrated superior performance and great potential in the Company and are in line with the company's strategic direction in the future.

Remuneration Determination Procedure

- The stages in determining the remuneration of the management can be described as follows:



Proposals and recommendations from the Board of Commissioners to the General Meeting of Shareholders (GMS) can be in the form of:

- Approval of the structure, scale, form and amount of remuneration; or
- 2. Giving power to the Board of Commissioners to determine the structure, scale, form and amount of remuneration.

Indicators of Remuneration Determination for the Board of Commissioners and the Board of Directors

The Bank set the remuneration to be 2 (two), namely:

- 1. Permanent Remuneration
 - Remuneration policies that are permanent in nature at least pay attention to:
 - Business scale, business complexity, peer group, inflation, company conditions and capabilities, applicable laws and regulations;
 - Fixed remuneration consists of:
 - 1. Honorarium.
 - 2. Housing Allowance.
 - 3. Communication Allowances.
 - 4. Holiday allowance.
 - 5. Leave Allowance.
 - 6. Health Facilities/Costs.

- Other facilities/allowances determined by the Bank as remuneration provided are not related to performance.
- 2. Variable remuneration consists of:
 - 1. Tantiem.
 - Other facilities/allowances determined by the Bank as remuneration based on performance.

Remuneration Structure of the Board of Commissioners and Board of Directors

Remuneration Structure for Members of the Board of Commissioners and the Board of Directors Remuneration for the Board of Commissioners and Directors is provided with due observance to the prevailing remuneration provisions, namely in the form of:

- Remuneration is permanent in nature, is remuneration that
 is not related to performance and risks, including salaries/
 honoraria, housing allowances, communication allowances,
 holiday allowances, annual leave pay, health facilities, other
 allowances that are comparable to this.
- Variable remuneration is remuneration related to performance and risks, including production services, performance bonuses, bonuses or other forms that can be equated with the above. Remuneration in the form of bonuses is given in cash and shares or share instruments issued by Bank Jatim.

Table of Remuneration Structure for the Board of Commissioners and Directors

| No | Types of | Desc | ription |
|----|-----------------|--|--|
| NO | Income | Board of Commissioners | Board of Directors |
| 1. | Honorarium | President Commissioner 45% of the President Director's honorarium Commissioner 90% of the President Commissioner honorarium | President Director 100% Director 90% of the President Director's honorarium |
| 2. | Allowance | Holiday allowance 2 (two) times the honorarium | Holiday allowance 2 (two) times the honorarium |
| | | Housing Allowance is given on a monthly basis if you do not occupy an official residence | Housing Allowance is given on a monthly basis if you do not occupy an official residence |
| | | Annual Leave Allowance 1 (one) times honorarium | Annual Leave Allowance 1 (one) times honorarium |
| | | Communication Allowance is given as a lump sum every month | Communication Allowance is given as a lump sun every month |
| | | Retirement Award of 38 (thirty eight) times the honorarium | Retirement Award of 48 (forty eight) times the honorarium |
| 3. | Facility | Official vehicle facilities through the Car Ownership Program (COP) | Official vehicle facilities through the Car Ownership Program (COP) |
| | | Health facilities for inpatient and outpatient according to internal provisions Number: 063/03/06/DKM/KEP dated February 7, 2024 | Health facilities for inpatient and outpatient according to internal provisions Number: 063/03/06/DKM/KER dated February 7, 2024 |
| | | Legal Aid Facilities in accordance with company regulations | Legal Aid Facilities in accordance with company regulations |
| 4. | Bonus & Tantiem | Bonus is given in cash | Bonus is given in cash |
| | | Tantiem is given in cash and in the form of shares issued by Bank Jatim. | Tantiem is given in cash and in the form of share issued by Bank Jatim. |

Nominal Remuneration Components Each of Board of Commissioners and Directors

Table of Nominal Amount of Remuneration for the Board of Commissioners and Directors

| | Amount Received | | | | | |
|--------------------------------------|-----------------|---------------------------|--------------------|---------------------------|--|--|
| Number of Remuneration and | Board of C | Commissioners | Board of Directors | | | |
| Other Facilities | Total Person | Total in (IDR) Million | Total Person | Total in (IDR) Million | | |
| Remuneration | | | | | | |
| Honorarium | 4 | 3.065 | 7 | | | |
| Housing Allowance | 4 | 1.053 | 7 | | | |
| Communication Allowance | 4 | 390 | 7 | | | |
| Tantiem | 3 | 7.923 | 7 | | | |
| Other Facilities In Kind | | | | | | |
| Housing (cannot be owned) | - | - | - | - | | |
| COP Program Transport (can be owned) | 3 | 2.700 | 7 | 6.400 | | |
| Health (cannot be owned) | - | - | - | - | | |
| Total Remuneration In 1 Year | | | | | | |
| Above IDR 2 billion | 3 | 12.106 | 7 | 43.091 | | |
| Above IDR 1 billion to 2 billion | - | - | - | - | | |
| Above IDR 500 million to 1 billion | - | - | - | - | | |
| IDR 500 million and below | 1 | 325 | - | - | | |

Policies on Diversity of Board of Directors and Board of Commissioners

The diversity of the composition of the Board of Commissioners and Directors as stipulated in the Appendix of the Circular Letter of Financial Services Authority No. 32/SEOJK.04/2015 concerning Governance Guidelines for Public Company has been accommodated in the Bank's Articles of Association. The appointment of the Board of Commissioners and Board of Directors is carried out by taking into account the experience and understanding of the banking industry, the integrity and dedication of each individual.

The composition of members of the Board of Commissioners and Board of Directors of Bank Jatim that is appropriate and in accordance with the needs of the Bank will support the effectiveness of carrying out the duties and responsibilities of the Board of Commissioners and Directors and support the achievement of the Bank's vision and mission to continue to grow and develop.

Diversity factors in the composition of the members of Board of Commissioners and Board of Directors include:

- The expertise/experience of the Board of Commissioners, has at least:
 - a. 1 (one) member who has expertise/work experience in the field of economics/business /finance, and/or
 - 1 (one) member who has expertise/work experience in the banking industry, and

 1 (one) member who has expertise/work experience in the field of risk management.

2. Nationality

Members of the Board of Commissioners and Board of Directors are Indonesian citizens.

3. Gender

Currently all members of the Board of Commissioners of Bank Jatim are Male. Meanwhile, 4 (four) members of the Board of Directors are male and 1 (one) member of the Board of Directors is female.

4. Age

Members of the Board of Commissioners and Board of Directors have a variety of ages.

5. Independence

Board of Commissioners

- a. Minimum 50% (fifty percent) of the members of the Board of Commissioners are Independent Commissioners.
- The term of office of an Independent Commissioner is a maximum of 4 (four) years, and can be reappointed with due regard to applicable regulations.

Board of Directors

In accordance with OJK Regulation No. 46/POJK.03/2017 Concerning the Implementation of Compliance Functions of Commercial Banks, Bank Jatim has a Director who is in charge of the Compliance Function, namely the Compliance Director and Risk Management as a Director who meets the independence requirements.

Diversity Composition of the Board of Directors

Table of Diversity in the Composition of the Board of Directors

| Name | Position | Age | Gender | Education | Work experience | Expertise |
|-----------------------|---|----------|--------|---|------------------------------------|---|
| Busrul Iman | President Director | 60 years | Male | Bachelor of Economics Accounting Master of Management Profession Accountant Doctor of Human Resource Development Management | Have work experience in banking | Management, Accounting |
| Edi Masrianto | Director of Finance, Treasury & Global Services | 60 years | Male | Bachelor of Management Economics Master of Agribusiness Management | Have work experience in banking | Management |
| R. Arief Wicaksono | Director of Micro, Retail & Medium | 54 years | Male | Bachelor of Industrial Technology Master of Management | Have work experience in banking | Management |
| Eko Susetyono | Director of Risk Management | 59 years | Male | Bachelor of Food Technology and Nutrition Master of Corporate Finance and Investment Doctor of Management and Business | Have work experience in banking | Risk management, finance, asset and liability management |
| Arif Suhirman | Director of Operations | 58 years | Male | Bachelor of Economics Accounting Master of Management and Business | Have work experience in banking | Management, Accounting |
| Zulhelfi Abidin | Director of IT & Digital | 62 years | Male | Bachelor of Informatics Master of Computer Science | Have work experience in banking | Information technology |
| Tonny Prasetyo*) | Director of Compliance | 55 years | Male | Bachelor of Agriculture Master of Management | Have work experience in banking | Management |
| Umi Rodiyah**) | Director of Compliance | 58 years | Female | Bachelor of Public Administration | Have work experience in banking | State Administration |

Composition Diversity of the Board of Commissioners

Table of Diversity in the Composition of the Board of Commissioners

| Name | Position | Age | Gender | Education | Work experience | Expertise |
|-------------------------|-----------------------------|----------|--------|---|--|---|
| Muhammad Mas'ud | Independent Commissioner | 60 years | Male | Bachelor of Public Administration Master of Management Doctor of International Politics | Have work experience in government and education. | Administration, Management, International Politics |
| Adhy Karyono | Commissioner | 53 years | Male | Bachelor of Politics Master of Public Administration Polytechnic | Have work experience in government. | Administration, Politics |
| Sumaryono | Independent Commissioner | 64 Years | Male | Bachelor of Business Administration | Have work experience in banking. | Banking |
| Candra Fajri Ananda* | Independent Commissioner | 60 Years | Male | Bachelor of Economics Master (MSc.) Doctor (Ph.D) | Have work experience in government, education and banking. | Economics |
| Dadang Setiabudi** | Independent Commissioner | 62 Years | Male | Bachelor of Accounting Master of Agribusiness Management | Have work experience in banking and education | Banking |

^{*)} Dismissed at the Annual General Meeting of Shareholders for the 2023 Fiscal Year on February 7, 2024.

**) Appointed at the Annual GMS for the 2023 Fiscal Year on February 7, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated July 1, 2024. Before Mrs. Umi Rodiyah became effective as Director of Compliance, Mr. Arif Suhirman (Director of Operations) was Acting Director of Compliance while Mr. Zulhelfi Abidin (Director of IT & Digital) concurrently served as Acting Director of Operations.

 ^{*)} Resigned from his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024.
 **) Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024

Transparency of Share Ownership of Directors and Board of Commissioners

Share ownership of members of the Board of Directors

| <u></u> | | Share Ownership (sheet) | | | | |
|-------------------|---|-------------------------|-------------|------------------------------------|-----------------|--|
| Name | Position | Bank Jatim | Other Banks | Non-Bank Financial Institutions | Other Companies | |
| Busrul Iman | President director | 3.651.300 | - | - | - | |
| Tonny Prasetyo* | Director of Compliance | 1.067.400 | - | - | - | |
| Umi Rodiyah** | Director of Compliance | 508.500 | - | - | - | |
| Edi Masrianto | Director of Finance, Treasury & Global Services | 764.900 | - | - | - | |
| R.Arief Wicaksono | Director of Micro, Retail & Medium | 952.300 | - | - | - | |
| Zulhelfi Abidin | Director of IT & Digital | 347.800 | - | - | - | |
| Eko Susetyono | Director of Risk Management | 446.800 | - | - | - | |
| Arif Suhirman | Director of Operations | 819.700 | - | - | - | |

^{*} Resigned from his position as Compliance Director at the 2023 Annual GMS on February 7, 2024.

Share ownership of members of the Board of Commissioners

| | | Share Ownership (sheet) | | | | | |
|----------------------|--------------------------|-------------------------|-------------|------------------------------------|-----------------|--|--|
| Name | Position | Bank Jatim | Other Banks | Non-Bank Financial Institutions | Other Companies | | |
| Suprajarto | President Commissioner | 91.000 | - | - | - | | |
| Muhammad Mas'ud | Independent Commissioner | - | - | - | - | | |
| Adhy Karyono | Commissioner | 81.500 | - | - | - | | |
| Sumaryono | Independent Commissioner | - | - | - | - | | |
| Candra Fajri Ananda* | Independent Commissioner | - | - | - | - | | |
| Dadang Setiabudi** | Independent Commissioner | - | - | - | - | | |

^{*)} Resigned from his position as Independent Commissioner at the 2023 Annual GMS on February 7, 2024.

Share Ownership Transactions of The Board of Directors and Board of Commissioners

The Policy on Disclosure of Information on Share Ownership of the Board of Commissioners and Directors has been regulated in the Guidelines for Implementing Investor Relations Corporate Secretary Chapter IV, namely as follows:

 Ownership Report or Any Change in Public Company Share Ownership

Reporting of members of the Board of Directors or members of the Board of Commissioners on ownership and any changes in ownership of the shares of the Public Company, either directly or indirectly, and any Party that owned shares, either directly or indirectly, should be at least 5% (five percent) of the paidup capital in the Public Company. Reporting obligations for parties who owned at least 5% (five percent) could be applied to changes in ownership of at least 0.5% (zero point five percent) in 1 (one) or several transactions. The report had to be submitted no later than

10 (ten) days from the occurrence of ownership or change in ownership of the shares of the Public Company.

Meanwhile, the submission of information by the Board of Directors/Board of Commissioners applied to each change of ownership. Reports to the Public Company shall be made no later than 3 (three) working days after the ownership or change in ownership of shares occured. Reports carried out independently had to be submitted no later than 10 (ten) days from the occurrence of ownership or change in ownership of the shares of the Public Company. Reporting obligations could also be carried out by other parties (in this case the Corporate Secretary) through written power of attorney. Submission of a report through a proxy had to be made no later than 5 (five) days after the change in share ownership occured and had to be accompanied by a copy of the power of attorney based on the applicable regulations.

^{**} Appointed as Compliance Director at the 2023 Annual GMS on February 7, 2024, and became effective on July 1, 2024

^{**)} Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024

^{***)} Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and effective November 4, 2024

In 2024, the disclosure of Share Ownership Information for the Board of Commissioners and Directors was in accordance with the applicable Implementation Guidelines. Purchase/sale of shares of the Board of Commissioners and Board of Directors in 2024 were as follows.

| No | Name | Before | After | Number of Transaction Shares | Price | Transaction date | Transaction Purpose |
|----|--------------------|-----------|-----------|---------------------------------|-------|------------------|------------------------|
| | D | 2,958,900 | 3,301,800 | 342,900 | 590 | May 13, 2024 | LTI Program |
| 1 | Busrul Iman | 3,301,800 | 3,651,300 | 349,500 | 570 | May 27, 2024 | Investment |
| 2 | Edi Masrianto | 327,600 | 547,900 | 220,300 | 590 | May 13, 2024 | LTI Program |
| | | 547,900 | 764,900 | 217,000 | 505 | June 14, 2024 | Investment |
| 3 | R. Arief Wicaksono | 728,200 | 952,300 | 224,100 | 590 | May 13, 2024 | LTI Program |
| 4 | Flor Constitution | 124,100 | 346,800 | 222,700 | 590 | May 13, 2024 | LTI Program |
| 4 | Eko Susetyono | 346,800 | 446,800 | 100,000 | 535 | May 31, 2024 | Investment |
| | | 24,200 | 247,700 | 223,500 | 590 | May 13, 2024 | LTI Program |
| 5 | Zulhelfi Abidin | 247,700 | 247,800 | 100 | 550 | May 29, 2024 | Investment |
| | | 247,800 | 347,800 | 100,000 | 535 | May 30, 2024 | Investment |
| | A -if C - bi | - | 136,700 | 136,700 | 590 | M15 2024 | LTI Program |
| 6 | Arif Suhirman | 136,700 | 819,700 | 683,000 | 585 | May 15, 2024 | Investment |
| 7 | Umi Rodiyah | 226,500 | 508,500 | 282,000 | 530 | May 31, 2024 | Investment |

Organs and Committees Under The Board of Commissioners

In supervising the Company, the Board of Commissioners is assisted by the Secretariat of the Board of Commissioners and Committees under the Board of Commissioners. Committees under the Board of Commissioners consist of the Audit Committee, the Risk Monitoring Committee and the Remuneration and Nomination Committee. The organs and committees under the Board of Commissioners are described as follows.

Secretariat of Board of Commissioners

The Board of Commissioners of Bank Jatim in carrying out their duties and responsibilities is assisted by a work unit called the Secretariat of the Board of Commissioners. The Group Secretariat of the Board of Commissioners of Bank Jatim is structurally under the Corporate Secretary. The Secretariat Group of the Board of Commissioners is responsible to the Board of Commissioners to assist the Board of Commissioners in secretarial activities and in carrying out their duties.

Duties and Responsibilities of The Secretariat of The Board of Commissioners

 Manage the agenda for the Board of Commissioners meeting activities and be responsible for the implementation process, prepare meeting materials, compile meeting minutes, and administer the Board of Commissioners Meetings in an orderly manner, Committees Meetings under the Board of Commissioners, and Meetings of the Board of Commissioners inviting the Board of Directors.

- Coordinate with the Board of Directors and related work units with regard to the activities and duties of the Board of Commissioners.
- Coordinate with related work units in preparing the necessary materials in relation to the preparation of reports involving the Board of Commissioners.
- Prepare materials/materials that are needed in relation to matters that must obtain a decision from the Board of Commissioners regarding the Company's management activities carried out by the Board of Directors and all staff.
- Prepare considerations, opinions, suggestions and other decisions from the Board of Commissioners for shareholders, the Board of Directors and parties related to the management of the Company.
- 6. Follow up every decision of the Board of Commissioners by:
 - Record every decision made in decision-making forums and the person in charge.
 - Monitor and check the progress stages of the implementation of the results of meeting decisions/ considerations, opinions, suggestions and other decisions of the Board of Commissioners.
 - c. Make efforts to encourage the implementation of followup decisions on meetings/considerations, opinions, suggestions and other decisions of the Board of Commissioners to the person in charge.
- 7. Report to the Company regarding the share ownership of members of the Board of Commissioners and/or their families in the Company and other Companies.
- 8. Prepare a report on the supervisory duties that have been carried out by the Board of Commissioners during the previous financial year to the GMS.
- Coordinate with the Committees of the Board of Commissioners in preparing reports on the results of supervision of the implementation of the Company's

- Business Plan every semester to OJK in accordance with the prevailing laws and regulations.
- 10. Coordinate the drafting of the Board of Commissioners' Annual Work Plan and Budget which is an integral part of the Company's Annual Work Plan and Budget prepared by the Board of Directors.
- 11. Coordinate the preparation of suggestions and opinions regarding the agenda and materials of the GMS, including but not limited to:
 - a. Coordinating the agenda and materials with related parties.
 - b. Prepare materials that are the responsibility of the Board of Commissioners, and provide opinions on the material as a whole.
- 12. Coordinate the participation of the Board of Commissioners and Committees under the Board of Commissioners in training/ seminars/other competency development activities in accordance with the respective areas of supervision of the Board of Commissioners/ Committees.
- Carry out other duties to support the smoothness of the supervisory and advisory duties carried out by the Board of Commissioners.

The Implementation of The Secretariat of The Board of Commissioners

During 2024 the Secretariat of the Board of Commissioners has carried out the following task:

- Prepare meeting materials, compile minutes of meetings, and administer the Board of Commissioners Meetings in an orderly manner, Meetings of committees under the Board of Commissioners, and Meetings of the Board of Commissioners inviting the Directors.
- Provide input and information to the Board of Commissioners on matters of concern to the Board of Commissioners, including, among others, the policies and strategies of the Board of Directors in achieving the Bank's Business Plan.
- Cooperate with the Committees under the Board of Commissioners in fulfilling the obligations of the Board of Commissioners, including reports from the Board of Commissioners to the Regulator.
- Coordinate the drafting of the Board of Commissioners' Annual Work Plan and Budget and monitor the progress of implementing the work plan on time.
- Coordinate the implementation of Work Visits for the Board of Commissioners and Committees under the Board of Commissioners, including administering the Visit Report.
- Administer the correspondence of the Board of Commissioners and committees under the Board of Commissioners, including drafting the approval of the Board of Commissioners on matters proposed by the Board of Directors to seek approval from the Board of Commissioners.

- Coordinate the participation of the Board of Commissioners and committees under the Board of Commissioners in training/seminars/other competency development activities in accordance with the respective areas of supervision of each Commissioner/Committee.
- 8. Facilitate the implementation of the duties of the Board of Commissioners and committees related to the nomination process for the nomination of Bank Supervisory Candidates.
- Carry out other duties to support the smoothness of the supervisory and advisory duties carried out by the Board of Commissioner.

Audit Committee

Basic Establishment of The Audit Committee

The establishment of the Audit Committee is based on the following rules:

- OJK Regulation No. 55/POJK.04/2015 concerning the Establishment and Guidelines for Implementing the Work of the Audit Committee, dated December 23, 2015.
- 2. OJK Regulation No. 46 /POJK.03/2017 concerning Implementation of Compliance Function for Commercial Banks, dated July 12, 2017.
- OJK Regulation No. 39/POJK.03/2019 concerning the Implementation of Anti-Fraud Strategy for Commercial Banks, December 19, 2019.
- OJK Regulation no 17 of 2023 concerning Implementation of Governance for Commercial Banks, dated September 14, 2023
- The Company's Articles of Association regarding the Duties and Authorities of the Board of Commissioners and its amendments.

Duties and Responsibilities of The Audit Committee

In carrying out its functions, the Audit Committee has duties and responsibilities including:

- Monitoring and evaluating audit planning and implementation;
- 2. Monitoring of follow-up to audit results;
- Monitoring and evaluating the implementation of the duties of the Internal Audit Business Unit (SKAI);
- Conducting a review of financial information that the Bank will issue to the public and/or authorities, including financial reports, projections and other reports related to the Bank's financial information;
- 5. Conducting a review of compliance with laws and regulations relating to the Bank's activities;
- Providing an independent opinion in the event of a difference of opinion between management and the Accountant regarding the services provided;
- 7. Providing recommendations to the Board of Commissioners regarding the appointment and dismissal of External Auditor based on independence, scope of assignment, and service fees:

- Conducting a review of the implementation of the audit by the internal auditor and supervising the implementation of follow-up actions by the Board of Directors on the findings of the internal auditor;
- Conducting a review of the implementation of the audit by external auditors and supervising the implementation of follow-up actions by the Board of Directors on the findings of external auditors (OJK, BPK, KAP, BI and BPKP);
- 10. Reviewing complaints relating to the Bank's accounting and financial reporting processes;
- 11. Maintaining the confidentiality of Bank documents, data and information; and
- 12. Assisting the Board of Commissioners to:
 - a. Continuously improve the quality of implementation of good corporate governance by applying the principles of transparency, accountability, responsibility, independence and fairness, to strengthen the internal conditions of national banking;
 - Encourage the implementation of good corporate governance, the formation of an adequate internal control structure, improve the quality of transparency and financial reporting, and review the scope, determination of independence and objectivity of public accountants;
 - Assess the adequacy of the Bank's internal audit function, to assess all aspects of activities in line with applicable laws and regulations; and
 - d. Assess the effectiveness of the implementation of the Bank's internal audit tasks in creating a healthy Bank that is able to develop naturally.

Audit Committee Charter

The Audit Committee has a Work Guideline which is regulated in the Charter/Standard Operating Procedure for the Work Guidelines of the Board of Commissioners Committee Number 063/03/52/DKM/KEP dated March 28, 2024, which regulates:

- 1. Basic Principles
- 2. Organization and Management
- 3. Committee Work Program and Performance Evaluation
- 4. Committee Working Procedures
- 5. Committee Meeting
- 6. Monitoring, Evaluation, and Follow-up of Recommendations
- 7. Documentation, Administration, and Reporting

Authority of Audit Committee

In carrying out their duties, the Audit Committee has the following authority:

- Accessing the Bank's documents, data, and information regarding to the employees, fund, assets, and the required company resources.
- Communicating directly to the employees, including the Board of Directors and parties performing the internal audit function, risk management, and accountant in regard to the Audit Committee duties.
- Involving independent parties outside the Audit Committee members necessary to help conduct their duties (if required).
- Performing any other authority given by the Board of Commissioners.

Term of Office of the Audit Committee

The term of office of the Audit Committee shall not be longer than the term of office of the Board of Commissioners as stipulated in the articles of association or internal provisions of the Bank, and may be reappointed for a certain term of office.

Structure, Membership, and Expertise of The Audit Committee

The structure, membership and expertise of the Audit Committee can be seen in the table below.

Structure, Membership and Expertise of the Audit Committee for the Period January 1, 2024 - November 27, 2024

| Name | Position | Determination Decree | Information | Expertise |
|-----------------|----------|---|--------------------------|-----------|
| Sumaryono | Chairman | Board of Directors Decree Number 062/105/ | Independent Commissioner | Economics |
| Muhammad Mas'ud | Member | DIR/HCP/KEP concerning the Composition of the Board of Commissioners Committee for | Independent Commissioner | Economics |
| Moch. Arifin | Member | the 2024 Period of PT Bank Pembangunan | Independent Party | Legal |
| Kusnadi | Member | Daerah Jawa Timur Tbk | Independent Party | Economics |

Structure, Membership and Expertise of the Audit Committee Period November 28, 2024 - December 31, 2024

| Name | Position | Determination Decree | Information | Expertise |
|-------------------|----------|---|--------------------------|-----------|
| Sumaryono | Chairman | | Independent Commissioner | Economics |
| Muhammad Mas'ud | Member | Board of Directors Decree Number 063/063/ DIR/HCP/KEP concerning the Composition of | Independent Commissioner | Economics |
| Dadang Setiabudi* | Member | the Board of Commissioners Committee for | Independent Commissioner | Economics |
| Kusnadi | Member | the 2024 Period of PT Bank Pembangunan Daerah Jawa Timur Tbk | Independent Party | Economics |
| Moch. Arifin | Member | | Independent Party | Legal |

Information:

Profile of Audit Committee

The profile of the Audit Committee as of December 31, 2024 is as follow.

SumaryonoChairman of the Audit Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report.

The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Muhammad Mas'ud Member of Audit Commitee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report.

The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Dadang SetiabudiMember of Audit Commitee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report.

The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners



^{*} Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024

Kusnadi

Audit Committee Member (Independent Party)

Citizenship : Indonesian Citizens

Place and Date of Birth/

Age

Cianjur, June 18, 1966/Aged 58 years as of December 2024

Domicile : Malang

Educational Background

- Bachelor of Accounting, Brawijaya University, Malang (1990)
- Master of Agribusiness, UGM Yogyakarta (2004)

Certification

- Risk Management Certification Level 2 Year 2006.
- Bank Internal Audit Competency Certificate With Special Occupational Qualifications In BRI Audit Supervisor Work (BRI Professional Certification Institute) Year 2021

Work Experience

- Job Trainer, Muara Bungo Office (1990-1992)
- Staff I, Bitung Office (1992-1994)
- Staff II, Tegal Office (1994-1997)
- MLO, Cilegon Office (1997-1999)
- MLO, Jakarta Office, Roxi (1999-2002)
 Head of Dekalangan Wisadasa Assistant Branch (2003, 200
- Head of Pekalongan Wiradesa Assistant Branch (2002-2004)
- Head of BRI Luwuk Branch (2004-2006)
- Head of BRI Parepare Branch (2007-2009)
- Head of BRI Lubuk Pakam Branch (2009-2011)
- Head of BRI Nganjuk Branch (2011-2012)
- Head of BRI Jakarta Kota Branch (2012-2012)
- Special Staff (2012-2016)
- Head of Logistics Pekanbaru (2016-2019)
- GH AIW Bandung (2019-June 2022)

Legal Basis of Appointment Board of Directors Decree No. 061/200/DIR/HCP/KEP dated October 3, 2022

Period of Office

Term of Office

Period 2022-2026

Concurrent Positions

None

Period I

Moch. Arifin

Audit Committee Member (Independent Party)

Citizenship : Indonesian Citizens

Place and Date of Birth/

Age

: Surabaya, February 02, 1971/53 years as of December 31, 2024

Domicile : Surabaya



| Educational Background | Bachelor of Law, Bhayangkara University, Surabaya (1994) |
|-------------------------------|--|
| Certification | Minutes of the Oath Taking (BAPS) Advocate Card (KTA) of the Indonesian Advocates Association (PERADI) |
| Work Experience | Advocate (1996 - Present) Legal Consultant PT Berlian Mandiri Perkasa, Surabaya (2001 - Present) Legal Consultant PT Java Green Transport, Sidoarjo (2009 - Present) Legal Consultant PT Multi Color Indonesia, Sidoarjo (2009 - Present) Legal Consultant PT Angkasa Raya, Surabaya (2009 - Present) Legal Consultant Bank Yudha Bhakti (2005 - 2015) Chairman of the Supervisory Board of the Kediri City Rural Credit Bank, (2012 - 2018) Legal Consultant PT Perkebunan Nusantara IX, Surakarta (2014 - 2020) Expert Staff of the Legal Bureau of the Regional Secretariat of the East Java Provincial Government (2013 - Present) |
| Legal Basis of Appointment | Board of Directors Decree No. 061/200/DIR/HCP/KEP dated October 3, 2022 |
| Period of Office | Period I |
| Term of Office | Period 2022-2026 |
| Concurrent Positions | Legal Consultant PT Berlian Mandiri Perkasa, Surabaya (2001 – Present) Legal Consultant PT Java Green Transport, Sidoarjo (2009 – Present) Legal Consultant PT Multi Color Indonesia, Sidoarjo (2009 – Present) Legal Consultant PT Angkasa Raya, Surabaya (2009- Present) Expert Staff of Legal Bureau of Regional Secretariat of East Java Provincial Government (2013 – Present) |

Qualification of Education and Experience of Audit Committee

Table of Audit Committee Education Qualification and Work Experience

| Name | Position | Education | Work experience |
|-------------------|----------|---|---|
| Sumaryono | Chairman | Bachelor of Business Administration Science, Brawijaya University | Have work experience in banking. |
| Muhammad Mas'ud | Member | Bachelor in Public Administration Master of Management Doctor (Ph.D) in School of Political and International Studies | Have work experience including in finance, political science and economics |
| Dadang Setiabudi* | Member | Bachelor of Accounting, Padjajaran University Master of Agribusiness Management, Bogor Agricultural Institute | Have work experience including in banking, finance, information technology. |
| Kusnadi | Member | Bachelor of AccountingMaster of Agribusiness | Have banking work experience |
| Moch. Arifin | Member | Bachelor of Laws | Have work experience including in the fields of law and banking |

Information:
* Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024

Audit Committee Independence

Table of Audit Committee Independence

| Independence Aspect | Sumaryono | Muhammad Mas'ud | Dadang Setiabudi* | Kusnadi | Moch. Arifin |
|---|-----------|--------------------|----------------------|---------|--------------|
| Has no financial relationship with the Board of Commissioners and Directors | √ | √ | √ | √ | √ |
| Has no management relationships in the company, subsidiaries or affiliated companies | √ | ✓ | √ | √ | √ |
| Has no share ownership in the company | √ | ✓ | √ | √ | √ |
| Has no family relationship with the Board of Commissioners, Directors, and/or fellow members of the Audit Committee | √ | √ | √ | √ | √ |
| Not serving as a political party administrator, official or government official | ✓ | √ | √ | √ | √ |

^{*} Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024.

Audit Committee meeting

AUDIT COMMITTEE MEETING POLICY

The implementation and procedures for the Audit Committee meetings are as follows:

- 1. Meetings are held at least 1 (one) time in 1 (one) months according to the needs of the Bank.
- 2. Meetings can be held if attended by at least 51% of the total committee members, including 1 (one) Independent Commissioner and Independent Party.
- The meeting is chaired by the Chairman of the Audit Committee or a Member of the Audit Committee from an Independent Commissioner if the Chairman of the Audit Committee is unable to attend.
- Decisions of the Committee meetings are based on consensus deliberation. If there is no consensus deliberation, then the decision is made based on the majority vote.
- 5. Committee meetings are recorded in the minutes of the meeting, including if there are dissenting opinions and the reasons for the meeting participants for these differences. The minutes of the meeting are signed by all members of the Audit Committee present and submitted to the Board of Commissioners.
- Meetings can be held offline or online through digital media which allows the Audit Committee meeting participants to participate in the meeting

AGENDA OF COMMITTEE AUDIT MEETING

Throughout 2024, the implementation date, Meeting Agenda and Meeting Participants of the Audit Committee are as follows.

Table of Meeting Agenda of the Audit Committee

| No | Meeting Date | Meeting Agenda | Meeting participants |
|----|-------------------|--|---|
| 1 | January 23, 2024 | Approval of the 2024 Audit Plan of the Internal Audit Division | Sumaryono Kusnadi Moch. Arifin |
| 2 | February 21, 2024 | Board of Commissioners' Supervisory Report on the Implementation of the Bank's Business Plan (RBB) for Semester II of 2023 | Sumaryono Kusnadi Moch. Arifin |
| 3 | March 28, 2024 | Update on Audit Committee SOP | Sumaryono Muhammad Mas'ud Kusnadi Moch. Arifin |
| 4 | March 28, 2024 | Progress on Resolving External Party Findings (BPK, OJK and KAP) | Sumaryono Kusnadi Moch. Arifin |

| No | Meeting Date | Meeting Agenda | Meeting participants |
|----|--------------------|---|--|
| 5 | May 06, 2024 | Treasury Management; Accounting Treatment (Accrual and Cash Basis) in credit granted; Explanation Regarding Operational Costs and BOPO | Sumaryono Muhammad Mas'ud Kusnadi Moch. Arifin |
| 6 | June 19, 2024 | Evaluation of the Implementation of Audit Services for Annual Historical Financial Information Fiscal Year 2023 at Bank Jatim by KAP Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan | Sumaryono Kusnadi Moch. Arifin |
| 7 | July 23, 2024 | Procurement Process for Audit Services for the Annual Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk by Public Accountants (AP) and/or Public Accounting Firms (KAP) for the 2024 Fiscal Year | Sumaryono Kusnadi Moch. Arifin |
| 8 | August 13, 2024 | Report on Internal Audit Division Performance for Semester I of 2024; Follow-up on Settlement of External Party Findings (unresolved) | Sumaryono Kusnadi Moch. Arifin |
| 9 | August 13, 2024 | Discussion on the Preparation of the Terms of Reference (TOR) and Own Estimated Price (HPS) in the Implementation of the Provision of Audit Services for the 2024 Fiscal Year by Public Accountants (AP) and/or Public Accounting Firms (KAP) | Sumaryono Kusnadi Moch. Arifin |
| 10 | August 22, 2024 | Board of Commissioners' Supervisory Report on the Implementation of the Bank's Business Plan (RBB) for Semester I of 2024 | Sumaryono Muhammad Mas'ud Kusnadi Moch. Arifin |
| 11 | September 30, 2024 | Discussion of Recapitulation Report of Employees Who Commit Fraud (unresolved) | Sumaryono Kusnadi Moch. Arifin |
| 12 | October 30, 2024 | Progress of Procurement of Public Accountants (AP) and/or Public Accounting Firms (KAP) to conduct Audit of Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk in 2024 | Sumaryono Muhammad Mas'ud Kusnadi Moch. Arifin |
| 13 | November 29, 2024 | Evaluation Results of Public Accountant (AP)/Public Accounting Firm (KAP) Procurement Bid Documents for the Audit of the 2024 Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk and the Sharia Business Unit along with the Consolidated Report with the KUB Bank; Audit Committee Recommendations to AP/KAP. | Sumaryono Muhammad Mas'ud Dadang Setiabudi* Kusnadi Moch. Arifin |
| 14 | December 23, 2024 | Audit Committee Work Program | Sumaryono Muhammad Mas'ud Dadang Setiabudi* Kusnadi Moch. Arifin |

FREQUENCY AND ATTENDANCE OF AUDIT COMMITTEE MEETINGS

During 2024, the Audit Committee held 14 (fourteen) meetings. The frequency and level of attendance of each member of the Audit Committee are as follows.

Table of Attendance Level on Audit Committee Meeting

| | | Audit Committee Meeting Number and Attendance Percentage | | | |
|-------------------|----------|---|----------------------|------------|--|
| Name | Position | | | | |
| | | Number of Meetings | Number of Attandance | Percentage | |
| Sumaryono | Chairman | 14 | 14 | 100% | |
| Muhammad Mas'ud | Member | 14 | 6 | 43% | |
| Dadang Setiabudi* | Member | 1 | 1 | 100% | |
| Kusnadi | Member | 14 | 14 | 100% | |
| Moch. Arifin | Member | 14 | 14 | 100% | |

Information:

* Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024.

Audit Committee Remuneration

| No | Description | Non-Commissioner Member |
|----|--|--|
| 1 | Salary / Honorarium Receive an honorarium of 12,5% of the President Director's Salary | |
| 2 | Post-Position Compensation | Not Given |
| 3 | 3 Holiday allowance In accordance with the applicable provisions for the Board of Commissioners or Permane Employees of the Bank | |
| 4 | Bonus / Tantiem In accordance with the provisions that apply to Permanent Employees of the Bank | |
| 5 | 5 Facility: | |
| | Transportation Allowance | Not Given |
| | Health | In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Bank |
| | Official travel | In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Bank |

Training and/or Competency Improvement of The Audit Committee In 2024

| Name | Position | Types of Training and Development Materials Competence/Training | Time and place Implementation | Organizer | |
|-------------------|----------|--|----------------------------------|--------------------|--|
| Sumaryono | Chairman | Education and/or Competency Improvement can be seen in the Education and/or Competency Improvement section for the Board of Commissioners | | | |
| Muhammad Mas'ud | Member | Education and/or Competency Improvement can be seen in the Education and/or Competency Improvement section for the Board of Commissioners Education and/or Competency Improvement can be seen in the Education and/or Competency Improvement section for the Board of Commissioners | | | |
| Dadang Setiabudi* | Member | | | | |
| | Member | National Seminar on the Implementation of OJK Regulation | Sorong, May 1, 2024 | FKDK – BPD SI | |
| | | Exam of Risk Management Certification Program Level 5 | Jakarta, May 19, 2024 | BSMR | |
| Kusnadi | | National Seminar "Optimizing the Role of the Board of Commissioners in the Implementation of Market Conduct in the Framework of BPDSI Consumer Protection, and Leadership Program for the BPDSI Board of Commissioners" | Solo, December 05, 2024 | FKDK - BPDSI | |
| Moch. Arifin | Member | Executive Sharia Banking | Surabaya, March 04, 2024 | Muamalat Institute | |

^{*} Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024

Work Program and Implementation of Duties of The Audit Committee In 2024

The Audit Committee's Work Program for 2024 includes:

Quarter I

- Evaluation of Follow-Up of General Audit Findings from Internal
- 2. Evaluation of Special Audit & Fraud Follow-up from the Internal Audit Division.
- 3. Reviewing projected financial information and other reports related to financial information.
- 4. Monitoring the implementation of the Anti-Fraud Strategy (SAF) and Gratification Control.
- Monitoring and evaluating the implementation of the duties of the Internal Audit Work Unit (SKAI).
- Making an annual report on the implementation of the activities of the Audit Committee in the Annual Report.

Quarter II

- Evaluation of General Annual Historical Financial Audit Results from KAP (Public Accountant Office).
- 2. Evaluation of Follow-Up of General Audit Findings from Internal and External Parties.
- Reviewing projected financial information and other reports related to financial information.
- 4. Coordination with the Internal Audit Division after the progress reports are received by the Audit Committee.

Quarter III

- Evaluation of Follow-Up of General Audit Findings from Internal and External Parties.
- 2. Evaluation of Special Audit & Fraud Follow-up from the Internal Audit Division.
- 3. Reviewing projected financial information and other reports related to financial information.

- Provide recommendations to the Board of Commissioners regarding the appointment of a Public Accountant (AP) based on independence, scope of assignment, and compensation for services.
- Monitoring the implementation of the Anti-Fraud Strategy (SAF) and Gratification Control.
- Evaluation of the implementation of compliance with internal and external regulations.

Quarter IV

- Evaluation of Follow-Up of General Audit Findings from Internal and External Parties.
- 2. Evaluation of the Audit Plan from the Internal Audit Division for Approval of the Implementation of the Audit Plan.
- Reviewing projected financial information and other reports related to financial information.
- Coordination with the Internal Audit Division after the progress reports are received by the Audit Committee.

Brief Report on the Implementation of Audit Committee Activities in 2024

The Audit Committee has carried out its duties and responsibilities properly as stipulated in the Audit Committee Charter and refers to OJK Regulation No. 55/POJK.04/2015, concerning the Establishment and Guidelines for the Implementation of the Audit Committee's Work, Standard Operating Procedure (SOP) for the Work Guidelines of the Board of Commissioners Committee Number 063/03/52/DKM/KEP. The Audit Committee during the 2024 period held 14 (fourteen) meetings and carried out its duties including:

- Implementation of follow-up reports on a number of fraudulent acts during 2024, and several matters that need to obtain approval from the Board of Commissioners, including reports on Realization of Business Plans (RBB), reports on the implementation of the audit function, review of the company's financial statements, and reports on internal audit results.
- 2. Provide recommendations and reports related to approvals:
 - a. Audit inspection plan (Audit Plan) of the Internal Audit Division.
 - b. The appointment of a Public Accounting Firm (KAP) was based on independence, scope of assignment, and compensation for services.
 - c. Report on the Results of the Evaluation of the Implementation of Audit Services on the annual historical financial information of PT Bank Pembangunan Daerah Jawa Timur Tbk. Fiscal Year 2023.
 - d. The Election of the Head of SKAI.
- Conduct coordination meetings with related divisions, including:
 - a. Internal Audit Division:
 - Evaluasi Audit Plan Periode 2025.
 - Evaluation of the 2025 Period Audit Plan.
 - Evaluation of the Implementation of the Provision of Audit Services on Annual Historical Financial

- Information by Public Accountants (AP) and/or Public Accounting Firms (KAP) Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Rekan for the 2023 Fiscal Year.
- Evaluation of preliminary audit planning preparation.
- Strategy and Program of Internal Fraud Prevention (repeated findings).
- · Performance Evaluation of Internal Audit Division.
- Follow-up on Settlement of Internal and External Findings (which have not been resolved).
- b. Accounting and Financial Management Division:
 - Preparation of Terms of Reference (TOR) and Self-Estimated Price (HPS) in the Implementation of the Provision of Audit Services for the 2024 Fiscal Year by Public Accountants (AP) and/or Public Accounting Firms (KAP).
 - Evaluation Results of Public Accountant (AP)/Public Accounting Firm (KAP) Procurement Bid Documents for the Audit of the 2024 Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk and Sharia Business Units along with Consolidated Reports with KUB Banks.
 - Audit Committee Recommendations to AP/KAP.
 - Accounting Treatment (Accrual and Cash Basis) in Credit Granted.
 - Explanation regarding Operational Costs and BOPO.

c. General Division:

- The Procurement Process for Auditing Services for the Annual Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk by Public Accountants (AP) and/or Public Accounting Firms (KAP) for the 2024 Fiscal Year.
- Preparation of Terms of Reference (TOR) and Self-Estimated Price (HPS) in the Implementation of the Provision of Audit Services for the 2024 Fiscal Year by Public Accountants (AP) and/or Public Accounting Firms (KAP).
- Evaluation Results of Public Accountant (AP)/Public Accounting Firm (KAP) Procurement Bid Documents for the Audit of the 2024 Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk and Sharia Business Units along with Consolidated Reports with KLIB Banks
- Audit Committee Recommendations to AP/KAP.
- d. Human Capital Division:
 - Discussion of Recapitulation Report of Employees Who Commit Fraud (unresolved).
- e. Strategic Planning and Performance Management Division
 - Coordination of evaluation of the Bank Business Plan (RBB) report for the second semester of 2023.
 - Coordination of evaluation of the Bank Business Plan (RBB) report for the first semester of 2024.

f. Subsidiary Management Division

- The Procurement Process for Auditing Services for the Annual Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk by Public Accountants (AP) and/or Public Accounting Firms (KAP) for the 2024 Fiscal Year.
- Evaluation Results of Public Accountant (AP)/Public Accounting Firm (KAP) Procurement Bid Documents for the Audit of the 2024 Financial Report of PT Bank Pembangunan Daerah Jawa Timur Tbk and Sharia Business Units along with Consolidated Reports with KUB Banks.
- Audit Committee Recommendations to AP/KAP.

g. Treasury Division

- Treasury Management
- 4. Coordination with the Risk Monitoring Committee in:
 - a. Monitoring and evaluation of Bank Soundness Level (TKB).
 - BPP Review of the Board of Directors' Work Standard Operating Procedure (SOP).
 - c. Mid-Year Adjustment/Revision of Bank Work Plan 2024
 - d. Conducting an evaluation of the implementation of SAF in handling conflicts of interest and controlling gratification, transparency of financial and nonfinancial information, and integration of the Bank's strategic plan.

Statement of the Audit Committee on the Effectiveness of the Internal Control System and Risk Management

The internal control system implemented by Bank Jatim is considered to have been running effectively and adequately as reflected in the effectiveness of the implementation of internal control functions, including internal audit, risk management, compliance, financial and operational control functions.

Remuneration and Nomination Committee

Basis Establishment of The Remuneration and Nomination Committee

Members of the Remuneration and Nomination Committee are based on the following regulations:

- 1. OJK Regulation No. 55/POJK.03/2016 concerning Implementation of Governance for Commercial Banks.
- OJK Regulation No. 34/POJK.04/2014 concerning the Nomination & Remuneration Committee of Issuers or Public Companies.
- Articles of Association regarding the duties and authorities of the Board of Commissioners and their amendments.

Remuneration and Nomination Committee Charter

The Remuneration and Nomination Committee has a Work Guideline which is regulated in the Charter/Standard Operating Procedure (SOP) for the Work Guidelines of the Board of Commissioners Committee Number 063/03/52/DKM/KEP dated March 28, 2024, which regulates:

- 1. Basic Principles
- 2. Organization and Management
- 3. Committee Work Program and Performance Evaluation
- 4. Committee Working Procedures
- 5. Committee Meeting
- 6. Monitoring, Evaluation, and Follow-up of Recommendations
- 7. Documentation, Administration, and Reporting

Duties and Responsibilities of The Remuneration and Nomination Committee

1. Related to Nomination function

- a. Provide recommendations to the Board of Commissioners regarding the structure, policies and amount of Remuneration for members of the Board of Directors and/ or members of the Board of Commissioners.
- b. Assist the Board of Commissioners in evaluating performance in accordance with the remuneration received by each member of the Board of Directors and/or members of the Board of Commissioners.
- In carrying out the remuneration function as referred to in point "a" above, the Remuneration and Nomination Committee must perform the procedure:
 - Develop a remuneration structure for members of the Board of Directors and/or members of the Board of Commissioners and the Sharia Supervisory Board, namely in the form of salary, honorarium, incentives, fixed and/or variable allowances;
 - Develop and evaluate policies on remuneration for members of the Board of Directors and/or members of the Board of Commissioners and the Sharia Supervisory Board; and
 - Develop the amount of remuneration for members of the Board of Directors and/or members of the Board of Commissioners, as well as the Sharia Supervisory Board.
- The preparation of the structure, policy and amount of Remuneration must pay attention to:
 - Remuneration applicable to the industry in accordance with business activities and similar business scales in its industry (peer groups).
 - The duties, responsibilities and authority of members of the Board of Directors and/or members of the Board of Commissioners are related to the achievement of the objectives and performance of the bank.

- Performance targets or the performance of each member of the Board of Directors and/or members of the Board of Commissioners.serta Dewan Pengawas Syariah; and
- A balance of benefits between those that are permanent and variable.
- e. Assisting the Board of Commissioners in providing recommendations on the payroll/wage system, provision of allowances and facilities for employees.
- f. Assisting the Board of Commissioners in providing recommendations on the compensation system and other benefits for employees.
- g. Ensuring that the remuneration policy is in accordance with the provisions.
- h. Conducting periodic evaluations of the implementation of the remuneration policy.

2. Related to Remuneration function

- a. Provide recommendations to the Board of Commissioners regarding the composition of the positions of members of the Board of Directors and/or members of the Board of Commissioners.
- b. Provide recommendations to the Board of Commissioners regarding the policies and criteria needed in the Nomination process.
- c. Provide recommendations to the Board of Commissioners regarding performance evaluation policies for members of the Board of Directors and/ or members of the Board of Commissioners.
- d. Assist the Board of Commissioners in evaluating the performance of members of the Board of Directors and/ or members of the Board of Commissioners based on benchmarks that have been prepared as evaluation material.
- e. Provide recommendations to the Board of Commissioners regarding the capacity building program for members of the Board of Directors and/or members of the Board of Commissioners.
- f. Provide proposals for candidates who qualify as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS.

- g. Provide recommendations regarding Independent Parties who will become members of the Audit Committee and members of the Risk Monitoring Committee
- Assist the Board of Commissioners in compiling and analyzing dismissal criteria for the Board of Commissioners and Directors.
- Assist the Board of Commissioners in monitoring the implementation and analysis of selection criteria and procedures for bank executive candidates.
- j. In carrying out the Nomination function, the Remuneration and Nomination Committee must carry out the following procedures:
 - Compile the composition and process of nomination of members of the Board of Directors and/or members of the Board of Commissioners.
 - Formulate policies and criteria needed in the process of nominating candidates for members of the Board of Directors and/or members of the Board of Commissioners.
 - Assist in the evaluation of the performance of members of the Board of Directors and/or members of the Board of Commissioners.
 - Formulate a capacity building program for members of the Board of Directors and/or members of the Board of Commissioners.
 - Review and propose candidates who qualify as members of the Board of Directors and/or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS.

Authority of Remuneration and Nomination Committee

The Board of Commissioners authorizes the Remuneration and Nomination Committee within the scope of responsibility for:

- Obtaining various information needed for the implementation of the Nomination and Remuneration function from various parties, both internal and external to the bank.
- Obtaining the advice or input needed in the context of the implementation of the Nomination and Remuneration function from both internal and external parties of the bank.

Term of Office of the Remuneration and Nomination Committee

The term of office of the Remuneration and Nomination Committee shall not be longer than the term of office of the Board of Commissioners as stipulated in the articles of association or internal provisions of the Bank, and may be reappointed for a certain term of office.

STRUCTURE, MEMBERSHIP AND EXPERTISE OF THE REMUNERATION AND NOMINATION COMMITTEE

Structure, Membership and Expertise of the Remuneration and Nomination Committee Period January 1, 2024 – November 27, 2024

| Name | Position | Determination Decree | Determination Decree Information | |
|-----------------|----------|--|---|-----------|
| Muhammad Mas'ud | Chairman | B 1 (B) 1 B N 1 0(0/405/ | Independent Commissioner | Economics |
| Adhy Karyono | Member | Board of Directors Decree Number 062/105/ DIR/HCP/KEP concerning the Composition of | Commissioner | Economics |
| Sumaryono | Member | the Board of Commissioners Committee for the 2024 Period of PT Bank Pembangunan | Independent Commissioner | Economics |
| Slamet Purwanto | Member | Daerah Jawa Timur Tbk | Ex-Officio Member of HC Division Leader) | Economics |

Structure, Membership and Expertise of the Remuneration and Nomination Committee Period November 28, 2024 - December 31, 2024

| Name | Position | Determination Decree | Information | Expertise |
|-------------------|----------|--|---|-----------|
| Muhammad Mas'ud | Chairman | | Independent Commissioner | Economics |
| Adhy Karyono | Member | | Commissioner | Economics |
| Sumaryono | Member | Board of Directors Decree Number 063/063/ DIR/HCP/KEP concerning the Composition of | Independent Commissioner | Economics |
| Dadang Setiabudi* | Member | the Board of Commissioners Committee for the 2024 Period of PT Bank Pembangunan | Independent Commissioner | Economics |
| Yusuf Adnan** | Member | Daerah Jawa Timur Tbk | Independent Party | Economics |
| Slamet Purwanto | Member | | Ex-Officio Member (HC Division Leader) | Economics |

Information:

- * Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024.
- Commissioners of the Financial Services Authority (OJK) dated November 4, 2024.

 ** Appointed as a member (Independent Party) of the Remuneration and Nomination Committee on November 13, 2024

Profile of The Remuneration and Nomination Committee

The profile of the Remuneration and Nomination Committee as of December 31, 2024 is as follow.

Muhammad Mas'ud

Chairman concurrently Member of Remuneration and Nomination Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report.

The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Adhy Karyono

Member of Remuneration and Nomination Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report. The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Dadang Setiabudi

Member of Remuneration and Nomination Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report.

The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Sumaryono

Member of Remuneration and Nomination Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report.

The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Yusuf Adnan

Remuneration and Nomination Committee Members

Citizenship : Indonesian Citizen

Place and Date of Birth/

Aae

Born in Serang in 1990. Age 34 years as of 2024.

Domicile Surabaya

Educational Background

- Bachelor of Information Systems from the Information Technology Institute, Surabaya (2013)
- Master of Management from the University of Indonesia (2018)
- Master of Business Administration Institut d'Administration des Entrepises de Grenoble, Grenoble (2018)

Certification

Work Experience

Joined Bank Jatim in November 2024. Prior to occupying his current position, he was Co-Founder, Finance & Strategic Manager of PT Bina Informasi Optima Solusindo (December 2021), Finance Manager of PT Energi Mineral Langgeng, Jakarta (until August 2024)

Legal Basis of Appointment

Since November 2024, he has served as a Member of the Remuneration and Nomination Committee in accordance with the Employment Contract Agreement Letter of PT Bank Pembangunan Daerah Jawa Timur Tbk Number 063/66/HCP/PK dated November 13, 2024.

Period of Office

Period I

Term of Office

November 13 - present

Concurrent Positions

None

Slamet Purwanto

Remuneration and Nomination Committee Members

Citizenship Indonesian Citizen

Place and Date of Birth/

Age

Born in Surabaya in 1979. Age 46 years as of 2024.

Domicile Surabaya Bachelor of Computer Science from the College of Informatics Management and Computer Engineering (STIKOM)

Educational Background

Certification

- Master of Management from the National Development University "Veteran" East Java (2016) Risk Management Certification Level 1
- Risk Management Certification Level 2
- Risk Management Certification Level 3
- Risk Management Certification Level 4 Risk Management Certification Refresher

Work Experience

Joined Bank Jatim in 2007. Prior to occupying his current position, he served as Senior Analyst of the Human Capital Division (2015), Head of the Investor Relations Corporate Secretary Sub-Division (2015), Head of the Human Capital Development Sub-Division (2020), Head of the Human Capital Policy & Development Sub-Division (2020), Head of the Learning Center Sub-Division (2021), AVP Learning Center (2023).

Legal Basis of **Appointment**

Since July 2023, he has served as Acting Vice President of the Human Capital Division based on the Decree of the Board of Directors No. 062/055/DIR/HCP/KEP dated July 5, 2023.

Period of Office

Term of Office

July 5, 2023 - present

Concurrent Positions

None



Qualification of Educational and Work Experience of The Remuneration and Nomination Committee

Table of Qualification of Educational and Work Experience of The Remuneration and Nomination Committee

| Name | Position | Education | Work experience | |
|-------------------|----------------------|---|---|--|
| Muhammad Mas'ud | Chairman | Bachelor of Public Administration Science, Brawijaya University Master of Management, Muhammadiyah University of Malang Doctor (Ph.D) in School of Political and International Studies | Have work experience including in finance, political science a economics | |
| Adhy Karyono | Member | Bachelor of Social and Political Sciences, University of Garut Master of Public Administration (Apparatus Resource Management) | Have work experience in government. | |
| Sumaryono | Chairman | Bachelor of Business Administration Science, Brawijaya University | Have work experience in banking. | |
| Dadang Setiabudi* | Member | Bachelor of Accounting, Padjajaran University Master of Agribusiness Management, Bogor Agricultural Institute | Have work experience including in banking, finance, information technology. | |
| Yusuf Adnan** | Member | Bachelor of Information Systems from the Institute of Information Technology; Master of Management Master of Bussines Administration Institut d'Administration des Entrepises de Grenoble | Have work experience in finance and information technology. | |
| Slamet Purwanto | Ex-officio Member | Bachelor of Computer Science STIKOM Master of Management UPN Veteran East Java | Have work experience including in banking and Human Resources | |

Independence of The Nomination and Remuneration Committee

The Remuneration and Nomination Committee carries out its duties, responsibilities and authority professionally and independently, without interference from any party that is not in accordance with the laws and regulations. Members of the Remuneration and Nomination Committee have fulfilled all the independence criteria and are able to carry out their duties independently, uphold the interests of the Bank and cannot be influenced by any party. This can be seen from the majority of Commissioners who are members of the Remuneration and Nomination Committee who are Independent Commissioners.

Table of Independence of the Remuneration and Nomination Committee

| Independence Aspect | Muhammad Mas'ud | Adhy Karyono | Dadang Setiabudi* | Sumaryono | Yusuf Adnan** | Slamet Purwanto |
|---|--------------------|-----------------|----------------------|-----------|------------------|--------------------|
| Has no financial relationship with the Board of Commissioners and Directors | √ | √ | √ | √ | √ | √ |
| Has no management relationships in the company, subsidiaries or affiliated companies | √ | √ | √ | √ | √ | √ |
| Has no share ownership in the company | √ | ✓ | √ | √ | ✓ | √ |
| Has no family relationship with the Board of Commissioners, Directors, and/or fellow members of the Nomination and Remuneration Committee | √ | √ | √ | √ | √ | √ |
| Not serving as a political party administrator, official or government official | √ | √ | √ | √ | √ | √ |

^{*} Appointed as Independent Commissioner at the Extraordinary GMS on September 26, 2024 and became effective since the Decree of the Members of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024.

^{**} Appointed as a member (Independent Party) of the Remuneration and Nomination Committee on November 13, 2024.

Meeting of The Nomination and Remuneration Committee

NOMINATION AND REMUNERATION COMMITTEE MEETING POLICY

The Remuneration and Nomination Committee Meeting is held periodically at least 1 (one) time in 3 (three) months. The Remuneration and Nomination Committee Meeting can only be held if attended by a majority of the members of the Remuneration and Nomination Committee and one of the majority of the members of the Remuneration and Nomination Committee is the Chairperson of the Remuneration and Nomination Committee.

MEETING AGENDA OF THE NOMINATION AND REMUNERATION COMMITTEE

Table of Agenda for the Remuneration and Nomination Committee Meeting

| No | Meeting Date | Meeting Agenda | Meeting Participants | Information |
|----|--|--|---|--------------------------------|
| 1 | January 29, 2024 | 1. Adjustment of the use of the term Acting Official (Plt) for the Replacement Director in connection with the implementation of OJK Regulation No. 17 of 2023, following the Memorandum from the Corporate Secretary Number 063/91/CSE/CKST/NOTA dated January 10, 2023; 2. Evaluation of the Remuneration Policy; 3. Calculation of Tantiem/Production Service Distribution; 4. Recommendation for Sharia Supervisory Board Candidates. | Muhammad Mas'ud Sumaryono Fenty Rischana K | Nomination and Remuneration |
| 2 | February 06, 2024 | ry 06, 2024 Evaluation and Recommendation of Bank Jatim's Management Adhy Karyono Sumaryono Fenty Rischana K | | Nomination |
| 3 | March 28, 2024 Board of Directors' Proposal regarding the 2024 Religious Muhammad Mas'ud Holiday Allowance for Management, in accordance with Internal Sumaryono Memo Number 063/034/DIR/HCP/SRT dated March 28, 2024 Fenty Rischana K | | Sumaryono | Remuneration |
| 4 | June 21, 2024 | Evaluation and Recommendation of Bank Jatim's Management Candidates | Muhammad Mas'ud Adhy Karyono Sumaryono Slamet Purwanto | Nomination |
| 5 | August 08, 2024 | Provision of Management Remuneration; | Muhammad Mas'ud Sumaryono Sonny Tanjung Y | Remuneration |
| 6 | August 29, 2024 | Evaluation of the Sharia Supervisory Board's Remuneration; Discussion of the Nomination Process for Bank Jatim's Board of Commissioners Candidates | Muhammad Mas'ud Sumaryono Slamet Purwanto | Nomination and Remuneration |
| 7 | October 23, 2024 | Evaluation of Candidates for the Remuneration & Nomination Committee (Independent Party) | Muhammad Mas'ud Sumaryono Slamet Purwanto | Nomination |
| 8 | December 23, 2024 | 2025 Work Program of the Remuneration & Nomination Committee | Muhammad Mas'ud Sumaryono Dadang Setiabudi* Yusuf Adnan** | Nomination and Remuneration |
| 9 | December 31, 2024 | Variable Compensation Plan End of 2024 for Bank Jatim Management, DPS & Committees | Muhammad Mas'ud Sumaryono Dadang Setiabudi* Yusuf Adnan** Slamet Purwanto | Remuneration |

Notes:

Appointed as Independent Commissioner at the EGMS on September 26, 2024, and effective as of the Decision Letter of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024

^{**} Appointed as an Independent Member of the Remuneration and Nomination Committee on November 13, 2024.

FREQUENCY AND ATTENDANCE LEVEL OF MEETING OF NOMINATION AND REMUNERATION COMMITTEE

Table of Attendance Level of Remuneration and Nomination Committee Meetings

| | | Remuneration and Nomination Committee Meetin | | | | |
|---------------------------------|-------------------|--|----------------------|------------|--|--|
| Name | Position | Attendance Number and Percentage | | | | |
| | | Number of Meetings | Number of Attendance | Percentage | | |
| Muhammad Mas'ud | Chairman | 9 | 9 | 100% | | |
| Adhy Karyono | Member | 9 | 2 | 22% | | |
| Sumaryono | Member | 9 | 9 | 100% | | |
| Dadang Setiabudi* | Member | 2 | 2 | 100% | | |
| Yusuf Adnan** | Member | 2 | 2 | 100% | | |
| Perwakilan Divisi Human Capital | Ex-Officio Member | 9 | 8 | 89% | | |

Notes:

- Appointed as Independent Commissioner at the EGMS on September 26, 2024, and effective as of the Decision Letter of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024
- ** Appointed as an Independent Member of the Remuneration and Nomination Committee on November 13, 2024

Remuneration and Nomination Committee Competency Improvement Program

| Name | Position | Types of Training and Development Materials Competence/Training | Time and place Implementation | Organizer | | | |
|-------------------|----------------------|--|---|----------------------------------|--|--|--|
| Muhammad Mas'ud | Chairman | Education and/or Competency Improvement can be section for the Board of Commissioners | e seen in the Education a | nd/ or Competency Improvement | | | |
| Adhy Karyono | Member | Education and/or Competency Improvement can be section for the Board of Commissioners | Education and/or Competency Improvement can be seen in the Education and/ or Competency Improvements section for the Board of Commissioners | | | | |
| Sumaryono | Member | Education and/or Competency Improvement can be section for the Board of Commissioners | Education and/or Competency Improvement can be seen in the Education and/or Competency Improvements section for the Board of Commissioners | | | | |
| Dadang Setiabudi* | Member | Education and/or Competency Improvement can be section for the Board of Commissioners | Education and/or Competency Improvement can be seen in the Education and/ or Competency Improveme section for the Board of Commissioners | | | | |
| Yusuf Adnan** | Member | There has never been any training attended while at Bank Jatim | | | | | |
| | Ex-Officio Member | Corporate Value Internalization for culture Leaders | Surabaya, January 14, 2023 | Kubik Leadership | | | |
| | | Learning Management System & Training E-Learning Application | Bandung, March 15, 2023 | PT Bangun Kapasitas | | | |
| | | Certification Refreshment Program Risk Management | Surabaya, May 12, 2023 | TD Consulting | | | |
| | | Greeting and Sharing "Culture Transformation With Growth Mindset " by Ignasius Jonan | Surabaya, October 18, 2023 | Internal Bank Jatim | | | |
| Slamet Purwanto | | Competency Based Interview Training | Surabaya, April 20, 2024 | PPM Management | | | |
| | | Leading & Managing Your Sales Team To Success With James Gwee | ım To Success Surabaya, July 29, PT. Academia Ci 2024 Abadi | | | | |
| | | Training Executive Sharia Banking | Surabaya, July 30, 2024 | Muammalat Institute | | | |
| | | Implementation of Financial Control and Consolidation within the Scope of Establishing a Bank Business Group | Surabaya, December 21, 2024 | PT Fortia Management Strategi | | | |

Appointed as Independent Commissioner at the EGMS on September 26, 2024, and effective as of the Decision Letter of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024.
 ** Appointed as an Independent Member of the Remuneration and Nomination Committee on November 13, 2024

Remuneration and Nomination Committee Income

| No | Description | Non-Commissioner Member | | | |
|----|--|--|--|--|--|
| 1 | Salary/ Honorarium | Receive an honorarium of 12,5% of the President Director's Salary | | | |
| 2 | Post-Position Compensation | npensation Not Given | | | |
| 3 | Holiday allowance In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Banl | | | | |
| 4 | Bonus / Tantiem | In accordance with the provisions that apply to Permanent Employees of the Bank | | | |
| 5 | Facility: | | | | |
| | a. Transportation Allowance | Not Given | | | |
| | b. Health | In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Bank | | | |
| | c. Business Travel | In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Bank | | | |

Work Program and Implementation of Duties of The Remuneration and Nomination Committee In 2024

REMUNERATION AND NOMINATION COMMITTEE WORK PROGRAM

- Formulating the structure and policy on the remuneration of the Company's management (Board of Commissioners and Board of Directors).
- Evaluating and recommending qualified candidates for the Board of Directors and/or Board of Commissioners to the Board of Commissioners for submission to the GMS.
- 3. Establishing the structure and policy for the remuneration of the Company's management.
- 4. Conducting coordination meetings with other work units related to remuneration and nomination.
- Evaluating and providing recommendations on the criteria and qualifications required in the nomination process for the Board of Commissioners and the Board of Directors, aligned with the Bank's strategic plans.
- Conducting Remuneration and Nomination Committee Meetings and Coordination Meetings with other relevant parties.

DUTIES OF THE REMUNERATION AND NOMINATION

- Evaluating the remuneration policy and providing recommendations related to the candidates for the Sharia Supervisory Board in Bank Jatim's Sharia Business Unit (UUS).
- Providing recommendations regarding the Board of Directors' proposal on implementing allowances for management and providing variable compensation for management.
- 3. Conducting the nomination process for Bank Jatim's management candidates, including candidates for the Bank Jatim Board of Commissioners Committee.
- 4. Discussing and evaluating the remuneration of the Sharia Supervisory Board (DPS) of Bank Jatim's Sharia Business Unit (UUS).

Discussing the evaluation of activities and the 2025 work program of the Remuneration and Nomination Committee.

Board of Directors Succession Policy

The Succession Policy in the Nomination process for members of the Board of Directors is regulated in the Implementation Guidelines for the Board of Commissioners Committee Number: 058/002/DK/KEP dated April 23, 2019 and its amendments in accordance with the Board of Commissioners' Provisions Letter Number: 060/02/DK/KEP dated January 15, 2021. The Remuneration and Nomination Committee has assisted the Board of Commissioners in the Board of Directors Succession program in accordance with the policy. The BOD-1 Talent Pool of Echelon 1 employees who participate in the JLDP 1 career development program is decided in the Personnel Management Committee attended by the Board of Directors and the SEVP in charge of human capital.

Risk Monitoring Committee

The Risk Monitoring Committee is tasked with assisting in the implementation of the supervisory and coaching functions by the Board of Commissioners towards executives (the Board of Directors and their staff) in the area of implementing risk management in all Bank activities and products, ensuring the adequacy of an adequate internal control system and the effective running of the compliance system, including issues regarding risk management and internal control systems as well as anticipatory steps taken by the Board of Directors in implementing policies and risk management.

Basic for The Establishment of The Risk Monitoring Committee

The establishment of the Risk Monitoring Committee is based on the following regulations:

 OJK Regulation No. 4/POJK.03/2016 concerning Assessment of the Soundness Level of Commercial Banks.

- OJK Regulation No. 18/POJK.03/2016 and SEOJK No. 34/POJK.03/2016 concerning Risk Management Implementation for Commercial Banks.
- OJK Regulation No. 65/POJK.03/2016 concerning Risk Management Implementation for Commercial Banks, Sharia Banks, and Sharia Business Units.
- OJK Regulation No. 4/POJK.03/2021 concerning Risk Management Implementation in the Use of Information Technology by Commercial Banks.
- OJK Regulation No. 11/POJK.03/2022 concerning Information Technology Implementation for Commercial Banks.
- 6. OJK Regulation No. 17 of 2023 concerning Governance Implementation for Commercial Banks.
- Articles of Association regarding the duties and authorities of the Board of Commissioners and their amendments.

Charter of Risk Monitoring Committee

The Risk Monitoring Committee has a Work Guideline regulated in the Charter/Standard Operating Procedure (SOP) of the Board of Commissioners' Committee Work Guidelines Number 063/03/52/DKM/KEP dated March 28, 2024, covering:

- 1. Basic Principles
- 2. Organization and Management
- 3. Work Program and Committee Performance Evaluation
- 4. Committee Work Procedures
- 5. Committee Meetings
- 6. Monitoring, Evaluation, and Follow-up of Recommendations
- 7. Documentation, Administration, and Reporting

Duties and Responsibilities of The Risk Monitoring Committee

The Risk Monitoring Committee performed the task of monitoring and evaluating the conformity between risk management policies and the implementation of Bank policies, as well as implementing the work plans and duties of the Risk Management Committee and the Risk Management Work Unit (SKMR), to provide recommendations to the Board of Commissioners to ensure that the Bank had managed risks in an effective adequate manner.

In carrying out its functions, the Risk Monitoring Committee has duties and responsibilities including:

- Continuously improving the quality of good governance implementation by applying the principles of transparency, accountability, responsibility, independence, and fairness to strengthen the Bank's internal governance.
- Evaluating and providing input to the Board of Commissioners regarding the adequacy and alignment between risk management policies and the Bank's policy implementation.
- Monitoring and evaluating the performance of the Risk Management Committee and the Risk Management

- Work Unit to provide recommendations to the Board of Commissioners and coordinating with related work units in preparing reports under the authority and responsibility of the Board of Commissioners.
- Providing input to the Board of Commissioners regarding risk management related to country risk and transfer risk, including conducting evaluation and testing (stress testing).
- Identifying, measuring, monitoring, and controlling risks in every aspect of the Bank's business activities to prevent events that could cause losses/risks.
- Assessing the effectiveness and adequacy of risk management implementation according to the Bank's objectives, size, business complexity, and the risks faced.
- Ensuring that the Board of Directors (Management) actively supervises the implementation of risk management policies and strategies.
- 8. Conducting reviews and necessary actions in risk management following prudential principles.
- Evaluating the Bank's compliance with the Articles of Association, Bank and Capital Market Supervisory Authority regulations, and other applicable regulations related to risk management.
- 10. Drafting the committee's work guidelines (charter) and reviewing them at least once every two years.
- 11. Carrying out other duties and responsibilities assigned by the Board of Commissioners from time to time and preparing regular reports on the activities of the Risk Monitoring Committee and matters that need the attention of the Board of Commissioners.
- 12. Conducting self-assessment on the effectiveness of the Risk Monitoring Committee's activities.
- 13. Reviewing information about the Bank, the Bank's work plan and budget, management reports, and other relevant information.
- 14. Analyzing risks in the Sharia Business Unit.

Authority of Risk Monitoring Committee

The Risk Monitoring Committee is authorized by the Board of Commissioners to:

- Conduct a full, free and unlimited access to Bank records related to the implementation of the duties of the Risk Monitoring Committee;
- Collaborate with the Risk Management Committee, SKMR, Compliance Work Unit (SKK), Legal Work Unit (SKL), Information Technology Work Unit (SKTI) and other work units related to the Committee's duties;
- Obtain input or suggestions from external banking professionals related to the duties of the Risk Monitoring Committee:
- Communicate directly with employees, including the Board of Directors and those performing risk monitoring functions, regarding the duties and responsibilities of the Risk Monitoring Committee.

- 5. Engage independent parties outside the Risk Monitoring Committee when needed to assist in carrying out its duties.
- 6. Exercise other authorities granted by the Board of Commissioners.

Term of Office of the Risk Monitoring Committee

The term of office of the Risk Monitoring Committee shall not exceed the term of office of the Board of Commissioners, as stipulated in the Articles of Association or the Bank's internal regulations, and may be reappointed for a specific term.

Structure, Membership, and Expertise of Risk Monitoring Committee

Table of Structure, Membership and Expertise of the Risk Monitoring Committee Period January 1, 2024 - November 27, 2024

| Name | Position | SK Penetapan | Information | Expertise |
|------------------------|----------|--|--------------------------|-----------|
| Sumaryono | Chairman | Board of Directors Decree Number 062/105/ | Independent Commissioner | Economics |
| Muhammad Mas'ud | Member | DIR/HCP/KEP concerning the Composition of the Board of Commissioners Committee for | Independent Commissioner | Economics |
| Sulam Andjar Rochim | Member | the 2024 Period of PT Bank Pembangunan Daerah Jawa Timur Tbk. | Independent Party | Economics |

Table of Structure, Membership and Expertise of the Risk Monitoring Committee Period November 28, 2024 - December 31, 2024

| Name | Position | SK Penetapan | Information | Expertise |
|------------------------|----------|--|--------------------------|-----------|
| Dadang Setiabudi* | Chairman | B 1 (B) 1 B N 1 0(0/405/ | Independent Commissioner | Economics |
| Muhammad Mas'ud | Member | Board of Directors Decree Number 062/105/ DIR/HCP/KEP concerning the Composition of | Independent Commissioner | Economics |
| Sumaryono | Member | the Board of Commissioners Committee for | Independent Party | Economics |
| Sulam Andjar Rochim | Member | ne 2024 Period of PT Bank Pembangunan aerah Jawa Timur Tbk. | Independent Party | Economics |

Note:

Profile of The Risk Monitoring Committee

The profile of the Risk Monitoring Committee as of December 31, 2024 is as follow.

Dadang Setiabudi Chairman of Risk Monitoring Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report.

The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Muhammad Mas'ud Member of Risk Monitoring Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report. The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Sumaryono Member of Risk Monitoring Committee

His profile can be seen in the Profile of the Board of Commissioners in this Annual Report. The Period and Term of Office are attached to the Period and Term of Office of the Board of Commissioners

Appointed as Independent Commissioner at the EGMS on September 26, 2024, and effective as of the Decision Letter of the Board of Commissioners of the Financial Services Authority (OJK) dated November 4, 2024

Sulam Andjar Rochim

Member of Risk Monitoring Committee/Independen Party

Citizenship : Indonesian Citizen

Place and Date of Birth/

Pasuruan, October 03, 1962/62 years old as of December 31,

. 2024

Domicile : Malang



Age

- Brawijaya University Malang Diploma Program Business Expert Education Program (currently Vocational Program Faculty of Economics and Business) (1985)
- Gajayana University Malang (1990)
- Center for Management Development and Applied Technology (PPMTT) Malang Master Business in Administration Program (1992)

Certification

- Basic Knowledge Certification in Pension Funds Pension Fund Professional Certification Institute (LSPDP)
- Risk Management Certification Level 3 Risk Management Certification Body (BSMR)
- Risk Management Certification Level 2 Risk Management Certification Body (BSMR)
- Risk Management Certification Level 1 Risk Management Certification Body (BSMR)

Work Experience

- Branch Manager in Bangkalan (2010 2011)
- Branch Manager in Jakarta (2011 2012)
- Asset Liability Management and Financial Institution Sub Division Leader in Treasury Division (2012 2015)
- Sub Division Leader in Strategic Planning Division (2015 2016)
- Acting Head of Strategic Planning Division (2016 2017)
- Internal Communication Sub Division Leader in Corporate Secretary (2017 2020)
- Anti Money Laundering and Countering Terrorism Financing (APU-PPT) Sub Division Leader in Compliance and Governance Division
- Head of Corporate Manual Restructuring Team of PT Bank Pembangunan Daerah Jawa Timur Tbk (2020 2021)

Legal Basis for Appointment Board of Directors Decree Number 060/270/DIR/HCP/KEP

Period of Office Period I

Term of Office Year 2021 – present

Concurrent Positions None

Education Qualification and Work Experience of The Risk Monitoring Committee Table of Education Qualification and Work Experience of the Risk Monitoring Committee

| Name | Position | Education | Work experience |
|---------------------|----------|---|---|
| Dadang Setiabudi* | Member | Bachelor of Accounting, Padjajaran University Master of Agribusiness Management, Bogor Agricultural Institute | Have work experience including in banking, finance, information technology. |
| Muhammad Mas'ud | Member | Bachelor in Public Administration Master of Management Doctor (Ph.D) in School of Political and International Studies | Have work experience including in finance, political science and economics |
| Sumaryono | Chairman | Bachelor of Business Administration Science, Brawijaya University | Have work experience in banking. |
| Sulam Andjar Rochim | Member | Bachelor of Economics Accounting Master of Business in Administration | Have work experience including in banking |

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Independence of The Risk Monitoring Committee

The Risk Monitoring Committee carries out its duties, responsibilities and authorities professionally and independently without interference from any party that is not in accordance with the laws and regulations. Members of the Risk Monitoring Committee have met all independence criteria and are able to carry out their duties independently, uphold the interests of the Bank and cannot be influenced by any party. This can be seen from the membership consisting of 1 (one) Chairperson who is an Independent Commissioner, 2 (two) members who are Independent Commissioners and 1 (one) member of the Independent Party.

Table of Independence of the Risk Monitoring Committee

| Independence Aspect | Dadang Setiabudi* | Muhammad Mas'ud | Sumaryono | Sulam Andjar Rochim |
|---|----------------------|--------------------|-----------|------------------------|
| Has no financial relationship with the Board of Commissioners and Directors | √ | ✓ | √ | √ |
| Has no management relationships in the company, subsidiaries or affiliated companies | √ | √ | √ | √ |
| Has no share ownership relationship in the company | √ | √ | √ | √ |
| Has no family relationship with the Board of Commissioners, Directors, and/or fellow members of the Risk Monitoring Committee | √ | √ | √ | √ |
| Not serving as a political party administrator, official or government official | √ | √ | √ | √ |

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Risk Monitoring Committee Meeting

RISK MONITORING COMMITTEE MEETING POLICY

Implementation and procedures for the Risk Monitoring Committee meeting were as follows:

- 1. Committee meetings were held as follows:
 - a. according to the needs of the Bank and or at least 1 (satu) kali dalam 1 (satu) bulan;
 - b. It can only be implemented if attended by at least 51% (fifty one percent) of the total number of Committee members including 1 (one) Independent Commissioner and 1 (one) Independent Party who is not a Commissioner;
 - c. chaired by the Committee Chair or a Committee member from an Independent Commissioner if the Committee Chair is unable to attend; And
 - d. can invite SKMR, SKK, SKL
- 2. Committee meeting decisions are made based on:
 - a. Consensus, and in the event that there is no consensus, then the decision is made based on the majority vote;
 - b. In the event that the decision is made by voting and there are equal votes, then the decision is made based on the majority vote: and
 - c. Differences of opinion (dissenting opinion) that occur in the Committee Meeting must be clearly stated in the minutes of the meeting along with the reasons for the differences of opinion.
- 3. Committee meetings were set forth in the Minutes of Meeting, which are signed by all Committee members present and submitted to the Board of Commissioners.
- 4. The attendance of Committee members at meetings was reported in the Committee's quarterly report and annual report in the Annual Report on Corporate Governance.

MEETING AGENDA OF RISK MONITORING COMMITTEE

Throughout 2024, the implementation date, agenda and Meeting Participants of the Risk Monitoring Committee are as follows.

Table of Meeting Agenda of the Risk Monitoring Committee

| No | Meeting Date | Meeting agenda | Meeting Participants |
|----|--------------------|---|--|
| 1 | March 28, 2024 | Discussion of the Risk Monitoring Committee SOP | Sumaryono Muhammad Mas'ud Sulam Andjar Rochim |
| 2 | March 28, 2024 | Monitoring and Evaluation of the Bank's Risk Profile for Q4 2023 | Sumaryono Sulam Andjar Rochim |
| 3 | March 28, 2024 | Monitoring and Evaluation of the Bank's Soundness Level for Q4 2023 | Sumaryono Sulam Andjar Rochim |
| 4 | April 25, 2024 | Board of Commissioners' Supervision of Payment Service Providers (PJP) for Payment Infrastructure Operations in 2023 | Sumaryono Muhammad Mas'ud Sulam Andjar Rochim |
| 5 | May 06, 2024 | 1. Accounting Method for CKPN Collectibility Levels 1 to 5 at Bank Jatim; 2. Strategies for Improving Collectibility in Restructured Loans, including Covid-19 Restructuring; 3. Strategies for Resolving Non-Performing Loans. | Sumaryono Muhammad Mas'ud Sulam Andjar Rochim |
| 6 | June 03, 2024 | 1. Effectiveness of Recruitment and HR Performance at Bank Jatim; 2. Optimization of Bank Jatim's Facilities; 3. Optimization and Efficiency in Insurance Management at Bank Jatim | Sumaryono Muhammad Mas'ud Sulam Andjar Rochim |
| 7 | July 04, 2024 | Risk Mitigation of BI-Fast Incidents Related to Alternative Revenue Sources to Compensate for IDR 119 Billion Losses | Sumaryono Muhammad Mas'ud Sulam Andjar Rochim |
| 8 | August 13, 2024 | Discussion of the Surabaya Sharia Branch Audit Report | Sumaryono Sulam Andjar Rochim |
| 9 | September 30, 2024 | Discussion of Employee Punishment Procedures | Sumaryono Sulam Andjar Rochim |
| 10 | October 23, 2024 | Discussion of Career Paths for Account Officers (AO) and Funding Officers (FO) Linked to Market Potential | Sumaryono Muhammad Mas'ud Sulam Andjar Rochim |
| 11 | November 25, 2024 | Monitoring and Evaluation of the Bank's Risk Profile (RBB) & Soundness Level (TKB) for Q2 & Q3 2024 | Dadang Setiabudi* Muhammad Mas'ud Sumaryono Sulam Andjar Rochim |
| 12 | December 19, 2024 | Review of the 2024 Information Technology Strategic Plan | Dadang Setiabudi* Muhammad Mas'ud Sumaryono Sulam Andjar Rochim |
| 13 | December 23, 2024 | Risk Monitoring Committee Work Program for 2025 | Dadang Setiabudi* Muhammad Mas'ud Sumaryono Sulam Andjar Rochim |

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FREQUENCY AND ATTENDANCE OF RISK MONITORING COMMITTEE MEETINGS

During 2024, the Risk Monitoring Committee has held 13 (thirteen) meetings. The level of attendance of each member of the Risk Monitoring Committee is as follows.

Table of Attendance at Risk Monitoring Committee Meetings

| | | Risk Monitoring Committee Meeting | | | | |
|---------------------|----------|-----------------------------------|----------------------|------------|--|--|
| Name | Position | Attendance Number and Percentage | | | | |
| | | Number of Meetings | Number of Attendance | Percentage | | |
| Dadang Setiabudi* | Chairman | 3 | 3 | 100% | | |
| Muhammad Mas'ud | Member | 13 | 9 | 69% | | |
| Sumaryono | Member | 13 | 13 | 100% | | |
| Sulam Andjar Rochim | Member | 13 | 13 | 100% | | |

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Risk Monitoring Committee Competence Improvement Program

| Name | Position | Types of Training and Competency Development/ Training Materials | Implementation Time and Place | Organizer | |
|-------------------|----------|---|--|------------------------------|--|
| Dadang Setiabudi* | Chairman | Education and/or Competency Improvement can be seen in the Education and/or Competer section for the Board of Commissioners | | d/ or Competency Improvement | |
| Muhammad Mas'ud | Member | Education and/or Competency Improvement can be seen in the Education and/or Competency Imsection for the Board of Commissioners | | | |
| Sumaryono | Member | Education and/or Competency Improvement can be seen in the Education and/ or Competer section for the Board of Commissioners | | | |
| | | Executive Sharia Banking | Surabaya, March 04, 2024 | Muamalat Institute | |
| Sulam Andjar | | Risk Management Certification Program Level 5 Exam | cation Program Level 5 Jakarta, May 19, 2024 BSMR | BSMR | |
| Rochim | Member | National Seminar: "Optimization of the Board of Commissioners' Role in Implementing Market Conduct for Consumer Protection in BPDSI, and Leadership Program for BPDSI Board of Commissioners" | Solo, December 05, 2024 | FKDK – BPDSI | |

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Risk Monitoring Committee Income

| No | Description | Non-Commissioner Member |
|---|-----------------------------|---|
| 1 | Salary / Honorarium | Receive an honorarium of 12,5% of the President Director's Salary |
| 2 | Post-Position Compensation | Not Given |
| 3 Holiday allowance In accordance with the applicable provisions for the Board of Co Permanent Employees of the Bank | | In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Bank |
| 4 | Bonus / Tantiem | In accordance with the provisions that apply to Permanent Employees of the Bank |
| 5 | Facility: | |
| | a. Transportation Allowance | Not Given |
| | b. Health | In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Bank |
| | c. Official travel | In accordance with the applicable provisions for the Board of Commissioners or Permanent Employees of the Bank |

Work Program and Implementation of Duties of The Risk Monitoring Committee for 2024

RISK MONITORING COMMITTEE WORK PROGRAM FOR 2024

The Risk Monitoring Committee developed a work program in 2024, including the following:

Quarter I

- Monitoring and Evaluation of the Bank's Risk Profile (PRB)
 Quarterly.
- Monitoring and Evaluation of Quarterly Bank Soundness Level (TKB) achievemen.
- Monitoring and Evaluation of the implementation of the duties of the Risk Management Work Unit (SKMR) and the Risk Management Committee (Komenko).

- Evaluation of conformity between the Risk Management Policy (KMR) and the implementation of Bank policies.
- Monitoring and evaluating the implementation of Good Corporate Governance (GCG) principles.

Quarter II

- Monitoring and Evaluation of the Bank's Risk Profile (PRB)
 Quarterly.
- Monitoring and Evaluation of Quarterly Bank Soundness Level (TKB) achievements.
- Monitoring and Evaluation of the adequacy of risk management identification, measurement, monitoring and control processes.
- Monitoring of large exposure debtors above IDR100 billion.
- Monitoring the compliance function and the implementation of the compliance system, as well as reviewing reports on the implementation of the compliance function and the implementation of the duties of the Compliance Director.

Quarter III

- Monitoring and Evaluation of the Bank's Risk Profile (PRB)
 Quarterly.
- Monitoring and Evaluation of Quarterly Bank Soundness Level (TKB) achievements.
- Monitoring and Evaluation of the implementation of the duties of the Risk Management Work Unit (SKMR) and the Risk Management Committee (Komenko).
- Monitoring and Evaluation of the implementation of the principles of Good Corporate Governance (GCG).
- Monitoring of large exposure debtors over IDR 100 billion.
- Monitoring and evaluation of the contingency plan in the Business Continuity Management System (BCMS).
- Review of the Company's Guidebook (BPP) update, covering the Anti-Money Laundering and Counter-Terrorism Financing Product Policy (AML-CFT) and the Prevention of Financing for the Proliferation of Weapons of Mass Destruction (PPPSPM)

Quarter IV

- Monitoring and Evaluation of the Bank's Risk Profile (PRB)
 Quarterly.
- Monitoring and Evaluation of Quarterly Bank Soundness Level (TKB) achievements.
- Review Corplan, Information Technology Strategic Plan (ITSP) and Bank's Business Plan (BBP) before being approved by the Board of Commissioners.
- Review of the Company's Guidebook (BPP) update, covering the Standard Operating Procedures (SOP) for the Board of Directors' duties.

RISK MONITORING COMMITTEE WORK PROGRAM BRIEF REPORT IN 2024

The Risk Monitoring Committee carried out its duties and responsibilities properly, referring to OJK Regulation No. 17 Year 2023, concerning Implementation of Governance for Commercial Banks and referring to the BPP Committee of the Board of Commissioners and the Risk Monitoring Committee Charter of Bank Jatim. The implementation of the Risk Monitoring Committee work program during the 2024 period can be breifly reported as follows:

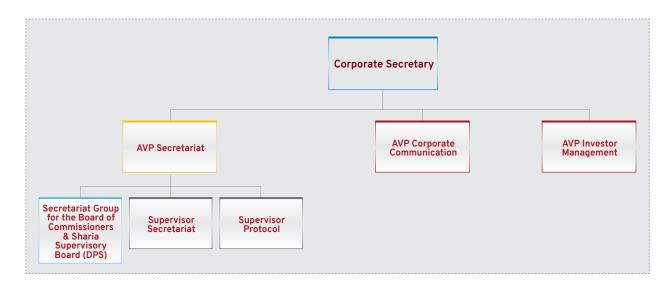
 Conducting reviews of credit issuance to related parties as a consideration for the Board of Commissioners in providing recommendations for its implementation.

- 2. Holding discussions in meetings with the Risk Management Work Unit (SKMR), covering:
 - a. Monitoring and evaluation of the Bank's Risk Profile.
 - Evaluation of monitoring constraints and achievements of the Bank Soundness Level.
- Coordinating with related work units on several discussions, including:
 - a. Review of the 2024 Information Technology Strategic
 - b. Career path development for Account Officers (AO) and Funding Officers (FO) linked to market potential.
 - c. Employee punishment procedures.
 - d. Strategies for improving collectibility in restructured loans, including Covid-19 restructuring, as well as strategies for resolving non-performing loans.
- 4. Conducting analysis and providing opinions and recommendations to the Board of Commissioners regarding risk management issues across all activities and products that may potentially cause losses to the Bank.
- 5. Assisting the Board of Commissioners in carrying out active supervision by conducting branch office visits identified as having a moderate or lower risk profile, as follows:
 - a. Working visits to six branch offices with a moderate or lower risk profile, covering credit, operational, and legal risks;
 - b. Conducting awareness sessions on enhancing risk awareness and strengthening internal controls to reinforce the second line of defense in implementing the three lines of defense concept, as well as fostering a risk culture across the branch office network
- 6. Coordinating with the Audit Committee in order to:
 - a. Monitoring and evaluation of the Bank's Soundness Level (TKB).
 - b. Discussing Standart Level Agreement (SLA)
 Punishment Process for Fraud Perpetrators.
 - c. Review the Company's Guidebook (BPP) and the Standard Operating Procedures (SOP) for the Board of Directors' duties.
 - d. Adjust or revise the Bank's 2024 Business Plan in the mid-year review.
 - e. Evaluate the implementation of the Anti-Fraud Strategy (SAF) in handling conflicts of interest, controlling gratuities, ensuring transparency in financial and non-financial information, and integrating the Bank's strategic plans.

Organ and Committee Under The Board of Directors

Corporate Secretary

Structure of The Corporate Secretary



The Corporate Secretary of Bank Jatim has access to material and relevant information related to the Company, particularly concerning information disclosure. The Corporate Secretary oversees three sub-divisions: the Secretariat Sub-Division, the Corporate Communication Sub-Division, and the Investor Management Sub-Division.

Functions, Duties and Responsibilities of The Corporate Secretary

The Corporate Secretary has duties and responsibilities, among others:

- 1. Developing the Bank's mission.
- Mediators with Stakeholders such as regulators, investors and the public
- 3. Maintaining the Bank's image as well
- 4. Provide information disclosure.

In carrying out its duties, the Corporate Secretary has the duties and responsibilities to:

- Follow the development of regulations and legislation in force in the Capital Market field.
- 2. Provide input to the Directors and Board of Commissioners to comply with the provisions of the regulations and legislation in the Capital Market.

- 3. Assist the Board of Directors and Board of Commissioners in implementing corporate governance which includes:
 - Disclosure of information to the public, including the availability of information on the company's website
 - Submission of reports to the Financial Services Authority on time Implementation and documentation of the General Meeting of Shareholders
 - Organization and documentation of the Directors and/ or Board of Commissioners meetings; and
 - Implementation of orientation programs for Directors and/or Board of Commissioners.
- 4. Serve as a liaison between the Issuer or Public Company and the shareholders of the Issuer or Public Company, the Financial Services Authority, and other stakeholders.
- Evaluate every information to be submitted externally and ensure the image and reputation of the Bank is maintained.
- Build and maintain a good image for the Bank to support and maintain the value of the company so that it always increases.

Profile of Corporate Secretary

Wioga Adhiarma Aji

Vice President Corporate Secretary

Citizenship : Indonesian Citizen

Place and Date of Birth/

Age

: Born in Surabaya in 1978 Age 46 years old as of December 2024

Domicile : Surabaya, Indonesia

Education History

Bachelor of Law Studies from Panca Marga University Probolinggo (2002)

• Master of Law from 17 August 1945 University Surabaya (2020)

Certification

Risk Management Certification Body (BSMR) Level 6

Employment history

Joined Bank Jatim in 1997. Before occupying his current position, he served as Head of Operations for the Bojonegoro Branch (2012), Head of the Bojonegoro Branch (2013), Head of Operations for the Main Branch (2018), Head of the Kediri Branch (2020), Head of General Division (2022)

Basis for Appointment Board of Directors Decree No. 062/055/DIR/HCP/KEP dated July 5, 2023 concerning Transfer of Employee Duties & Appointment in Position and effective from July 20, 2023.

Corporate Secretary Competency Improvement Program

Throughout 2024, Bank Jatim's Corporate Secretary participated in various competency development programs, such as training, workshops, conferences, and seminars, as outlined in the table below:

| Type of Training | Competency Development Material | Time and Place of Implementation | Organizer |
|--|---|--|---|
| Webinar | Socialization of KSEI Regulation IV-D | June 3, 2024 - Zoom Meeting | PT Kustodian Sentral Efek Indonesia |
| Webinar | Implementation of the Electronic General Meeting of Shareholders (e-GMS) through eASY.KSEI | October 29, 2024 - Zoom Meeting | ICSA |
| In House Training | Implementation of Financial Control and Consolidation in the Formation of Banking Business Groups | n in the Formation of Banking Business December 21, 2024-December 22, | |
| Online Zoom Meeting | Training Executive Sharia Banking | Training Executive Sharia Banking July 30, 2024 | |
| In House Training | Leading & Managing Your Sales Team to Success With James Gwee July 29, 2024 | | PT Academia Citra Abadi |
| In House Training | Competency-Based Interview Training | June 01, 2024 - June 02, 2024 | PPM Management |
| In House Training Risk Management Certification Program Level 6 Exam | | April 27, 2024 | Risk Management Certification Agency |
| In House Training | Risk Management Certification Level 6 Preparation | March 22, 2024 | Strategic Development Group (SDG) |

Implementation of Corporate Secretary Assignments in 2024

In 2024, the Corporate Secretary has carried out his duties and responsibilities in accordance with the functions carried as

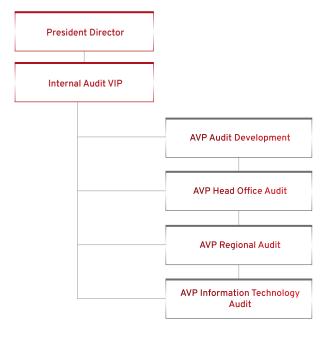
- 1. Organized the Annual General Meeting of Shareholders (AGMS) for the 2023 Fiscal Year on February 7, 2024, the Extraordinary General Meeting of Shareholders (EGMS) on September 26, 2024, and another EGMS on December 11, 2024. Since the IPO, the voting process at the GMS has been conducted by scanning barcode stickers given to shareholders attending the meeting. These barcode stickers contain the shareholder's identity and the number of votes, ensuring the voting process runs quickly and smoothly.
- 2. Held three Analyst Meetings to present quarterly performance, inviting analysts from securities companies, asset management investment managers, pension fund investment managers, insurance company investment managers, and other fund managers.
- 3. Participated in the BJTM Deep Talk Webinar with Philip Sekuritas on March 18, 2024.
- 4. Organized a workshop titled "Close Door Meeting" in collaboration with Stockbit Sekuritas, attended by retail investors on April 29, 2024.
- 5. Held the Annual Public Expose online on November 8, 2024.
- 6. Participated in Sustainable Finance Research with Paramadina University on December 17, 2024.
- 7. Submitted periodic reports and incidental reports to regulators in accordance with applicable regulations.
- 8. Submitted information disclosure in accordance with applicable regulations.
- 9. Developed company website related to company information to stakeholders. The development carried out such as the addition of financial ratios that are commonly used by investors, macro and micro conditions, the development of regulators, and comparison with industry. Stakeholders, especially local investors, can easily access company information for decision making in owning company shares.
- 10. Organized media gatherings 3 (three) times by inviting leading media with offices in East Java.
- 11. Coordinating the preparation of the Bank's Annual Report Book.
- 12. Held Board of Commissioners meetings, Board of Directors meetings, and Board of Directors and Board of Commissioners meetings, making minutes of meetings and administering them.
- 13. Accommodating student and student requests in submitting Field Work Practices and research at Bank Jatim.
- 14. Administered, distributed and followed up on incoming and outgoing mail.

15. Coordinating the procedures and concepts for Board of Directors meetings, ceremonies, Bank events and other meetings.

Internal Audit Division

Organizational Structure of The Internal Audit

The organizational structure of the Internal Audit Divivsion based on the Decree of the Board of Directors No.061/218/ DIR/PRS/KEP December 7, 2022 is as follows:



The Position of The Internal Audit Division in **Organizational Structure**

The structure and position of the Internal Audit Division is regulated and determined according to:

- Financial Services Authority Regulation No.1/ POJK.03/2019 concerning the Implementation of the Internal Audit Function in Commercial Banks.
- 2. Decree of the Board of Directors of Bank Jatim No. 061/218/DIR/PRS/KEP December 7, 2022 concerning the Organizational Structure and Work Procedures of PT Bank Pembangunan Daerah Jawa Timur Tbk.
- Decree of the Board of Directors of Bank Jatim No. 061/162/DIR/AUI/KEP July 15, 2022 concerning the Audit Charter of the Internal Audit Division of PT Bank Pembangunan Daerah Jawa Timur Tbk.

The Head of the Internal Audit Division reports directly to the President Director. To support independence and ensure the smooth operation of the audit and the authority to monitor follow-up, the Internal Audit Division can communicate directly

with the Board of Commissioners to inform various matters relating to the audit. The position, mechanism, duties and authority of the Internal Audit Division including transparency and clarity are significant matters in the management of Bank Jatim, so that the internal audit policy relating to responsibilities, authorities and levels of independence has been stated in the Internal Audit Charter signed by the President Director and approved by the Board of Commissioners on July 15, 2022 which was compiled based on OJK Regulation Number 01/ POJK.03/2019 dated January 28, 2019 concerning the Obligation of Commercial Banks to Implement Standards for Implementing Bank Internal Audit Functions (SPFAIB) and Regulation of the Financial Services Authority No.56/ POJK .04/2015 concerning the Formation and Guidelines for the Preparation of Internal Audit Charter.

Profile of Head Internal Audit Division

Wardhana Suryaatmaja

Vice President of Internal Audit

Citizenship : Indonesian Citizen

Place and Date of Birth/

Age

Born in Surabaya in 1967 Age 57 years old as of December 2024

Domicile : Sidoarjo

Educational background

- Bachelor of Development Studies from Wijaya Putra University (1995).
- Master of Management from Artha Bodhi Iswara School of Economics (1998).

Certification

- Education of Head of Internal Supervisory System of Accounting and Finance Development Center (PPA&K): 2023
- Risk Management Training and Certification Level 5 BSMR: 2022
- Socialization of APU PPT and Gratification of Criminal Investigation Directorate of Banking Crime Unit of POLRI: 2019
 The Control of APU PPT and Gratification of Criminal Investigation Directorate of Banking Crime Unit of POLRI: 2019
 The Control of APU PPT and Gratification of Criminal Investigation Directorate of Banking Crime Unit of POLRI: 2019
- Bankruptcy Law Training of Airlangga University: 2016

Training attended during 2024

- Leading & Managing Your Sales Team To Success With James Gwee;
- Training Executive Sharia Banking;

 Pick Management Reportification I.
- Risk Management Recertification Level 7;
 Implementation of Financial Control and Consolidation
- Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation

Job History

- VP of Internal Audit Division: 2023 to 2026 currently
- VP of Risk Management Division: 2020 2023
- Head of General Division: 2019 2020
 Head of Broduct Development & Policy Division
- Head of Product Development & Policy Division: 2018
 Head of Information Technology Division: 2016 2017
- Head of Accounting Sub Division: 2015
- Acting Head of Madiun Sharia Branch: 2015
- Head of Sidoarjo Sharia Sub Branch: 2014 2015
- Head of Gresik Sharia Sub Branch: 2011 2013
- Accounting Supervisor of Surabaya Sharia Branch: 2009 2011
- Information Technology Manager of Operational Sub Division of Sharia Business Support Division: 2007 2009
- PN & Teller Supervisor: 2004 2007
- Junior Programmer of Information Technology Division: 1998 2004
- Staff Si Pengop. PDE Bureau of Financial Administration: 1995 1998
- Staff Si Accounting Kediri Branch: 1993 1995

Basis of Appointment

Vice President of Internal Audit Division (According to Decree No. 062/061/DIR/HCP/KEP dated August 8, 2023)

Parties Who Appoint and Dismiss the Head of the Internal Audit Division

The Head of the Internal Audit Division is appointed and removal by the President Director with the approval of the Board of Commissioners based on the recommendation of the Audit Committee and reported to the Capital Market Supervisory Agency (Bapepam) and the Financial Services Authority (OJK).

Internal Audit Charter

The Internal Audit Division has an Internal Audit Charter stipulated by the Decree of the Board of Directors of Bank Jatim No. 061/162/DIR/AUI/KEP dated July 15, 2022 concerning the Audit Charter of the Internal Audit Division of PT Bank Pembangunan Daerah Jawa Timur. Tbk.

The Audit Charter of the Internal Audit Division of PT Bank Pembangunan Daerah Jawa Timur, Tbk was prepared based on:

- Financial Services Authority Regulation No. 56/ POJK.04/2015 concerning the Establishment and Guidelines for the Preparation of the Internal Audit Charter.
- 2. Financial Services Authority Regulation Number 1/ POJK.03/2019 concerning the Implementation of Internal Audit Function at Commercial Banks.
- Financial Services Authority Regulation No. 39/ POJK.03/2019 concerning the implementation of the Anti-Fraud strategy for Commercial Banks.
- Financial Services Authority Regulation Number 13 / POJK.03/2020 concerning Amendments to Financial Services Authority Regulation Number 38/POJK.03/2016 concerning.
- Bank Indonesia Regulation No. 22/23/PBI/2020 concering the payment system.
- Bank Indonesia Regulation No. 23/06/PBI/2021 concering payment service providers.

Internal Audit Charter was created to provide an overview/ guidelines related to Vision, Mission, and Functions, Position in the Organization, Duties and Responsibilities, Authorities, Code of Ethics, Internal Auditor Requirements, Responsibilities of Heads of Internal Audit Division, Internal Audit and Investigation Activities, Internal Audit Division Relationship with External Auditors or Legal Experts, Limitation Policy and Waiting Period, Reporting, Audit Devemopment, Audit Risk, and Legal Protection.

Duties and Responsibilities of Internal Audit Division

Duties and Responsibilities of the Internal Audit Division, namely:

 Plan and carry out Internal Audit activities with an emphasis on areas/activities that have high risk and evaluate existing procedures/control systems to gain confidence that the goals and objectives of the Bank can be achieved optimally.

- Evaluating and having an active role in improving the effectiveness of the internal control system on an ongong basis related to the implementation of bank operations that are at risk of incurring losses.
- Providing consultation services to internal parties to provide additional value and improvement to the quality of control, risk management, and corporate governance as long as it does not affect the independence and objectivity of internal audit, and adequate resources are available.
- 4. Carry out steps in order to dig up information (investigation), report, and submit recommendations/conclusions on fraud to Management.
- Provide recommendations on audit results and monitor followup on the results of Internal Audit activities and investigative activities.

Authority of The Internal Audit Division

The Internal Audit Division has the authority to:

- Conducting Internal Audit activities and have full, free and unlimited access to records, information, employees, funds, assets, locations/ areas, and other resources related to the implementation of audits and consultations.
- Communicating directly with the Directors, Board of Commissioners, Audit Committee, and Sharia Supervisory Board
- Holding regular and incidental meetings with the Board of Directors, Board of Commissioners, Audit Committee, and Sharia Supervisory Board.
- 4. Communicating and coordinating with external parties including regulators.
- Participating in strategic meetings without having voting rights.
- Conducting investigative activities on cases/problems in every aspect and element of activities indicated by fraud and violation of the code of conduct.

Internal Audit Division Personnel Composition

The composition of Internal Audit Division personnels as of December 31, 2024 is as follows.

Table of Internal Audit Division Personnel Composition

| Position | Total |
|-------------------------------|-------|
| Junior Auditor | 32 |
| Auditor | 24 |
| Senior Auditor | 10 |
| Acting AVP Sub Division Audit | 2 |
| AVP Sub Division Audit | 2 |
| VP Internal Audit Division | 1 |
| TOTAL | 71 |

Competency Improvement Program for the Internal Audit Division

| No. | Training/ Certification Dates | Type of Training/Certification |
|-----|---|--|
| 1. | January 29-February 5, 2024 May 13-20, 2024 July 2-9, 2024 | CCIA Training and Certification (3 Batches) |
| 2. | March 18-22, 2024 | ISO 27001:2022 Training and Certification |
| 3. | March 23-24, 2024 | Collateral Appraisal for Rule Maker Training |
| 4. | May 6-17, 2024 | CCMS Profession Training and Certification |
| 5. | May 13-17, 2024 | CEH Training and Certification |
| 6. | May 20-30, 2024 | QIA Managerial Training and Certification |
| 7. | June 3-14, 2024 | Basic Treasury Training |
| 8. | June 4-7, 2024 | Fraud Auditing Training and Certification |
| 9. | July 30, 2024 | Sharia Banking for Executive Training |
| 10. | September 24, 2024 | Public Speaking & Communication Personality Test Training |
| 11. | October 14-18, 2024 | CISA Training and Certification |
| 12. | October 14-18, 2024 | ITIL Training and Certification |
| 13. | October 28 - November 1, 2024 | Ethical Hacker (CEH) Training and Certification |
| 14. | November 9-10, 2024 | Pawn Training |
| 15. | November 20-22, 2024 | ISO 20000:2018 Training and Certification |
| 16. | December 9-19, 2024 | ACCIA Training and Certification |
| 17. | November 25-29, 2024 | Data Science Training and Certification |

Internal Audit Division Personnel Certification

Certifications held by the Auditor as of December 31, 2024, include:

| Certification | Total |
|-----------------------------------|-------|
| PIA Madya | 54 |
| Procurement of Goods and Services | 3 |
| CPAM | 1 |
| QIA | 1 |
| Fraud Auditing | 1 |
| CfrA | 1 |
| CCNA | 1 |
| TRE Dealer | 1 |
| ISO 37001 | 1 |
| LAISO 20000 | 2 |

| Certification | Total |
|----------------|-------|
| LAISO 27001 | 2 |
| Data Scientist | 2 |
| ITIL | 5 |
| СЕН | 4 |
| CISA | 3 |

Auditor Code of Ethics

The Internal Audit Division must strive to be able to play a role as a consultant for internal parties that need it, especially regarding the scope of their duties. The Internal Audit Division can provide responses to proposals for policies or new systems and procedures to assess aspects of internal control so that in its implementation its objectives can be achieved effectively and efficiently.

With the involvement of the Internal Audit Division in this system review, it does not mean that those things will be excluded as audit objects. The Internal Audit Division does not have the authority or responsibility to carry out operational activities of the Auditee.

Independence

The Internal Audit Division has independence in carrying out Internal Audit and investigative activities, expressing views and thoughts in accordance with its profession and applicable standards.

- Management must provide full support for the functions of the Internal Audit Division in order to be able to carry out their duties freely without interference from any party and management must follow up on the findings of the Internal Audit Division.
- Internal Auditors are able to express their views and thoughts without influence or pressure from any other party.
- The Internal Audit Division has the freedom to determine the audit methods, scope, methods, techniques and approaches to be carried out.
- 4. In managing Internal Audit Division personnel, with the approval of the President Director and Head of the Internal Audit Division.

Objectivity

- Internal Auditors and Investigators must have an independent mental attitude in carrying out internal audit and investigative activities. This mental attitude is reflected in a complete, objective report and based on careful and impartial analysis.
- Internal Auditors and Investigators are free from conflicts
 of interest over the object or activity being examined. If
 the Internal Auditor and Investigator have a conflict of
 interest in the object or activity being examined, the
 person concerned must state the connection and not be

assigned to carry out an audit of the object or activity in question.

Professionalism

Professionalism becomes a reference for the Auditor in carrying out his duties. For this reason the auditor must have the attitude:

- Integrity, mental attitude that is independent, honest, objective, diligent, reliable, decisive, trustworthy, avoids conflicts of interest and upholds the ethics and profession of the Internal Auditor, including being wise and cautious in using information obtained in carrying out tasks and not use confidential information for personal interests or other things that could cause harm to the Bank (confidentiality code).
- Competencies in accordance with the required competency profile.
- The ability to interact and communicate effectively both verbally and in writing.
- 4. Obligation to comply with the Internal Auditor's Code of Ethics and the Internal Auditor's Professional Standards for the Internal Auditor and the Investigator's Code of Ethics and Investigator's Professional Standards for Investigators.
- Obligation to maintain the confidentiality of company information and/or data related to carrying out the duties and responsibilities of the Internal Auditor unless required by statutory regulations or court decisions/decisions.

Brief Report on The Implementation of Internal Audit Activities In 2024

AUDIT METHOD

The audit is carried out by a sampling method with a Risk Based Audit approach, namely an audit approach that begins with an audit risk assessment process (risk profile), so that in planning, implementing and reporting the audit is more focused on important high-risk areas. The sampling method used the

Judgmental Sampling method by considering population and historic problem.

Audit techniques are carried out to obtain relevant evidentiary material in order to compare the existing conditions (conditions) with the conditions that should be (criteria), including substantive tests on financial reports, interviews, verification, analysis, translation, reconciliation, inspections and if necessary they can be carried out. confirmation to third parties (Notary, KJPP, KAP, Bouwheer, etc).

AUDIT ACTIVITIES IMPLEMENTATION IN 2024

Audit activities in 2024 in accordance with the Internal Audit Division Work Plan (Audit Plan) for 2024 No. 063/001/AUI/AUDITPLAN dated January 26, 2024. General Audit examinations have been carried out at Conventional Branch Offices, Sharia Branch Offices, Thematic Audits, Information Technology Audits, and Clarification Audits in accordance with the authority held.

Meeting With The Board of Directors, Board of Commissioners, and/or Audit Committee

The Internal Audit Division has the authority to hold regular and incidental meetings with the Main Director, Board of Commissioners, Audit Committee and Sharia Supervisory Board. Furthermore, the Internal Audit Division can attend strategic meetings without having voting rights.

During 2024, the Internal Audit Division has attended meetings with the Board of Directors, Board of Commissioners, and/or Audit Committee, with the following details.

| No. | Information | Number of Meetings |
|-----|---|-----------------------|
| 1. | Kick Off Audit Plan | 1 |
| 2. | Audit Committee and Board of Commissioners Meeting | 6 |
| 3. | Branch and Division Exit Meeting | 32 |

Findings and Follow Up on Audit Results

Internal Findings (General Audit)

| Branch Name | Exit Meeting Date | Number of Findings | Total Completed | Number of Monitoring | % Monitor |
|-------------|-------------------|-----------------------|-----------------|-------------------------|-----------|
| Pare | March 22, 2024 | 348 | 285 | 63 | 18,10% |
| Kediri | March 22, 2024 | 353 | 353 | 0 | 0,00% |
| Dr. Soetomo | March 20, 2024 | 292 | 239 | 53 | 18,15% |
| Pamekasan | March 19, 2024 | 247 | 247 | 0 | 0,00% |

| Branch Name | Exit Meeting Date | Number of Findings | Total Completed | Number of Monitoring | % Monitor |
|-------------|-------------------|-----------------------|-----------------|-------------------------|-----------|
| Pasuruan | March 26, 2024 | 430 | 430 | 0 | 0,00% |
| Jombang | March 15, 2024 | 358 | 358 | 0 | 0,00% |
| Bangkalan | March 19, 2024 | 208 | 208 | 0 | 0,00% |
| Bojonegoro | August 16, 2024 | 263 | 254 | 9 | 3,42% |
| Probolinggo | August 06, 2024 | 246 | 235 | 11 | 4,47% |
| Situbondo | August 06, 2024 | 113 | 109 | 4 | 3,54% |
| Trenggalek | August 12, 2024 | 155 | 155 | 0 | 0,00% |
| Tuban | August 15, 2024 | 239 | 232 | 7 | 2,93% |
| Lamongan | August 15, 2024 | 147 | 147 | 0 | 0,00% |
| Bondowoso | August 07, 2024 | 152 | 145 | 7 | 4,61% |

External Findings

| | | | | | Findin | g Status | | |
|-----|---------------------|------|-----------------------|----------|-------------------------|---|---------|---|
| No. | External Parties | Year | Number of Findings | Finished | Has Been Followed Up | Followed Up (Not yet appropriate/ Insufficient Documents) | Monitor | Percentage of Findings Completed and Already in TL |
| 1. | ОЈК | 2024 | 440 | - | 212 | - | 228 | 48,18% |
| | | 2023 | 375 | 275 | 68 | 11 | 21 | 91,47% |
| | | 2022 | 472 | 469 | - | - | 3 | 99,36% |
| 2. | KAP | 2023 | 94 | - | 88 | - | 6 | 93,62% |
| | | 2022 | 29 | - | 28 | - | 1 | 96,55% |
| | | 2019 | 31 | - | 29 | - | 2 | 93,55% |
| 3. | ВРК | 2022 | 17 | 17 | - | - | - | 100,00% |
| | | 2016 | 59 | 58 | - | - | 1 | 98,31% |
| | | 2013 | 14 | 12 | - | - | 2 | 85,71% |
| 4. | BITI | 2024 | 121 | - | 88 | - | 33 | 72,73% |
| 5. | OJK TI | 2024 | 83 | - | 48 | - | 35 | 57,83% |
| 6. | OJK Kustodian | 2024 | 20 | 7 | - | 12 | 1 | 35,00% |
| 7. | ВРКР | 2024 | 18 | - | 9 | - | 9 | 50,00% |
| | Total | | 1.773 | 838 | 570 | 23 | 342 | 79,41% |

The Internal Audit Division must monitor and analyze and report the progress of the implementation of the follow-up improvements that have been made by the Auditee. The followup includes:

- Monitoring of follow-up implementation
 Monitoring of follow-up implementation must be carried out so that progress can be known and can be reminded to the Auditee
 if the auditee has not been able to carry out the commitment to improve before or until the promised time limit.
- 2. Analysis of adequacy of follow-up

 From the results of monitoring of follow-up implementation, an adequacy analysis was carried out on the realization of the
 promise of improvement that had been carried out by the auditee. Furthermore, a follow-up check needs to be done if there are

difficulties or obstacles that cause the follow-up to be unable to be carried out properly. Every time a followup is held, there is a follow-up evidence report signed by the auditor and auditee.

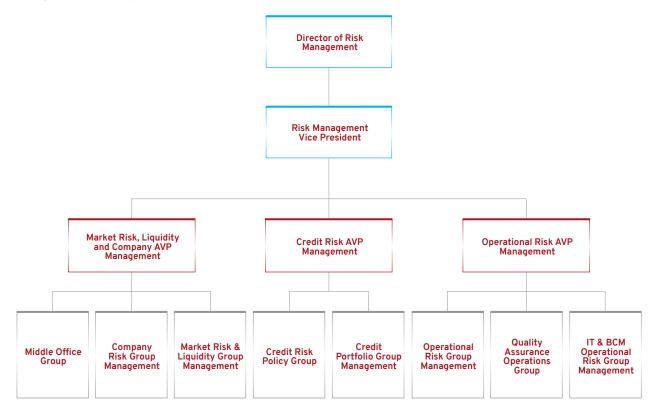
- 3. Follow-up Reporting
 - In its implementation, if the follow-up has not been fully fulAccorded By the Auditee, the Head of the Internal Audit Division provides a written report to the President Director and the Board of Commissioners as well as a copy to the Audit Committee and the Director of Compliance and Risk Management for further action.
- 4. Compliance with the follow-up to General Audit findings.

 If none of the progress of follow up occurs within 3 months, follow-up monitoring is submitted to Audit Policy Group and Quality
 Control Audit Internal Division, and periodically coordinated with the Auditee regarding the follow-up development

Corporate Risk Management Division

Structure of Corporate Risk Management Division

The Risk Management Division acts as the Risk Management Work Unit of Bank Jatim consisting of several Sub Divisions, namely the Market, Liquidity and Company Risk Management Sub Division, the Credit Risk Management Sub Division, and the Operational Risk Management Sub Division which are supervised by the Director of Risk Management. The Organizational Structure of the Risk Management Division is presented as follows:



Duties and Responsibilities of the Corporate Risk Management Division

The duties and responsibilities of the Risk Management Division were as follows:

- 1. Providing input to the Directors in preparing Risk Management policies and strategies.
- 2. Develop procedures and tools for identification, measurement, monitoring and risk control.
- 3. Design and implement the tools needed in the implementation of risk management.
- 4. Monitor the implementation of Risk Management policies, strategies and frameworks recommended by the risk management committee and approved by the Board of Directors.
- 5. Monitor overall risk position or exposure, as well as per risk, including monitoring compliance with established risk tolerances and limits.
- 6. Conduct Stress Testing to determine the impact of the implementation of risk management policies and strategies on the Bank's overall portfolio or performance

- 7. Review proposed new products and/or activities developed by a work unit including the completeness of the systems and procedures used and their impact on the overall risk exposure of the Bank.
- 8. Provide recommendations to the risk-taking unit and/ or to the Risk Management committee regarding the implementation of risk management.
- 9. Evaluate the accuracy and validity of the data used to measure risk for Banks using models for internal Bank purposes.
- 10. Prepare and submit reports on Bank Soundness Level, Bank Risk Profile, KPMM in accordance with the Risk Profile to the main Director and the Director in charge of the risk management function.
- 11. Carry out periodic reviews of the process of implementing Risk Management.
- 12. Independent form risk taking unit in performing risk management monitoring function. Monitoring function aims to ensure that bank risk and portfolio have been well managed, such as by the determination of risk parameter and limit.

Profile of Vice President of Risk Management Division

Vice President of the Risk Management Division in 2024 will be held by Mrs. Suci Issumiyaarti.

Suci Issumiyarti

Vice President of Risk Management Division

Citizenship : Indonesian Citizen

Place and Date of Birth/

Age

: Born in Semarang in 1966. Age 58 years as of December 2024

Domicile : Surabaya

 Educational Backgorund
 Bachelor of French from Semarang State Teacher Training and Education Institute (1989).

 Certification
 • Risk Management Certification Level 4

 • Bank Staff and Leadership School (SESPI) 2021

 Job History
 Joining Bank Jatim in 1994, before occupying his current position, he served as Head of Operations for the Ngawi Branch

(2011), Head of the Kepanjen Branch (2012), Head of the Tulungagung Branch (2014), Head of the Corporate Secretary Sub-Division (2015), Head of the Malang Branch (2015), Head of the Strategic Planning Division (2017), Head of the Credit Risk Division (2018), Head of the Business Risk Division (2020), Head of the Corporate Risk Management Division (2021), Head of the Operations Division (2022).

Basis of Appointment Since 2023, he

Since 2023, he has served as Head of the Risk Management Division based on the Decree of the Board of Directors No. 062/148/DIR/HCP/KEP dated August 16, 2023.

Risk Management Competency Development

The competency development that has been followed by the Company's Risk Management Division employees during 2024 is as follows.

| No. | Name of Education and Competency Development | Execution time |
|-----|---|----------------|
| 1. | Internal Audit 2 Accountancy and Finance | January 2024 |
| 2. | Product Knowledege | February 2024 |
| 3. | Preparation of Comprehensive Individual Risk Assessment (IRA) Based on OJK Regulation No. 8 of 2023 (Strengthening Prevention of TPPU, TPPT, and PPSPM in the Banking Industry) | March 2024 |
| 4. | Collateral valuation | March 2024 |
| 5. | In House Training Growth Mindset vs Fixed Mindset, Emotional Intelligence and Work Satisfaction Culture Booster | April 2024 |
| 6. | Credit Administration & Banking Law | May 2024 |
| 7. | Credit Analysis | May 2024 |



| No. | Name of Education and Competency Development | Execution time |
|-----|--|----------------|
| 8. | AML-CFT & Gratification, Compliance Culture, Anti-Fraud Strategy & Critical Point Fraud | May 2024 |
| 9. | Bank Risk Management & Credit Portfolio Guidelines | May 2024 |
| 10. | Credit Risk Mitigation - Monitoring of Settlement and Execution of Problematic Credit | May 2024 |
| 11. | Environmentally Aware Financing Training | May 2024 |
| 12. | Credit Analysis & Accounting Basics | June 2024 |
| 13. | Credit Risk Analysis and Credit Settlement Restructuring | June 2024 |
| 14. | Litigation & Prevention of Banking Crimes | June 2024 |
| 15. | Litigation in Banking Operations | June 2024 |
| 16. | Legal Aspect Training in Credit | June 2024 |
| 17. | Sharia and IT Security Awareness | June 2024 |
| 18. | Banking Simulation For Bankers | July 2024 |
| 19. | Be Authentic with Personal & Professional Grooming and Mental Health at Workplace Culture Booster | July 2024 |
| 20. | Leading & Managing Your Sales Team To Success With James Gwee | July 2024 |
| 21. | Basic Treasury | July 2024 |
| 22. | Dagulir Credit and Jatim Bejo | July 2024 |
| 23. | Credit Restructuring & Financing | July 2024 |
| 24. | Training Executive Sharia Banking | July 2024 |
| 25. | Query SQL | August 2024 |
| 26. | Education and Training Funds Transfer Pricing - Measuring Business Unit Performance and Optimizing Net Margin | August 2024 |
| 27. | Credit Training in the Sugarcane Sector | September 2024 |
| 28. | Workshop on Preparation of Recovery Action Plans According to OJK Regulation No. 5 of 2025 for BPDs throughout Indonesia | October 2024 |
| 29. | AML, CFT, and PFWMD Training | November 2024 |
| 30. | Sharia Gold Pawn (Rahn) for Young People | November 2024 |
| 31. | Implementation of Financial Control and Consolidation Within the Scope of Bank Business Group Formation | December 2024 |
| 32. | In House for Quality Assurance Group Employees | December 2024 |

Risk Management Certification

| No. | CERTIFICATION | Position | Total |
|-----|--|--------------|-------|
| | | Directors | 7 |
| 1. | 1. Risk Management Certification Level 7 | SEVP | 2 |
| | | ECHELON 1 | 8 |
| | | COMMISSIONER | 2 |
| | | SEVP | 1 |
| 2. | Risk Management Certification Level 6 | ECHELON 1 | 25 |
| | | ECHELON 2 | 42 |
| | | ECHELON 3 | 2 |

| No. | CERTIFICATION | Position | Total |
|-----|---------------------------------------|----------------|-------|
| | | COMMITTEE | 2 |
| | | ECHELON 1 | 1 |
| | | ECHELON 2 | 67 |
| 3. | Risk Management Certification Level 5 | ECHELON 3 | 285 |
| | | ECHELON 4 | 673 |
| | | BASIC OFFICIAL | 1 |
| | | EXECUTOR | 18 |
| | | ECHELON 3 | 1 |
| 4. | Risk Management Certification Level 4 | ECHELON 4 | 207 |
| | | EXECUTOR | 324 |

Implementation Duties of the Risk Management Division in 2024

During 2024, the Risk Management Division has implemented several initiatives/work plans to improve the implementation of risk management, including:

- Improving Asset Quality and optimizing recovery strategies by forming a Credit/Financing & Recovery Control Team
- 2. Developing risk management tools, including:
 - a. Operational Risk Self Assessment (J-ORSA)
 - b. Head Office Work Unit Risk Profile (J-Priskop)
 - c. Implementation of Basel II Reforms related to the calculation of Credit, Market and Operational Risk Weighted Assets (RWA)
- 3. Development of a Credit Risk Weighted Assets (RWA) calculation system adjusted to Basel III reforms
- Development of a risk management information system such as a Branch Office Risk Profile dashboard, Credit Portfolio and Enterprise Risk Management
- 5. Recovery Plan
- 6. Compile Stress Test.
- 7. Implementation of the risk culture program
- 8. Implementation of the 5 Pillars of Bank Jatim Transformation program
- Updating and preparing risk management policies, both Main Policies and Activities, Standard Operating Procedures and Technical Instructions.
- Preparing Risk Studies for New and Existing Products/ Activities.
- 11. Implementing the Risk Management Committee and Credit/Financing Policy Committee.
- 12. Preparing and submitting Risk Management Reports to the Regulator.
- Reviewing the Bank's Soundness Level assessment methodology.
- 14. Reviewing and updating Risk Limits.
- 15. Monitoring the achievement of the bank's business plan by seeking continuous improvement steps based on the results of the Bank's Soundness Level self-assessment

- 16. Improve the quality of human resources through training programs both Public Training and In House Training as well as Risk Management Certification.
- Evaluating the results of testing of internal controlling system of operational branch by Quality Assurance Operations.

Committee Under the Board of Directors

Provisions regarding the Board of Directors Committee of Bank Jatim are stipulated based on the Decree of the Board of Directors Number 062/056/DIR/CSE/KEP dated July 12, 2023, concerning the Board of Directors Committee of PT Bank Pembangunan Daerah Jawa Timur Tbk. Following the Decree of the Board of Directors of PT Bank Pembangunan Daerah Jawa Timur Number 061/218/DIR/PRS/KEP dated December 7, 2022, concerning the Organizational Structure and Work Procedure of PT Bank Pembangunan Daerah Jawa Timur Tbk and Circular Letter of the Directors of PT Bank Pembangunan Daerah Jawa Timur Tbk Number 062/003/DIR/PRS/SE dated February 24, 2023 regarding Organizational Structure and Work Procedure of Bank Jatim-Grand Design, the Committee for the Board of Directors of Bank Jatim in 2024 is as follows:

- Asset Liability Committee (ALCO)
- 2. Risk Management Committee
- 3. Personnel Management Committee
- 4. Information Technology Steering Committee/ITSC
- 5. Credit Committee
 - a. Credit Implementation Committee
 - b. Credit Rescue Committee
 - c. Credit Settlement Committee
 - d. Credit Line Committee to Corporations
 - e. Term Loan Facility Committee
 - f. Financing Implementation Committee
 - g. Financing Rescue Committee
 - h. Financing Settlement Committee
 - i. Credit/Financing Write-off Committee
- 6. Credit Policy Committee
- 7. Product Committee:
 PJP Committee for Product Sector

Asset Liability Committee (ALCO)

In order to unify the decision making of assets and liabilities for the purposes outlined, a forum called the Asset Liabilities Committee (ALCO) is needed. To minimize and eliminate the risks that occur in banks, especially Liquidity Risk, Interest Rates and Exchange Rates, cooperation and active participation from the decision makers is necessary, both in terms of assets and liabilities. The cooperation will succeed if each decision maker understands the role and its impact on overall business profits.

STRUCTURE AND MEMBERSHIP OF ASSET LIABILITY COMMITTEE (ALCO)

| Position | Accorded By | Voting Rights Status |
|-------------------------|---|---|
| Chairman | President Director | Have voting rights |
| Alternate Chairman | Director of Finance, Treasury & Global Services | Have voting rights |
| ecretary VP Treasury H | | Have voting rights |
| Permanent Member | Director of Micro Retail & Medium Director of IT & Digital Director of Risk Management Director of Operations Director of Compliance All SEVP (Senior Executive Vice President) All VP (Vice President) excluding non-permanent members Institutional Relations Unit | Has voting rights except for the Director of Compliance |
| Non-Permanent Member | VP of Human Capital Division VP of General Affairs Division VP of Internal Audit Division VP of Compliance & APU PPT Division VP of Legal Division Internal and external sources (eg: Branches other than members, Consultants) | Does not have voting rights |

DUTIES, AUTHORITY, AND RESPONSIBILITIES OF ASSET LIABILITY COMMITTEE (ALCO)

The duties, authorities and responsibilities of ALCO are:

- Formulation of strategies and policies for the management and control of financial assets as well as Bank liabilities based on the predetermined liquidity risk, interest rate risk and exchange rate risk controls.
- Review the balance sheet structure on exposure assets and liabilities so that it is in line with the Bank's Business Plan and established risk limits.
- 3. Reviewing the latest developments and projections related to the state of the economy, interest rates, exchange rates and foreign exchange to guide established policies
- Conduct asset and liability pricing reviews to optimize the results of investment funds, minimize the cost of funds, and maintain a balance sheet structure in accordance with the company's ALMA strategy.
- Evaluate, develop and determine the Asset & Liabilities
 Management position to ensure that the results of the risk
 taking position are consistent with management objectives:

- a. liquidity risk,
- b. interest risk,
- c. foreign exchange risk.
- Evaluate and set the banking book portfolio strategy based on the Bank's Business Plan (RBB) and following current conditions while still considering Liquidity Risk, Market Risk, and Exchange Rate Risk.
- Review and determine loan and fund interest rates and list & terms of conditions in accordance with the recommendations, studies and the authority of each division in charge;
- 8. Review and determine the Bank's Liquidity Reserve position strategy:
- Review and determine the gap position strategy and its instruments;
- Review and define strategies for foreign exchange positions and currencies;
- Determine the internal funds transfer rate or inter-office account prices to boost efficiency in branch management.
- 12. Review the performance and position of the Bank's assets and financial liabilities in order to assess the impact of asset liability management on the Bank's objectives and on the Bank's internal compliance and regulatory compliance.

Profile of Asset Liability Committee (ALCO) Members

Profiles of members of the Asset Liability Committee (ALCO) can be seen in the Profiles of Directors and Profiles of Division Leaders in the Company Profile Chapter in this Annual Report

Asset Liability Committee (ALCO) Independence Statement

All committee members had no affiliation with Other Directors, Commissioners or Controlling Shareholders, and they were not shareholders of the Company and could affect their ability to act independently, Commissioners, Directors or employees of companies that had affiliation or business with the Bank.

Asset Liability Committee (ALCO) Meeting and Duties

Meeting Policy

The Bank regularly held ALCO (Asset & Liability Committee) Meetings every month. The ALCO meeting agenda was led by the ALCO Chair and/or ALCO replacement Chair and attended by ALCO members and invitees. The ALCO Meeting Forum had fulfilled the meeting quorum in accordance with the provisions or management policies related to the Committees under the Board of Directors. The ALCO Meeting agenda of each Business Division was decided in the ALCO forum and was in accordance with the pricing policy and the Bank's business needs.

Implementation of Meetings

| 2024 | ALCO Committee | Initiator Division | Agenda | Total Agenda | ALCO results | Attendance |
|------|--|---|---|-----------------|-----------------|------------|
| | | Product Development Division | Jatim Tapcash & Flazz Price Proposal | | agree | 85,29% |
| | | Consumer Credit Division | Proposed KPR interest rate promo | - | agree | 85,29% |
| 01 | Monday, January 15, 2024 Sharia Business Division Proposed KPR & KPR Regular interest rate promo 6 Agenda | 6 Agenda | agree | 85,29% | | |
| | | Fund & Services Division | MDR QRIS Proposal | | agree | 85,29% |
| | | Micro Credit Division | Reward Referral Proposal | | disagree | 85,29% |
| | | Operations Division & Sharia Business Division | Conventional & Sharia SKN fare Information | - | agree | 85,29% |
| 02 | Friday, January 26, 2024 | Retail & Medium Credit Division | Special Interest Rate Proposal for Bank Statement Working Capital Loans and Investment | 1 Agenda | agree | 85,29% |
| | | Network Management & Services Division | Micro Credit & Consumer Referral Reward Proposal | 3 Agenda | agree | 79,41% |
| 03 | Tuesday, February 13, 2024 | | Productive credit financing pricing proposal | | agree | 79,41% |
| | 10, 202 1 | Sharia Business Division Wadiah & Mudharabah Current Account Terms & Condition List Proposal | - | agree | 79,41% | |
| | Tuesday Fahayaa | | Interest rate for rolling program credit proposal | | agree | 85,29% |
| 04 | Tuesday, February 20, 2024 | Micro Credit Division | Rolling credit program Terms & conditions proposal | 2 Agenda | agree | 85,29% |
| 05 | Wednesday, March 13, 2024 | Treasury Division | Review Eksternal & Internal Bank | 1 Agenda | agree | 85,29% |
| | | Corporate and Syndication Loan Division | BLUD Investment Credit Interest Rate Proposal | | agree | 85,29% |
| 06 | Friday, April 19, 2024 | Consumer Credit Division | Interest rate promo & CCC provision proposal | 3 Agenda | disagree | 85,29% |
| | | Digital Banking Division | Online Deposits terms & condition list proposal | - | agree | 85,29% |

| Wednesday, June O5, 2024 Sharia Business Division Tabungan Simpel iB Terms & Condition list proposal 2 Agenda agree 73,53 agree 85,29 | 2024 | ALCO Committee | Initiator Division | Agenda | Total Agenda | ALCO results | Attendance | | | |
|--|------|--------------------------------|---------------------------|--|-----------------|-----------------|---|--------|--------|--------|
| Wednesday, Juny OS, 2024 Treasury Division RAK Pricing proposal 2 Agenda agree 85,29 | 07 | | Consumer Credit Division | | 1 Agenda | agree | 73,53% | | | |
| Treasury Division RAK Pricing proposal agree 85,29 Special Ratio Deposit Limit Authority Proposal 10, 2024 Sharia Business Division Treasury Division Treasury Division RAK Pricing proposal Susulan ATM fare adjustment proposal Augental & Medium Credit Division Promo for Retail & Medium Credit Provision Fee proposal Micro Credit Division Proposal Micro Credit Provision Fee proposal Augental & | 08 | | Sharia Business Division | | 2 Agenda | agree | 73,53% | | | |
| Authority Proposal Sharia Business Division Usulan ATM fare adjustment proposal Agenda Agenda | | 05, 2024 | Treasury Division | RAK Pricing proposal | | agree | 85,29% | | | |
| Usulan ATM fare adjustment proposal 3 Agenda agree 85,29 | | | Sharia Rusingss Division | • | | agree | 94,12% | | | |
| Retail & Medium Credit Division Proposal Micro Credit Provision Fee proposal Micro Credit Division Micro Credit Promotion Proposal Micro Credit Division Micro Credit Promotion Proposal Deposit Limit Authority Proposal Sharia Business Division Special Margin for Financing Proposal Thursday, August 15, 2024 Sharia Business Division Committee On the Credit Committee Corporate and Syndication Loan Division Margin proposal Thursday, Cotober 25, 2024 Consumer Credit Division Division Division Medication Loan Division D | 09 | | Sildid Busiliess Division | | 3 Agenda | agree | 85,29% | | | |
| Micro Credit Division Micro Credit Provision Fee proposal Micro Credit Division Micro Credit Promotion Agree 94,12' | | | Treasury Division | RAK Pricing proposal | | agree | 85,29% | | | |
| Tuesday, July 30, 2024 Sharia Business Division Special Margin for Financing proposal Sharia Business Division Special Margin for Financing proposal Sharia Business Division Special Margin for Financing proposal Sharia Business Division Cash Collateral Financing Margin proposal 1 Agenda agree 94,12° | | | | Credit Provision Fee | | agree | 94,12% | | | |
| Sharia Business Division Special Margin for Financing proposal Thursday, August 15, 2024 Sharia Business Division Special Margin for Financing proposal Thursday, August 15, 2024 Corporate and Syndication Loan Division September 12, 2024 Consumer Credit Division Tuesday, October 01, 2024 Treasury Division Treasury Division Sharia Business Division Cash Collateral Financing Margin proposal Commitment Fee for Warehouse Receipt proposal Extension of KPR & KKBP Promo Interest Rates proposal Tuesday, October 01, 2024 Friday, October 25, 2024 Treasury Division Sasic Credit Interest Rate proposal Thursday, December 06, 2024 Retail & Medium Micro Credit Division Proposal ALCO Authorities Proposal Thursday, KKB Credit Interest Rate 3 Agenda Adenda | | | Micro Credit Division | | 4 Agenda | 4 Agenda | 4 Agenda | | agree | 94,12% |
| Sharia Business Division Special Margin for Financing proposal 11 Thursday, August 15, 2024 Sharia Business Division Thursday, August 15, 2024 Sharia Business Division Thursday, August 15, 2024 Corporate and Syndication Loan Division Tousday, Cotober 12, 2024 Consumer Credit Division Tuesday, October 13 Treasury Division Triday, October 25, 2024 Treasury Division Special Margin for Financing and Friday, December 12, 2024 Consumer Credit Division Triday, October 25, 2024 Treasury Division Treasury Division Special Margin for Financing and Financing Margin proposal Committee On the Credit Division Committee State For Warehouse Receipt proposal Extension of KPR & KKBP Promo Interest Rates proposal Interest rate adjustment authority proposal I Agenda agree 94,12° Algenda agree 94,12° Algenda agree 94,12° Algenda disagree 80,000 Alco Authorities Proposal 1 Agenda disagree 80,000 Triday, December 06, 2024 Retail & Medium Micro Credit Division Corporate & Syndication Loan Division Corporate Credit Pricing Proposal Thursday, Magneda 3 Agenda | 10 | • • • • | | The state of the s | | | | agree | 94,12% | |
| 15, 2024 Sharia Business Division Margin proposal Tagenda agree 94,12* | | | Sharia Business Division | , | | | a follow-up committee on the Credit | 94,12% | | |
| Thursday, September 12, 2024 Consumer Credit Division Extension of KPR & KKBP Promo Interest Rates proposal 13 Tuesday, October O1, 2024 Division | 11 | | Sharia Business Division | - | 1 Agenda | agree | 94,12% | | | |
| 2024 Consumer Credit Division Promo Interest Rates proposal 13 Tuesday, October O1, 2024 Division Div | | Thursday, | | | | agree | 94,12% | | | |
| 13 01, 2024 Division authority proposal 1 Agenda agree 94,12 14 Friday, October 25, 2024 Treasury Division Basic Credit Interest Rate proposal 1 Agenda agree 80,00 15 Wednesday, November 20, 2024 Treasury Division ALCO Authorities Proposal 1 Agenda disagree 80,00 16 Friday, December 06, 2024 Retail & Medium Micro Credit Division ALCO Authorities Proposal 1 Agenda disagree 82,86 Corporate & Syndication Loan Division Proposal 2 Agenda 3 Agenda | 12 | | Consumer Credit Division | Promo Interest Rates | 2 Agenda | disagree | 91,18% | | | |
| 15 Wednesday, November 20, 2024 Treasury Division Proposal 1 Agenda agree 80,00 16 Friday, December 06, 2024 Retail & Medium Micro Credit Division ALCO Authorities Proposal 1 Agenda disagree 82,86 Corporate & Syndication Loan Division Proposal 2 Agenda 3 Agenda 3 Agenda 3 Agenda 3 Agenda | 13 | • | | • | 1 Agenda | agree | 94,12% | | | |
| November 20, 2024 Treasury Division ALCO Authorities Proposal 1 Agenda disagree 80,00 Friday, December 06, 2024 Retail & Medium Micro Credit Division ALCO Authorities Proposal 1 Agenda disagree 82,86 Corporate & Syndication Loan Division Corporate Credit Pricing Proposal Thursday, KKR Credit Interest Pate 3 Agenda | 14 | | Treasury Division | | 1 Agenda | agree | 80,00% | | | |
| Corporate & Syndication Loan Division Corporate Credit Pricing Proposal Thursday, KKR Credit Interest Pate 3 Agenda | 15 | | Treasury Division | ALCO Authorities Proposal | 1 Agenda | disagree | 80,00% | | | |
| Division Proposal agree 94,29 Thursday, KKR Credit Interest Pate 3 Agenda | 16 | | | ALCO Authorities Proposal | 1 Agenda | disagree | 82,86% | | | |
| KKB L regit Interest Rate 3 Agenda | | | | , | | agree | 94,29% | | | |
| December 19, 2024 Consumer Credit Division proposal agree 94,29 | 17 | Thursday, December 19, 2024 | Consumer Credit Division | | 3 Agenda | agree | 94,29% | | | |
| Sharia Business Division DOC Authorities Proposal agree 94,29 | | | Sharia Business Division | DOC Authorities Proposal | | agree | 94,29% | | | |

Risk Management Committee

The Risk Management Committee is established to maintain risk exposures at tolerable or profitable limits, so the Bank can conduct its business activities and remain under control (manageable) based on the principle of prudence.

STRUCTURE AND MEMBERSHIP OF RISK MANAGEMENT COMMITTEE

The structure and membership of the Risk Management Committee are as follows.

| Position | Accorded By | Voting Rights Status |
|--------------------|---|-----------------------------|
| Chairman | President director | Have voting rights |
| Alternate Chairman | Director of Risk Management | Have voting rights |
| Secretary | Head of Risk Management Division | Does not have voting rights |
| Permanent Member | Field Director | Have voting rights |
| | Director of Compliance | Does not have voting rights |
| | All Senior Executive Vice Presidents (SEVP) | Have voting rights |

DUTIES, AUTHORITIES AND RESPONSIBILITIES OF THE RISK MANAGEMENT COMMITTEE

The authorities and responsibilities of the Risk Management Committee is to evaluate and provide recommendations to the President Director regarding the implementation of risk management, including minimally as follows:

- Drafting of risk management policies and its changes, including risk management strategies, level of risks appetite and risk tolerance, risk management framework, and contingency plans to anticipate the occurrence of abnormal conditions.
- Improving the risk management process periodically or incidentally as a result of changes in the Bank's external and internal conditions that affect the Bank's capital sufficiency, risk profile, and ineffective implementation of Risk Management based on the results of evaluation.
- Determination of policies and/or business decisions that deviate from normal procedures, such as exceeding significant business expansion compared to the Bank's previously determined business plan or taking positions or risk exposures that exceed predetermined limits.
- Submitting an assessment of the Bank's Soundness Level and company risk profile.

- Determining overall limits, limits per type of risks, limits per functional activity including limits related to business and other operations.
- 6. Deciding the level of risk appetite and risk tolerance.
- 7. Delivering strategic issues that are in line with business strategy and follow up on these issues that are discussed in the previous Risk Management Committee and have been determined by the Division in charge.

RISK MANAGEMENT COMMITTEE MEMBERS PROFILE

Profiles of members of the Risk Management Committee can be seen in the Profiles of Directors and Profile of Division Leaders in the Company Profile Chapter in this Annual Report.

RISK MANAGEMENT COMMITTEE INDEPENDENCE STATEMENT

All committee members have no affiliation with Other Directors, Commissioners or Controlling Shareholders, are not shareholders of the Company which can affect their ability to act independently, Commissioners, Directors or employees of companies that have affiliation or business with the Bank.

MEETINGS AND IMPLEMENTATION OF RISK MANAGEMENT COMMITTEE TASKS

| No. | Meeting Date | Agenda | Initiator Division | Number of Agendas | Komenko Results | Presence (%) |
|-----|----------------------------|--|-------------------------------|----------------------|--------------------|--------------|
| | Komenko #01 | 1. Bank Soundness level Report December 2023 | Diek Managament | | Approved | |
| 1. | January 26, 2024 | Determination of the 2. 2024 Risk Appetite Statement | – Risk Management Division | 2 | Approved | 83% |
| | | 1. Bank Risk Profile Report for March 2024 Period | | | Approved | |
| 2. | Komenko #2 May 30, 2024 | 2. Risk Appetite Statement Adjustment 2024 | Risk Management Division | 3 | Approved | 75% |
| | | 3. ESTIM User's ATM and CRM Limit Review | | | Approved | - |

| No. | Meeting Date | Agenda | Initiator Division | Number of Agendas | Komenko Results | Presence (%) |
|-----|---------------------------------------|--|-----------------------------|----------------------|--------------------|--------------|
| | | 1. Bank Risk's Profile | | | Approved | |
| 3. | Komenko #03 | 2. Risk Appetite Statement | Risk Management | 4 - | Approved | |
| Э. | July 18, 2024 | 3. Risk Issue | Division | 4 - | Approved | 63% |
| | | 4. Branch Risk's Profile | | | Approved | |
| | Komenko #04 | September 2024 Risk 1. Profile by Self Assessment Results delivery | Risk Management | | Approved | 750/ |
| 4. | October 31, 2024 | Primary Dealer 2. Transaction Authority Limit | Division | 2 - | Approved | — 75% |
| 5. | Komenko #05 November 19, 2024 | 1. Recovery Plan | Risk Management Division | 1 | Approved | 75% |
| | | 1. GRC Self Assessment Report | | | Approved | |
| | 2. Komenko #06 December 18, 2024 3. | Penyampaian Risk 2. Appetite Statement Bank NTB Syariah tahun 2025 | 2025 Risk Management | _ | Approved | _ |
| 6. | | 3. Determination of 2025 Risk Appetite Statement | | 4 | Approved | 92% |
| | | Follow-up Report on Bank Indonesia's Actions 4. Regarding Unusual Transactions on BI-FAST Services | | | Approved | - 92% |

Personnel Management Committee

The Personnel Management Committee was formed in order to obtain optimal results in deciding critical matters in the field of Human Capital, both strategically, policies, and the Human Capital management system in line with the Bank's Business Plan.

STRUCTURE AND MEMBERSHIP OF THE EMPLOYMENT COMMITTEE

The membership structure of the Personnel Management Committee is as follows:

| Chairman | President Director | Have Sound |
|--------------------|---|------------|
| Chairman | President Director | Have Sound |
| Alternate Chairman | Field Directors Appointed by the President Director | Have Sound |
| Members | All Field Directors and SEVPs in charge of the Human Capital Division | Have Sound |
| Secretary | Vice President Human Capital | Have Sound |

DUTIES, AUTHORITIES AND RESPONSIBILITIES OF THE EMPLOYMENT COMMITTEE

The Personnel Management Committee has duties, authorities and responsibilities, among others:

- The duties, authorities and responsibilities of the Board of Directors Committee are divided into 3 (three) areas consisting of:
 - a. Policy Area
 - b. Career Management Area
 - c. Disciplinary Penalty Area
- 2. The duties, authorities and responsibilities of the Board of Directors Committee in the policy field include:
 - a. Ensure that the main policies related to Human Capital activities are consistent and in line with the company's strategic planning (Corporate plan)

- b. Establish and decide standard operating procedures in the field of Human Capital
- Duties, authorities and responsibilities of the Board of Directors Committee in the field of career management include:
 - a. Deciding on the implementation of the official transfer/promotion program at Echelon 1 and Echelon 2 levels.
 - Evaluating the Key Performance Indicators (KPI) of individual officials with echelon 1 levels.
- 4. The duties, authorities and responsibilities of the Board of Directors Committee in the field of disciplinary punishment are to decide on disciplinary violation sanctions for employees with echelon 1 and 2 levels and echelon levels below them if the violations are interrelated.

EMPLOYMENT COMMITTEE MEMBERS PROFILE

Profiles of Personnel Management Committee Members can be seen in the Profiles of Directors and Heads of Division in the Company Profile Chapter in this Annual Report.

TATEMENT OF INDEPENDENCE OF EMPLOYEE MANAGEMENT COMMITTEE

All committee members have no affiliation with Other Directors, Commissioners or Controlling Shareholders, are not shareholders of the Company which can affect their ability to act independently, Commissioners, Directors or employees of companies that have affiliation or business with the Bank.

MEETINGS AND IMPLEMENTATION OF THE TASKS OF THE EMPLOYEE MANAGEMENT COMMITTEE

| | IIIOO AIID IIII | PLEMENTATION OF THE TASKS OF THE EMPLOYEE | MANAGEMENT | 0011111111111 | _ | |
|-----|-----------------------|--|---------------------------|-------------------------|---|------------|
| No. | Komite Direksi | Agenda | Initiator Division | Number of Agendas | Board of Directors Committee Results | Attendance |
| 1. | February 05, 2024 | Board of Directors Policy Committee (Changes to Administrative Assignment SOP, Competency Dictionary SOP Update, Job Requirements SOP Revision, Code of Conduct and Business Ethics SOP Update, Underperforming Employee Management SOP) | Human Capital Division | 5 | Approved | 88% |
| 2. | February 21, 2024 | Board of Directors Career Management Committee (KPI Value Determination for SEVP and Echelon 1) | Human Capital Division | 1 | Approved | 100% |
| 3. | February 23, 2024 | Board of Directors Policy Committee (Job Evaluation) | Human Capital Division | 2 | Approved | 100% |
| 4. | March 06, 2024 | CIRCULAR - Board of Directors Policy Committee (Amendments to Recruitment and Selection SOP) | Human Capital Division | 1 | Approved | 100% |
| 5. | March 25, 2024 | Board of Directors Recruitment Committee for (Recruitment and PKWT VP Micro Credit) | Human Capital Division | 1 | Approved | 100% |
| 6. | April 02, 2024 | Minutes of the Meeting of the Board of Directors' Discipline Committee (Imposition of Disciplinary Sanctions on Bojonegoro Branch, Lamongan Branch, and Immoral Conduct) | Human Capital Division | 3 | Approved | 100% |
| 7. | May 08, 2024 | CIRCULAR - Board of Directors Committee for Policy (SOP Performance Management System) | Human Capital Division | 1 | Approved | 88% |
| 8. | May 29, 2024 | CIRCULAR - Recruitment Committee of the Board of Directors for Prohire SEVP Network and Services | Human Capital Division | 1 | Approved | 88% |
| 9. | July 05, 2024 | Board of Directors' Career Management Committee (Filling of Vacant Echelon 1 & 2 Positions) | Human Capital Division | 1 | Approved | 75% |
| 10. | August 30, 2024 | CIRCULAR - Board of Directors Recruitment Committee (SEVP Corporate Transformation Recruitment) | Human Capital Division | 1 | Approved | 100% |
| 11. | September 03, 2024 | Board of Directors' Career Management Committee (Filling of Vacant Echelon 1 & 2 Positions) | Human Capital Division | 1 | Approved | 100% |
| 12. | September 27, 2024 | CIRCULAR - Board of Directors Recruitment Committee (Extension of SEVP Network and Services Employment Contract) | Human Capital Division | 1 | Approved | 100% |
| 13. | October 21, 2024 | CIRCULAR - Board of Directors Career Management Committee (Transfer of Duties for Echelon 1 Employees) | Human Capital Division | 1 | Approved | 100% |
| 14. | December 04, 2024 | CIRCULAR - Board of Directors Career Management Committee (Reassignment of Echelon 2 Personnel) | Human Capital Division | 1 | Approved | 100% |
| 15. | December 09, 2024 | CIRCULAR - Board of Directors Committee for Policy (Changes to the SOP Policy for Marriages Between Bank Jatim Employees) | Human Capital Division | 1 | Approved | 100% |
| 16. | December 31, 2024 | Board of Directors Committee for Career Management (Filling of Vacant Positions of SEVP, Echelon 1 & 2) | Human Capital Division | 1 | Approved | 100% |

Information Technology Steering Committee

The role and function of the Information Technology Committee are:

- 1. The Information Technology Committee is part of IT governance in providing recommendations, the committee must pay attention to the efficiency factor of IT governance in order to minimize the occurrence of risks associated with the use of IT and to protect the interests of the Bank and customers.
- 2. As a manifestation of part of IT governance in order to minimize the occurrence of risks associated with the use of IT and to protect the interests of the IT Steering Committee was formed as a manifestation of the commitment of the Board of Directors and management of Bank Jatim in the form of active supervision of IT management. As regulated in the OJK Regulation MRTI, the Information Technology Committee plays a role in assisting the implementation of the Board of Directors' duties in determining the Information Technology Strategic Plan and Bank policies related to the use of Information Technology.

STRUCTURE AND MEMBERSHIP OF INFORMATION TECHNOLOGY STEERING COMMITTEEE

| Position | Accorded by | Voting Rights Status |
|--|---|-----------------------------|
| Chairman | President Director | Have voting rights |
| Alternate Chairman | IT & Digital Director | Have voting rights |
| Secretary | Vice President of Information Technology | Have voting rights |
| Permanent Member | Director of Operations Director of Finance, Treasury & Global Services Director of Micro, Retail & Medium Director of Risk Management Director of Compliance Corporate Secretary All Senior Executive Vice Presidents All Vice Presidents, Except: a. Vice President Internal Audit b. Vice President Compliance & AML CFT All Unit Leaders | Have voting rights |
| Non-Permanent Non-Permanent Members 1. Vice President Internal Audit 2. Vice President Legal 3. Vice President Compliance & AML CFT | | Does not have voting rights |

DUTIES, AUTHORITIES AND RESPONSIBILITIES OF THE INFORMATION TECHNOLOGY STEERING COMMITTE

The duties, authorities, and responsibilities of the IT Committee are to provide recommendations to the Board of Directors concerning:

- Strategic IT Plan aligned with the Bank's business activity strategic plan. In providing recommendations, the Committee must consider factors such as efficiency, effectiveness, and other aspects, including:
 - a. Roadmap to achieve needs supporting the Bank's business strategy. The roadmap consists of the current state, the desired future state, and steps to be taken to achieve the desired state.
 - b. Required resources.
 - c. Benefits to be obtained when the IT Strategic Plan is implemented.
 - d. Constraints that may arise in the implementation of the IT Strategic Plan.
- Formulate the primary Information Technology policies, standards, and procedures, including information security policy and risk management related to the use of Information Technology in the Bank.

- Align the approved Information Technology projects with the Information Technology Strategic Plan. The Committee also sets priority status for critical IT projects that significantly impact the Bank's operational activities, such as the replacement of core banking applications, production servers, and network topology.
- 4. Align the implementation of Information Technology projects with the approved project plan. The Committee should supplement recommendations with analyses of major IT projects, enabling the Board of Directors to make efficient decisions.
- Align the operation of Information Technology with the needs of management information systems and the business activities of the Bank.
- The effectiveness of steps in minimizing the risk of bank investment in the Information Technology sector so that bank investment in the Information Technology sector contributes to achieving the Bank's business objectives.
- Monitoring of Information Technology performance and efforts to improve Information Technology performance, for example detection of obsolescence of Information Technology infrastructure, measurement of effectiveness, and efficiency of the implementation of Information Technology security policies

- 8. Efforts to resolve various problems related to Information Technology that cannot be resolved by the user work unit and Information Technology organizer effectively, efficiently, and on time.
- 9. Adequacy and allocation of resources owned by the Bank. In the event that the resources owned are inadequate and the Bank will use the services of other parties in organizing IT, the IT steering committee must ensure that the Bank has the required policies and.

INFORMATION TECHNOLOGY STEERING COMMITTEE MEMBER PROFILE

The profiles of the Information Technology Committee members can be seen in the Board of Directors Profile and Executive Officers Profile sections in the Company Profile Chapter in this Annual Report.

STEERING INDEPENDENCE OF INFORMATION TECHNOLOGY STEERING COMMITTEE

All committee members have no affiliation with Other Directors, Commissioners or Controlling Shareholders, are not shareholders of the Company which can affect their ability to act independently, Commissioners, Directors or employees of companies that have affiliation or business with the Bank.

MEETINGS AND IMPLEMENTATION OF INFORMATION TECHNOLOGY STEERING COMMITTEE TASKS

| No. | Meeting Date | Agenda | Initiator Division | Number of Agendas | Committee Results | Attendance (%) |
|-----|-------------------|--|---------------------------|----------------------|----------------------|-------------------|
| 1. | December 23, 2024 | Theme 2024: Laying Digital Ecosystem Foundation a. FU ITSC 2023 - Executive Summary b. Masterplan TI 2024 - 2028 c. Information Technology d. Digital Banking: Digital Ecosystem e. IT Security f. Suggestions and Recommendations | Information Technology | 6 Agenda | Approved | 76% |

Credit Committee

STRUCTURE AND MEMBERSHIP OF THE CREDIT/FINANCE COMMITTEE

- 1. DETERMINATION OF BUSINESS AND RISK FUNCTIONS IN THE CREDIT COMMITTEE
 - a. Credit Committee A (Board of Directors), as follows

| Business Function | Risk Function | | |
|---|-------------------------------|--|--|
| Finance, Tresury & Global Services Director | Chief Executive Officer | | |
| Micro, Retail & Middle Director | Risk Management Director | | |
| SEVP Corporation, Syndication & Institusional | Operation Director | | |
| SEVP Consumer Banking | IT & Digital Director | | |
| SEVP Sharia Business | SEVP Corporate Transformation | | |
| | SEVP Network & Services | | |

2. DETERMINATION OF BUSINESS FUNCTIONS AND RISK FUNCTIONS IN THE CREDIT/FINANCING COMMITTEE FOR CREDIT/FINANCING IMPLEMENTATION

a. Membership Structure of the Implementation Committee (A1)

| | Business Function | | Risk Function |
|----|---|----|--|
| 1) | Director of Micro, Retail & Medium | 1) | President director |
| 2) | Director of Finance, Treasury & Global Services | 2) | Director of Risk Management |
| 3) | SEVP Corporate, Syndicate & Institutional | 3) | Director of Operations |
| 4) | SEVP Consumer Banking | 4) | Director of IT & Digital |
| | | 5) | SEVP Corporate Transformation/ SEVP Network & Services |

b. Membership Structure of the Implementation Committee (A2)

| | Business Function | | Risk Function |
|----|---|----|---|
| 1) | Director of Micro, Retail & Medium | 1) | Director of Risk Management |
| 2) | Director of Finance, Treasury & Global Services | 2) | Director of Operations |
| 3) | SEVP Corporate, Syndicate & Institutional/ SEVP Consumer Banking | 3) | Director of IT & Digital |
| | | 4) | SEVP Corporate Transformation / SEVP Network & Services |

c. Membership Structure of the Implementation Committee (A3)

| | Business Function | | Risk Function |
|----|--|----|---|
| 1) | Director of Micro, Retail & Medium/ | 1) | Director of Risk Management |
| 2) | Director of Finance, Treasury & Global Services SEVP Corporate, Syndicate & Institutional/ SEVP Consumer Banking | 2) | Director of Operations/Director of IT & Digital |
| | | | SEVP Corporate Transformation / SEVP Network & Services |

d. Membership Structure of the Implementation Committee (B)

| Business Function | | | Risk Function |
|-------------------|---|----|-------------------------------|
| 1) | SEVP Corporate, Syndicate & Institutional/ SEVP Consumer Banking | 1) | SEVP Corporate Transformation |
| 2) | VP Commercial, Corporate and Syndication Loan/ VP Retail & Mid Credit/ VP Micro Credit/VP Consumer Credit | 2) | SEVP Network & Services |
| | | 3) | VP Credit Risk Analyst |

e. Membership Structure of the Implementation Committee (C)

| | Business Function | Risk Function |
|----|---|---------------------------|
| 1) | VP Commercial, Corporate and Syndication Loan | 1) VP Credit Risk Analyst |

f. Membership Structure of the Implementation Committee (C2)

| Business Function | Risk Function |
|------------------------------|---------------------------|
| 1) VP Retail & Medium Credit | 1) VP Credit Risk Analyst |

3. DETERMINATION OF BUSINESS FUNCTIONS AND RISK FUNCTIONS IN THE CREDIT/FINANCING COMMITTEE FOR CREDIT/FINANCING RESTRUCTURING

a. Membership Structure of the Rescue Committee (A)

| | Business Function | | Risk Function |
|----|---|----|-------------------------------|
| 1) | Director of Micro, Retail & Mid-Cap | 1) | President director |
| 2) | Director of Finance, Treasury & Global Services | 2) | Director of Risk Management |
| 3) | SEVP Corporate, Syndication & Institutional | 3) | Director of Operations |
| 4) | SEVP Consumer Banking | 4) | Director of IT & Digital |
| | | 5) | SEVP Corporate Transformation |
| | | 6) | SEVP Network & Services |

b. Membership Structure of the Rescue Committee (A1)

| | Business Function | | Risk Function |
|----|---|----|---|
| 1) | Director of Micro, Retail & Mid-Cap | 1) | President director |
| 2) | Director of Finance, Treasury & Global Services | 2) | Director of Risk Management |
| 3) | SEVP Corporate, Syndication & Institutional | 3) | Director of Operations |
| 4) | SEVP Consumer Banking | 4) | Director of IT & Digital |
| | | 5) | SEVP Corporate Transformation/ SEVP Network & Services |

c. Membership Structure of the Rescue Committee (A2)

| | Business Function | | Risk Function |
|----|--|----|---|
| 1) | Director of Micro, Retail & Medium | 1) | Director of Risk Management |
| 2) | Director of Finance, Treasury & Global Services | 2) | Director of Operations |
| 3) | SEVP Corporate, Syndicate & Institutional / SEVP Consumer Banking | 3) | Director of IT & Digital |
| | | 4) | SEVP Corporate Transformation/ SEVP Network & Services |

d. Membership Structure of the Rescue Committee (A3)

| | Business Function | | Risk Function |
|----|--|----|--|
| 1) | Director of Micro, Retail & Medium/ Director of Treasury & Global Services | 1) | Director of Risk Management |
| 2) | SEVP Corporate, Syndicate & Institutional / SEVP Consumer Banking | 2) | Director of Operations/ Director of IT & Digital |
| | | 3) | SEVP Corporate Transformation/ SEVP Network & Services |

e. Membership Structure of the Rescue Committee (B)

| | Business Function | | Risk Function |
|----|---|----|-------------------------------|
| 1) | SEVP Corporate, Syndicate & Institutional / SEVP Consumer Baning | 1) | SEVP Corporate Transformation |
| 2) | For Performing Loan (PL) VP Commercial, Corporate and Syndication Loan/ VP Retail & Mid Credit/ VP Micro Credit/VP Consumer Credit For Non Performing Loan (NPL) VP Credit Restructuring and Recovery | 2) | SEVP Network & Services |
| | | 3) | VP Credit Risk Analyst |

f. Membership Structure of the Rescue Committee (C2)

| Business Function | Risk Function |
|---|---------------------------|
| 1) For Performing Loan (PL) VP Retail & Medium Credit/ VP Micro Credit/ VP Consumer Credit For Non Performing Loan (NPL) VP Credit Restructuring and Recovery | 1) VP Credit Risk Analyst |

4. DETERMINATION OF BUSINESS FUNCTIONS AND RISK FUNCTIONS IN THE CREDIT/FINANCING COMMITTEE FOR CREDIT/ FINANCING SETTLEMENT

a. Membership Structure of the Settlement Committee (A1)

| | Business Function | | Risk Function |
|----|---|----|---|
| 1) | Director of Micro, Retail & Medium | 1) | President director |
| 2) | Director of Finance, Treasury & Global Services | 2) | Director of Risk Management |
| 3) | SEVP Corporate, Syndicate & Institutional | 3) | Director of Operations |
| 4) | SEVP Consumer Banking | 4) | Director of IT & Digital |
| | | 5) | SEVP Corporate Transformation/ SEVP Network & Services |

b. Membership Structure of the Settlement Committee (A2)

| | Business Function | | Risk Function |
|----|--|----|---|
| 1) | Director of Micro, Retail & Medium | 1) | Director of Risk Management |
| 2) | Director of Finance, Treasury & Global Services | 2) | Director of Operations |
| 3) | SEVP Corporate, Syndicate & Institutional / SEVP Consumer Banking | 3) | Director of IT & Digital |
| | | 4) | SEVP Corporate Transformation/ SEVP Network & Services |

c. Membership Structure of the Settlement Committee (A3)

| | Business Function | | Risk Function |
|----|--|----|---|
| 1) | Director of Micro, Retail & Medium/ Director of Finance, Treasury & Global Services | 1) | Director of Risk Management |
| 2) | SEVP Corporate, Syndicate & Institutional / SEVP Consumer Banking | 2) | Director of Operations/Director of IT & Digital |
| | | 3) | SEVP Corporate Transformation/ SEVP Network & Services |

d. Membership Structure of the Settlement Committee (C)

| Business Function | Risk Function |
|---|---------------------------|
| 1) VP Credit Restructuring and Recovery | 1) VP Credit Risk Analyst |

5. DETERMINATION OF BUSINESS FUNCTIONS AND RISK FUNCTIONS IN THE CREDIT COMMITTEE FOR THE TERM LOAN FACILITY

a. Membership Structure of the Term Loan Facility Committee (A1)

| | Business Function | | Risk Function |
|----|---|----|-----------------------------|
| 1) | Director of Finance, Treasury & Global Services | 1) | President Director |
| 2) | SEVP Corporate, Syndication & Institutional | 2) | Director of Risk Management |

b. Membership Structure of the Term Loan Facility Committee (A2)

| | Business Function | | Risk Function |
|----|---|----|-----------------------------|
| 1) | Director of Finance, Treasury & Global Services | 1) | Director of Risk Management |
| 2) | SEVP Corporate, Syndication & Institutional | | |

c. Membership Structure of the Term Loan Facility Committee (A3)

| Business Function | Risk Function |
|--|--------------------------------|
| 1) Director of Finance, Treasury & Global Services | 1) Director of Risk Management |

d. Membership Structure of the Term Loan Facility Committee (C)

| | Business Function | Risk Function | | |
|----|---|---------------------------|--|--|
| 1) | VP International Banking | 1) VP Credit Risk Analyst | | |
| 2) | VP Commercial, Corporate and Syndication Loan | | | |

6. DETERMINATION OF BUSINESS FUNCTIONS AND RISK FUNCTIONS IN THE CREDIT COMMITTEE FOR CREDIT LINE

a) Membership Structure of the Credit Line Committee (A1)

| | Business Function | Risk Function | | |
|----|---|---------------|-----------------------------|--|
| 1) | Director of Finance, Treasury & Global Services | 1) | President Director | |
| 2) | SEVP Corporate, Syndication & Institutional | 2) | Director of Risk Management | |

b) Membership Structure of the Credit Line Committee (A2)

| | Business Function | | Risk Function | | |
|----|---|----|-----------------------------|--|--|
| 1) | Director of Finance, Treasury & Global Services | 1) | Director of Risk Management | | |
| 2) | SEVP Corporate, Syndication & Institutional | | | | |

c) Membership Structure of the Credit Line Committee (A3)

| Business Function | | Risk Function | | |
|--|--|---------------|-----------------------------|--|
| 1) Director of Finance, Treasury & Global Services 1 | | 1) | Director of Risk Management | |

d) Membership Structure of the Credit Line Committee (C)

| | Business Function | Risk Function | | |
|----|---|---------------------------|--|--|
| 1) | VP International Banking | 1) VP Credit Risk Analyst | | |
| 2) | VP Commercial, Corporate and Syndication Loan | | | |

7. DETERMINATION OF CREDIT COMMITTEE FOR CREDIT/FINANCING WRITE-OFF

a. Membership Structure of the Write-Off Committee (A1)

| | Business Function | Risk Function | | |
|----|--|---|--|--|
| 1) | Micro, Retail & Medium Director | 1) Main Director | | |
| 2) | Financial, Treasury & Global Services Director | 2) Risk Management Director | | |
| 3) | corporate, syndicate and institutional SEVP | 3) Operational Director | | |
| 4) | Consumer Banking SEVP / Sharia Business SEVP | 4) IT & Digital Director | | |
| | | 5) Corporate Transformation SEVP / Network & Services SEVP | | |

b. Membership Structure of the Write-Off Committee (A2)

| | Business Function | | Risk Function | | |
|----|---|----|--|--|--|
| 1) | Micro, Retail & Medium Director | 1) | Risk Management Director | | |
| 2) | Financial, Treasury & Global Services Director | 2) | Operational Director | | |
| 3) | corporate, syndicate and institutional SEVP / Consumer Banking SEVP / Sharia Business SEVP | 3) | IT & Digital Director | | |
| | | 4) | Corporate Transformation SEVP / Network & Services SEVP | | |

c. Membership Structure of the Write-Off Committee (A3)

| | Business Function | Risk Function | | |
|----|---|---------------|--|--|
| 1) | Micro, Retail & Medium Director / Financial, Treasury & Global Services Director | 1) | Risk Management Director | |
| 2) | corporate, syndicate and institutional SEVP / Consumer Banking SEVP / Sharia Business SEVP | 2) | Operational Director / IT & Digital Director | |
| | | 3) | Corporate Transformation SEVP / Network & Services SEVP | |

4. Membership Structure of the Write-Off Committee (C)

| Business Function | Risk Function | |
|--|--|--|
| 1) VP Reconstruction and Credit Recovery | tion and Credit Recovery 1) Credit Risk VP Analyst | |

DUTIES, AUTHORITIES, & RESPONSIBILITIES OF THE CREDIT AND FINANCING COMMITTEE

- 1. The Committee's duties are as follows:
 - a. to provide approval or rejection of credit/financing in accordance with the authority limits or types of credit/ financing determined by the Board of Directors; and
 - b. to coordinate with the Asset & Liabilities Committee (ALCO) in the aspect of credit/financing funding.
- 2. The Committee's responsibilities are as follows
 - a. to carry out duties, especially in providing approval or rejection of applications for:
 - 1) Credit/Financing;
 - 2) Credit/Financing Rescue;
 - 3) Credit/Financing Settlement;
 - 4) Credit/Financing Write-Off;
 - 5) Credit Line; and
 - 6) Term Loan Facility (TLF);

based on their competence honestly, objectively, carefully, and thoroughly;

- to reject requests and/or influences from interested parties with credit/financing applicants to provide approval for:
 - Credit/Financing;
 - 2) Credit/Financing Rescue;
 - 3) Credit/Financing Settlement;
 - 4) Credit/Financing Write-Off;
 - 5) Credit Line; and
 - 6) Term Loan Facility (TLF);which is merely a formality;
- provide direction if a more in-depth and comprehensive credit/financing analysis is required; and
- d. determine credit/financing plans, both those that have been restructured and those that have not been restructured from other financial institutions.

PROFILE OF CREDIT AND FINANCING COMMITTEE MEMBERS

Profiles of Credit Committee Members can be seen in the Profile of the Board of Directors and Profile of Division Leaders in the Company Profile Chapter of this Annual Repor.

STATEMENT OF INDEPENDENCE OF THE CREDIT COMMITTEE AND FINANCING

Credit Committee Implementation

| No. | Credit Committee Date | Agenda | Initiator Division | Number of Agendas | Committee Result | Committee Presenence (%) |
|-----|-----------------------------|-------------------------|----------------------------------|----------------------|---------------------|--------------------------------|
| 1. | 21/03/2024 | Credit Implementation | Corporate Credit and Syndication | 1 | Approved | 100% |
| 2. | 28/06/2024 | - Credit Implementation | Corporate Credit | 1 | Approved | 100% |
| 3. | 06/08/2024 | Credit implementation | and Syndication | | Approved | 100% |
| 4. | 27/08/2024 | Credit Implementation | Corporate Credit and Syndication | 1 | Approved | 100% |

Credit Rescue Committee

| No. | Credit Committee Date | Agenda | Initiator Division | Number of Agendas | Committee Result | Committee Presenence (%) |
|-----|-----------------------------|---------------|--------------------------|----------------------|---------------------|--------------------------------|
| 1 | 13/09/2024 | Credit Rescue | Retail and Medium Credit | 2 | Approved | 100% |

Credit Settlement Committee

| No. | Credit Committee Date | Agenda | Initiator Division | Number of Agendas | Committee Result | Committee Presenence (%) |
|-----|-----------------------------|---------------------|--------------------------------------|----------------------|---------------------|--------------------------------|
| 1 | 02/07/2024 | - Credit Settlement | Restructuring and | 1 | Approved | 100% |
| 2 | 04/07/2024 | Credit Settlement | Credit Recovery | 1 | Approved | 100% |
| 3 | 14/11/2024 | Credit Settlement | Restructuring and Credit Recovery | 1 | Rejected | 100% |

Financing Implementation Committee

| No. | Credit Committee Date | Agenda | Initiator Division | Number of Agendas | Committee Result | Committee Presenence (%) |
|-----|-----------------------------|---|--------------------------|----------------------|---------------------|--------------------------------|
| 1 | Sep 13, 2024 | Financing Implementation Committee | Sharia Business Division | 1 | Approved | 100% |
| 2 | Oct 01, 2024 | Financing Implementation Committee Sharia Business Division 1 | | | 100% | |
| 3 | Nov 29, 2024 | Financing Implementation Committee | Sharia Business Division | 1 | Approved | 100% |

Credit & Financing Write-Off Committee

| No. | Credit Committee Date | Agenda | Initiator Division | Number of Agendas | Committee Result | Committee Presenence (%) |
|-----|-----------------------------|--|--------------------|----------------------|---------------------|--------------------------------|
| 1 | JUNE 28,2025 | Credit Committee (A2) for Write-Off of June 2024 Credit/Financing Period | RPK Division | 1 | Approved | 100% |

CREDIT POLICY COMMITTEE

Credit Policy Committee, hereinafter abbreviated as KKP, is a committee formed by the Board of Directors in the framework of credit policy management that aims to support the provision of sound credit and contains elements of internal control from the initial stage of the credit activity process to the credit monitoring stage by observing the principle of prudence.

This committee was formed with the aim of supporting sound lending and monitoring from the initial submission process to implementation using the precautionary principle. In the Credit Policy can be divided into 2 namely:

- a. Credit Policy Committee
- b. Financing Policy Committee

STRUCTURE AND MEMBERSHIP OF CREDIT POLICY COMMITTE

| Position | Served by | Voting Rights Status |
|--------------------------|--|--|
| Chairman | President Director (concurrently as permanent member) | Have Voting Rights |
| Alternate Chairman | Director of Risk Management (concurrently serving as a permanent member) | Have Voting Rights |
| Secretary | Vice President of Risk Management | Do not have voting rights |
| Permanent Members | Board of Directors: 1. Director of Micro, Retail & Medium 2. Director of Finance, Treasury & Global Services 3. Director of IT & Digital 4. Director of Operations 5. Director of Compliance All SEVPs | Have Voting Rights (except Compliance Director) |
| Non-Permanent Members | All Vice Presidents of Credit/Financing Vice President of Internal Audit Internal and external sources (e.g. consultants). | Do not have voting rights |

DUTIES, AUTHORITY, AND RESPONSIBILITIES OF CREDIT POLICY COMMITTEE

Duties and Authorities

The Credit Policy Committee has duties and authorities that at least cover the following:

- a. Providing input to the Board of Directors in the preparation of Credit or Financing Product or Activity Policy (KPA), especially those related to the formulation of the principle of prudence in credit or financing;
- b. Supervising that the KPA for Credit or Financing can be implemented and carried out consistently and consistently and formulating solutions in the event of obstacles or constraints in the implementation of the KPA for Credit or Financing. Furthermore, the KKP also conducts periodic reviews of the KPA for Credit or Financing and provides advice to the Board of Directors if changes or improvements are needed to the KPA for Credit or Financing; and
- c. Monitoring and evaluating:
 - 1) Development and quality of the credit or financing portfolio as a whole;
 - 2) The truth of the implementation of the authority to decide on credit or financing;
 - 3) The truth of the process of granting, development, and quality of credit or financing given to parties related to the Bank and certain large debtors;
 - 4) The truth of the implementation of the BMPK provisions:
 - 5) Compliance with the provisions of laws and regulations and other regulations in the implementation of the provision of credit or financing;
 - 6) Settlement of problematic credit or financing in accordance with that stipulated in the Credit or Financing KPA: and
 - 7) The bank's efforts to meet the adequacy of the amount of credit or financing write-off provisions;

- 8) Discussing and determining and evaluating policies related to credit or financing business strategies for both consumer, micro, retail, medium and corporate seaments:
- 9) Leading and directing the work of the Team and being responsible for the performance of the Team.

Responsibility

The Credit Policy Committee has at least the following responsibilities:

- a. Submitting written reports periodically to the Board of Directors with a copy to the Board of Commissioners
 - 1) Results of supervision of the implementation and execution of the Credit or Financing KPA; and
 - 2) Results of monitoring and evaluation regarding matters regulated in the duties and authorities of the KKP.
 - b. Providing suggestions for corrective measures to the Board of Directors with a copy to the Board of Commissioners regarding matters related to letter a; and
 - c. In the event of any deviations in the implementation of the Credit or Financing KPA related to the fulfillment of sharia principles, the report is also submitted to the Sharia Supervisory Board

PROFILE OF MEMBERS OF THE CREDIT POLICY COMMITTEE

Profiles of Credit Policy Committee Members can be seen in the Profiles of the Directors and Division Leaders in the Company Profile Chapter in this Annual Report.

STATEMENT OF INDEPENDENCE OF THE CREDIT POLICY COMMITTEE

All committee members have no affiliation with other Directors, Commissioners or Controlling Shareholders, are not shareholders of the Company which could affect their ability to act independently, Commissioners, Directors and employees from companies that have affiliations or business with the Bank.

MEETINGS AND IMPLEMENTATION OF DUTIES OF THE CREDIT POLICY COMMITTEE

| No. | ККР | Agenda | Initiator Division | Number of Agendas | KKP Results | Attendance | |
|-----|---|---|-----------------------------|----------------------|------------------------------------|------------|--|
| | | Credit or Financing Market Segmentation | | | Approved | | |
| | January 10 | Credit/Financing Approval Authority Limit (LKPK/P) Credit Committee | | | Approved | | |
| 1. | January 10, 2024 Credit/Financing Approval Authority Limit (LKPK/P) Cash and Non-Cash | 4 | Approved | 80% | | | |
| | | On The Spot (OTS) Implementation Limit in the Credit/Financing Process | | | Approved | | |
| | | Term Loan Facility Approval Authority Limit | | 5 | Approved | 80% | |
| | | Credit Line/Transaction Facility Decision Authority Limit | Risk Management Division | | Approved | | |
| 2. | February 06, 2024 | Credit/Financing Approval Authority Limit (LKPK/P) Credit Committee | | | Approved | | |
| | 2024 | Credit/Financing Approval Authority Limit (LKPK/P) Cash and Non-Cash | | | Approved | | |
| | | On The Spot (OTS) Implementation Limit in the Credit/Financing Process | | | Approved | | |
| 2 | June 05, | Review of Credit/Financing Portfolio Guidelines | Risk Management | | Approved | 0407 | |
| 3. | 3. 2024 | Review of 2024 CKPN Fare | Division 2 | | Implemented by follow-up committee | 91% | |
| 4. | 4. July 15, 2024 | Review of Current Ratio (CR) and Debt to Equity Ratio (DER) provisions in the Credit/Financing Portfolio Guidelines | Risk Management Division | 2 | Approved 2 | 91% | |
| | | Review of 2024 CKPN Fare | | | Approved | | |

Product Committee

PRODUCT COMMITTEE

The Product Committee is established for the management of policies and monitoring of products to ensure success in developing and evaluating products in line with the Bank's business plan.

STRUCTURE AND MEMBERSHIP OF THE PRODUCT COMMITTEE

| POSITION | Served by | Voting Rights Status |
|--------------------|---|--|
| Chairman | President director | Have voting rights |
| Alternate Chairman | Director of Operations; or Director of IT and Digital | Have voting rights |
| Secretary | a. VP Product Development; or b. VP Digital Banking | Have no voting rights |
| Permanent Members | a. Director of Fields;b. Director of Compliance; andc. Related SEVP | a. Have voting rightsb. Have no voting rightsc. Have voting rights |
| Invitation | a. Related VP; and b. Related Work Unit AVP | Have no voting rights |

DUTIES, AUTHORITY, AND RESPONSIBILITIES OF PRODUCT COMMITTEE

Duties and Authorities

1. Deliberate, establish, and evaluate business strategies through product development, encompassing both digital and non-digital aspects, covering conventional and Sharia products. This includes the development of new and advanced products.

- Monitor and evaluate the performance of products and make decisions regarding product sustainability based on initiator recommendations (whether to continue, develop, cease, or close a product).
- 3. Discuss and resolve strategic business issues related to product development.

Responsibilities

- Execute tasks, particularly those related to product development, professionally, optimally, accurately, securely, and competitively.
- 2. Ensure that product development and its policies align with the established business strategy.

PRODUCT COMMITTEE MEMBERS PROFILE

Profiles of Product Members can be seen in the Profiles of the Directors and the Profile of Division Leaders in the Company Profile Chapter in this Annual Report.

STATEMENT OF INDEPENDENCE OF THE PRODUCT COMMITTEE

All committee members have no affiliation with Other Directors, Commissioners or Controlling Shareholders, are not shareholders of the Company which can affect their ability to act independently, Commissioners, Directors or employees of companies that have affiliation or business with the Bank.

MEETINGS AND IMPLEMENTATION OF DUTIES OF THE PRODUCT COMMITTEE

| No | Meeting Date | Agenda | Initiator Division | Number of Agendas | Committee Results | Presence (%) |
|----|--------------------------------------|-------------------|--------------------------------|----------------------|-------------------|-----------------|
| 1. | February 19, | Product Committee | Fund & Services Division | 2 | Approved | 100% |
| | 2024 | #01 | Consumer Credit Division | 2 | Approved | 100% |
| 2. | 2. December 03, Product Committe #02 | Product Committee | International Banking Division | 3 | Approved | 90% |
| | | #02 | Treasury Division | 3 | Approved | |
| | | | Fund Services Division | 1 | Approved | |
| | | | Sharia Business Division | 3 | Approved | |
| | | | Consumer Credit Division | 3 | Approved | |

Implementation of Governance In Provision of Remuneration for Commercial Banks In Accordance With OJK Regulation 45/POJK.03/2015

Basis of Remuneration Determination

The basis for the preparation of the determination of remuneration, namely:

- 1. Law Number 40 of 2007 dated August 16, 2007 concerning Limited Liability Companies.
- 2. Financial Services Authority Regulation Number 17/ POJK.03/2023 dated September 14, 2023 concerning Implementation of Governance for Commercial Banks.
- Financial Services Authority Regulation number 45/ POJK.03/2016 dated December 23, 2016 concerning Implementation of Governance in the Provision of Remuneration for Commercial Banks.
- Financial Services Authority Circular Letter Number 40/ SEOJK.03/2016 dated September 26, 2016 concerning Implementation of Governance in the Provision of Remuneration for Commercial Banks.
- Financial Services Authority Regulation Number: 17 of 2023 concerning Implementation of Governance for Commercial Banks.
- Deed of Establishment of PT Bank Pembangunan Daerah Jawa Timur Number 1 dated May 1, 1999.
- 7. Bank Jatim Articles of Association.

Based on the application of the Financial Services Authority Regulation POJK Number 45/POJK.03/2015 concerning the Implementation of Governance in Providing Remuneration for Commercial Banks, Bank Jatim implemented governance in the provision of remuneration which considered several aspects including bank ability and appropriateness, competitive, fair and based on risk could be accounted for and in accordance with the prevailing laws and regulations. The Company might postpone the provision of deferred variable remuneration (malus) or withdraw the variable remuneration that had been paid (clawback) to officials classified as Material Risk Taker (MRT), with the following conditions:

- The Company may postpone the payment of deferred variable Remuneration (malus) to Material Risk Taker under certain conditions, namely:
 - The Bank experience bankruptcy.
 Namely a condition in which the Bank's balance sheet (Profit and Loss Statement) experiences a loss (negative profit).
 - There was a fraud committed by Material Risk Takers that caused losses to the Bank.
 It is a condition where the MRT has been proven to have committed fraud through a decision that has permanent legal force (inkracht van gewijsde).
- Variable remuneration must be deferred at a certain percentage determined by the Company.

 The Malus implementation procedure is carried out by suspending or canceling the remuneration that is still suspended if certain conditions occur according to point 1 above.

Remuneration and Nomination Committee

The Board of Commissioners formed a Remuneration and Nomination Committee which aimed to assist in carrying out its functions and duties in areas related to the remuneration and nomination of members of the Board of Directors and the Board of Commissioners. The remuneration and nomination committee had duties and responsibilities, including:

- 1. Regarding the mandatory remuneration policy:
 - Evaluating the remuneration policy based on performance, risk, fairness and peer group, long-term goals and strategies of the Bank, fulfillment of reserves as stipulated in legislation and potential future bank earnings;
 - b. Delivering evaluation results and recommendations to the Board of Commissioners regarding the remuneration policy for the Board of Directors and the Board of Commissioners to be submitted to the GMS.
 - c. Delivering evaluation results and recommendations to the Board of Commissioners regarding the overall remuneration policy for employees to be submitted to the Board of Directors:
 - d. Ensuring that the remuneration policy is in accordance with applicable regulations.
 - e. Conduct regular evaluations of the implementation of remuneration policies.
- 2. Regarding the mandatory nomination policy:
 - a. Preparing and providing recommendations regarding the system and procedure for selecting and / or replacing members of the Board of Directors and members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS;
 - Providing recommendations regarding candidate members of the Board of Directors and / or candidates for members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS;
 - c. Providing recommendations regarding Independent Parties who would become members of the audit committee to the Board of Commissioners in accordance with applicable regulations.

Scope of Remuneration Policy and its Implementation

In relation to the enactment of OJK Regulation No. 45/ POJK.03/2015 concerning the Implementation of Governance in Providing Remuneration for Commercial Banks, Bank Jatim has established a remuneration policy for the Company's Board of Directors, which was approved through the Board of Commissioners' Decree dated January 18, 2023, and the Board of Directors' Decree dated April 18, 2023, related to the Total Reward policy for employees. The remuneration policy was the bank's strategy in providing rewards to employees, which were adjusted to the Bank's ability to accommodate changes in employee demographics, managing labor costs, and in order to encourage the achievement of Bank Jatim's business goals. Bank Jatim remuneration was prepared with the aim of being able to attract, maintain, motivate, and increase employee engagement in order to continuously provide optimal performance, support the vision, mission and strategy of Bank Jatim.

Bank Jatim sets the remuneration into 2 (two), namely:

1. Permanent Remuneration

Remuneration policies that are permanent in nature at least pay attention to:
Business scale, complexity, peer group, inflation, f inancial conditions, capabilities, applicable laws, and regulations. The fixed remuneration consists of an honorarium, housing allowance, Communication Allowance, Holiday Allowance, Leave Allowance, Health Facilities/Costs, and other Facilities/Allowances

determined by the Bank. This remuneration is unrelated

2. Variable remuneration

to performance.

The variable component of remuneration is linked to performance and risk, including bonuses (tantiem) and other Facilities/Allowances determined by the Bank as remuneration provided based on performance. Tantiem is granted in the form of cash and shares or stock instruments issued by Bank Jatim.

Performance Measurement Associated with Remuneration

Bank Jatim applied competency-based remuneration by measuring performance related to remuneration including a review of remuneration policies related to performance appraisal, methods of linking individual remuneration with Bank Jatim performance. Performance appraisal used a Key Performance Indicator (KPI) which consisted of an individual performance assessment and each work unit.

The application of the remuneration strategy was also carried out by taking into account the performance of each individual employee (based on performance) and the performance of the work unit while still paying attention to the availability of the company's budget. In general, Bank Jatim provided remuneration to employees in the form of monthly salaries, Overtime Allowance, Meal Allowance, Periodic Salary Increase, Holiday Allowance (THR), Annual Leave Pay, Extended Leave Allowance, Communication Allowance, Car Allowance Program (CAP), Motor Allowance Program (MAP), Structural Allowance, Incentives, Performance Bonus, and Production Incentive. Bank Jatim also provided health facilities for employees and their families including inpatient care, outpatient care, childbirth,

general check-ups, replacement of glasses and outpatient assistance programs for Bank Jatim pensioners.

Remuneration Adjustment Associated With Performance and Risk

Bank Jatim provided remuneration that was variable in nature, namely remuneration that was linked to performance and risks, including performance bonuses, production services, bonuses and other forms of remuneration that could be equated with this. Remuneration in the form of tantiem could be given in cash and in shares issued by Bank Jatim with the provisions stipulated in the Decree of the Board of Commissioners dated January 18, 2023.

The Process of Preparing a Remuneration Policy

The remuneration policy became one of the important factors in obtaining and/or retaining competent and qualified employees, executive officers, Directors and Board of Commissioners. The remuneration policy became Bank Jatim's strategy in providing rewards that were adjusted to Bank Jatim's ability to accommodate changes in employee demographics, managing labor costs, and in order to encourage the achievement of Bank Jatim's business goals. Bank Jatim remuneration was prepared with the aim of being able to attract, retain, motivate, and increase employee engagement in order to continuously provide optimal performance, support the vision, mission and strategy of Bank Jatim. Bank Jatim remuneration policy formulation considered:

- 1. The creation of effective risk management.
 - The remuneration policy had to be able to trigger an increase in performance.
- 2. Financial Stability;
 - The remuneration policy also considered inflation and the Bank's financial condition.
- 3. Adequacy and capital of the Bank;
 - The remuneration policy could maintain the continuity of the Bank's business in order to be able to survive and develop, and be able to compete in the global market and in its peer groups. The Bank's capital adequacy included capital adequacy in order to comply with regulatory capital and the Individual Capital Adequacy Assessment Process (ICAAP).
- 4. Long-term and short-term liquidity needs;
 - The remuneration policy had to consider the Bank's ability.
- 5. Potential future income;
 - The remuneration policy had to be in accordance with the Bank's long-term strategy.

Name of Extern Consultants and Duties of Consultants Related to Remuneration Policy

In determining the remuneration policy, the Bank collaborates with Wilis Tower Watson, which is tasked with conducting benchmarking and/or salary surveys in accordance with the Bank's request regarding the remuneration policy so that it can always follow developments in the labor market.

Remuneration Package and Facilities Received by The Board of Directors and Board of Commissioners

The remuneration package and facilities received by the Board of Directors and the Board of Commissioners have been presented in the Sub-Title of Remuneration of the Board of Commissioners and Directors of the Corporate Governance Chapter in this Annual Report.

Variable Remuneration

Bank Jatim provides variable remuneration in the form of performance bonuses, production services, tantiem and other forms of remuneration that can be equated with that.

Number of Directors, Board of Commissioners and Employees Receiving Variable Remuneration During 1 (One) Year

| Position | Amount |
|------------------------|-----------------|
| Board of Commissioners | 5 Employees |
| Board of Directors | 7 Employees |
| Employee | 4.671 Employees |

Position and Number of Parties Who Are Material Risk Takers

| Position | Amount |
|------------------------|-------------|
| Board of Commissioners | 5 Employees |
| Board of Directors | 7 Employees |

Shares Options Owned by Directors, Board of Commissioners, and Executive Officers

A description of the Shares Options Owned by the Board of Directors, Board of Commissioners and Executive Officers is explained in the Performance-Based Long-Term Compensation Policy section of the Corporate Governance Chapter in this Annual Report.

Highest and Lowest Salary Ratio

| Description | Ratio |
|--|----------|
| Main Commissioner Salary with Other Commissioners | 1,11 : 1 |
| President Director Salary with Other Directors | 1,25 : 1 |
| President Director Salary with Highest Employee Salary | 2,38 :1 |
| Director Salary with Highest Employee Salary | 1,90 : 1 |
| Highest Employee Salary with Lowest Employee | 12,29:1 |

Number of Recipients and Total Amount of Variable Remuneration Guaranteed Without Condition

| Position | Amount | Nominal (in IDR millions) |
|------------------------|-------------|---------------------------|
| Board of Commissioners | 4 employees | 251.100.000,- |
| Board of Directors | 6 employees | 600.000.000,- |

Number of Employees Affected By Termination of Employment and Total Nominal of Severance Pay Paid

| Information | Number of Employees | Severance pay (in IDR millions) |
|-------------|---------------------|---------------------------------|
| Dismissed | 26 | 237.395.805,24 |
| Deceased | 7 | 1.696.250.978,86 |
| Retired | 90 | 33.666.634.657,75 |
| Grand Total | 123 | 35.600.281.441,85 |

Total Amount of Deferred Variable Remuneration

| Position | Amount | Nominal | |
|------------------------|-------------------------|----------------|--|
| Board of Commissioners | 5 employees | 505.546.323,79 | |
| Board of Directors | f Directors 6 employees | | |

Total Amount of Deferred Variable Remuneration Paid During 1 (One) Year

| Position | Amount | Nominal |
|--------------------|-------------|----------------|
| Board of Directors | 5 employees | 941.116.263,63 |

Total Remuneration Provided in One Year

| Position | Amount | Nominal | | |
|------------------------|-------------|-------------------|--|--|
| Board of Commissioners | 5 employees | 15.129.704.673,37 | | |
| Board of Directors | 7 employees | 33.962.469.135,19 | | |

Quantitative Information

| | | Total Deductions During the Reporting Period | | | |
|---|-------------------|--|-----------------------------------|-------|--|
| Types of Variable Remuneration ⁹ | Remaining Pending | Caused Explicit Adjustment (A) | Caused Implicit Adjustment (B) | Total | |
| Cash (in million rupiah) | 2.804.565.461 | (A)+(B) | - | - | |
| Shares/share-based instruments issued by the Bank (in shares and a nominal value of millions of rupiah which is the conversion of the said shares) | 5.875.033.409 | - | - | - | |
| Total | 8.679.598.870 | - | - | - | |

Note: *) Only for MRT

Public Accountant

External Audit Function

Based on the Financial Services Authority Regulation No. 32/POJK.03/2016 concerning Amendments to Financial Services Regulation No. 6/POJK.03/2015 concerning Transparency and Publication of Bank Reports, an audit of the Bank Jatim Financial Statements for the 2023 financial year has been carried out by an independent, competent, professional, and objective public accountant following the Public Accountant Professional Standards, as well as work agreements and scope established audits.

For the audit process to follow the Professional Standards for Accountants and work agreements and the audit scope that has been determined and completed according to a predetermined time target, meetings are routinely held to discuss several significant essential issues. Bank Jatim is always trying to improve communication between Public Accountants, the Audit Committee, and the management of Bank Jatim to minimize problems during the audit process.

The appointment of a Public Accounting Firm and audit fees follow OJK Regulation No.13/POJK.03/2017 and OJK Circular Letter No. 36/ SEOJK.03/2017 and the resolutions of the Annual GMS. Public Accounting Firm and Public Accountant (partner in charge) registered with the Financial Services Authority.

Public Accountant Appointment

The audit of Bank Jatim's financial statements ending December 31, 2023 was carried out based on the Cooperation Agreement Number First Party 062/137/DIR/AMK/PKS and Number Second Party E095.XI/ADH/2023 Dated November 22, 2023 to PUBLIC ACCOUNTING FIRM (KAP) PAUL HADIWINATA, HIDAJAT, ARSONO, RETNO, PALILINGAN & REKAN with an audit fee of IDR 1,175,000,000 (One Billion One Hundred Seventy Five Million Rupiah) including VAT.

Public Accounting Firm Services to Banks include:

- 1. Independence Statement Letter to Bank Jatim
- 2. Inspection schedule including interim inspection schedule
- Independent Auditor's Report on the Financial Statements for the period ended December 31, 2023 with comparative figures for the period ended December 31, 2022 in the form of:
 - a. Financial Position Statement:
 - Profit and Loss Statement and Other Comprehensive Income:
 - c. Statement of Changes in Equity;
 - d. Cash Flow Statement;
 - e. Publication Statement;
 - f. Notes to the Financial Statements, including information on commitments and contingencies;
 - g. Other reports in accordance with:
 - Decision of the Chairman of the Capital Market and Financial Institution Supervisory Agency No: KEP-347/BL/2012 Regulation VIII.G.7 regarding the Presentation and Disclosure of Financial Statements by Issuers or Public Companies.
 - Decision of the Board of Directors of PT Jakarta Stock Exchange No: Kep-306/BEJ/07-2004 regarding Regulation No. I-E on the Obligation to Submit Information. This information must be presented in two versions, namely in both Bahasa Indonesia and English (Bilingual), consisting of one (1) original and fifty (50) hard copies, including the soft copy.
- Management Letter (ML) Report in Indonesian, 10 (ten) copies including softcopy.
- Independent Auditor's Report on compliance with laws and regulations and internal control in accordance with Auditing Standards Statement (PSA) No. 62 in Indonesian, 10 (ten) copies including softcopy.
- The results of the examination in the form of documents mentioned in the scope of Public Accountant Services for the Audit of the Financial Report of PT Bank Pembangunan Daerah Jawa Timur, Tbk which ends on December 31, 2023,

- including the Sharia Business Unit along with working papers including other documents related to the examination become the rights of PT Bank Pembangunan Daerah Lawa Timur, Tbk.
- 7. PUBLIC ACCOUNTING FIRM (KAP) PAUL HADIWINATA, HIDAJAT, ARSONO, RETNO, PALILINGAN & REKAN has communicated with the Financial Services Authority (OJK) to discuss the scope of the audit of Bank Jatim's Financial Report ending on December 31, 2023.

Public Accounting Firms, Accountant Names and Audit Service Fees

Table of Public Accounting Firms, Accountant Names and Audit Service Fees.

| Year | Public Accounting Firm | PAF period | Name of Accountant (Partner in Charge) | AP Period | Audit Service Fee (IDR Million) |
|------|--|------------------------|---|------------------------|---------------------------------------|
| 2024 | Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partner | 3 rd Period | Ary Daniel H | 3 rd Period | 1.875 |
| 2023 | Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partner | 2 nd period | Ary Daniel H | 2 nd period | 1.175 |
| 2022 | Paul Hadiwinata, Hidajat, Arsono, Retno, Palilingan & Partner | 1st period | Ary Daniel H | 1st period | 1.121 |
| 2021 | Kanaka Puradiredja, Suhartono | 1st period | Florus Daeli | 1st period | 1.300 |
| 2020 | Amir Abadi Jusuf, Aryanto, Mawar & Partner (RSM Indonesia) | 1st period | Bimo Iman Santoso | 1st period | 1.485 |

Other Services Provided by Accountants

During 2024, there were no other services provided by accountants.

Internal Control System

In order to create and improve the quality of risk management implementation that supported the effectiveness of a riskbased Bank supervision framework, Bank Jatim was required to have an Internal Control System (SPI) that was reliable and effective in managing its risk which was determined by the Bank's management on an ongoing basis, in order to:

- 1. Safeguard and secure the assets of the Bank.
- 2. Ensure the availability of more accurate reports.
- 3. Increase compliance with applicable regulations.
- 4. Reduce the financial impact or the impact of losses, irregularities including fraud and violations of prudential aspects.
- Increase organizational effectiveness and increase cost efficiency.

The Internal Control System (SPI) is a monitoring mechanism established by the management of Bank Jatim on an ongoing basis. An effective SPI is an essential component in management and forms the basis for sound and safe Bank operational activities. Implementing an effective internal control system can assist Bank management in safeguarding Bank assets, increasing Bank compliance with applicable laws and regulations, and reducing the occurrence of losses, deviations, and violations of prudential aspects.

Implementing a reliable and effective internal control system for the Bank is the responsibility of all risk-taker units, support units, and the Internal Audit Division. The internal control system for risk refers to the overall internal control system, which includes:

- The Bank implements an effective internal control system in implementing Risk Management regarding established policies and procedures. Applying the principle of segregation of functions (four eyes) is sufficient, and the principle is implemented consistently.
- Comprehensive internal control system in the implementation of Risk Management
- Implementation of a review of the implementation of Risk Management
- 4. The results of the review assessment by the Company's Risk Management Division are submitted to the Board of Commissioners, Internal Audit Division, Compliance and Risk Management Director, Audit Committee, and other relevant Directors as input in order to improve the Risk Management framework.
- Improvements to the findings of internal and external audits monitored by the Internal Audit Division. The Internal Audit Division informs audit findings that have yet to be followed up to the Board of Directors to take the necessary steps.
- The level of responsiveness to weaknesses and/or deviations that occur against the applicable internal and external regulations.

Purpose

- Compliance with statutory provisions and regulations or compliance objectives.
- The objective of compliance was to ensure that all of the Bank's business activities were carried out in accordance with the laws and regulations, both those issued by the government, OJK, Bank Indonesia as well as internal policies, regulations and procedures stipulated by the Bank.
- The availability of financial and management information that was complete, accurate, appropriate, and timely or information purposes.
- The purpose of information was intended to ensure the availability of complete, accurate, efficient, and timely reports required in order to make appropriate and accountable decisions.
- Effectiveness and efficiency in the Bank's business activities or operational objectives.
- Operational objectives were intended to increase the effectiveness and efficiency of the use of assets and other resources in order to protect the Bank from the risk of loss.
- 7. Increasing the effectiveness of the risk culture in the Bank's organization as a whole or the objectives of the risk culture.
- The objective of risk culture was intended to identify weaknesses and assess deviations early as well as to continuously assess the reasonableness of existing policies and procedures in the Bank.

Environment of Control

The control environment provided direction for the organization and affected the controlling awareness of the people within the organization. Factors that influenced the control environment were integrity and ethical values, commitment to competence, the Board of Directors and the Audit Committee, management style and operating style, organizational structure, granting of authority and responsibility, HR practices and policies.

The adequacy of the Bank's internal control was assessed based on the controls inherent in activities in accordance with the policies, systems and procedures implemented including activity control, physical control, compliance and limit provisions, reconciliation procedures, separation of functions and other elements of control.

Risk Assessment

Measurement of Risk was the identification of entities and analysis of relevant risks to achieve their goals forming a basis for discovering how risks should be managed. Bank Risk Assessment became a series of activities to identify, measure, monitor and control risks. Risk Assessment was carried out on all types of risks inherent in the Bank's processes / activities.

Bank-wide risk assessment was carried out by the risk management unit (SKMR) on a quarterly basis as outlined in the Bank's risk profile report. The assessment covered all risks faced by the Bank which included credit risk, market risk, liquidity risk, operational risk, legal risk, reputation risk, strategic risk and compliance risk.

Control Activities - Financial and Operational Control

Controls were classified as policies and procedures related to performance reviews, information processing, physical controls, and segregation of duties.

Reviewing the performance of Branches and Supporting Branches compared to predetermined targets is routinely carried out every 4 (four) months by the Board of Directors, which was carried out on August 3, 2023 and August 4, 2023 (Review Cawu II 2023). This will encourage control activities at Branches and Sub-Branch Offices, especially regarding control of performance targets for Third Party Funds, Loans, Liquidity Ratios, Earning Assets Quality, Earnings, Effectiveness, and Efficiency. However, in the event of a decline or failure to achieve operational performance, the Board of Directors coordinates the areas that cause the decline in performance by making action plans for future improvements and intensive monitoring.

The Internal Audit Division also conducts an examination of the organizational structure at Branch Offices, Sub-Branch Offices, and Cash Offices based on sampling, which includes vacancies, segregation of duties, concurrent positions, and competence of officers in carrying out operational activities during the General Audit.

Information System Control through TSI examination with the scope of Information Technology (IT) Audit covering Management & Governance; Development & Operations Process and Security Management. In addition, as an obligation to comply with regulatory authorities, thematic examinations of the Indonesian National Standard ISO 27001:2013 for Information Security Management System and ISO 20000:2018 for Core Banking System Service Management System, JConnet Internet Banking, JConnet Mobile Banking, and JConnet SMS Banking of Bank Jatim are conducted. The examination scope includes an assessment (gap analysis) of the Bank's internal policies and procedures against the Indonesian National Standard ISO.

Documentation Control, ensured that:

- Documentation of policies, procedures, systems, accounting standards, and adequate audit trail processes that are easily accessible to all Bank Jatim employees through the Compliance Portal.
- Easy access to documentation if needed for examination purposes.
- c. Adequate document accuracy and availability.

Separation of Functions

The separation of functions was intended so that everyone in his position did not have the opportunity to commit and hide mistakes or deviations in the implementation of his duties. the Branch organizational structure, the functions of credit analysis and business administration and legal officers have been separated. The subordinate credit analysts report to the credit supervisor, while the business administration and legal officers report to the Business Administration & Legal Supervisor.

Physical Asset Control

Examination ensured the implementation of physical safeguards for Branch assets including physical numbers, records and regular checks between physical and records, safe placement of assets and arrangements for authorized officers including credit collateral documents, for example cash checks, inventories, physical checks of credit collateral, marketable papers and fixed assets.

Compliance With Other Laws and Regulations

Control of compliance with laws and regulations is generally carried out by the Compliance Unit. The Compliance Work Unit must be independent and only responsible directly to the Director in Charge of the Compliance Function. The duties and responsibilities of the Compliance Unit include, among others, identifying, measuring, monitoring, and controlling Compliance Risk with reference to OJK regulations governing the implementation of risk management for commercial banks and OJK regulations governing the implementation of risk management for Islamic commercial banks and sharia business unit. In addition, the Compliance Unit also assesses and evaluates the effectiveness, adequacy, and conformity of the Bank's policies, provisions, systems and procedures with statutory provisions.

In improving the effectiveness of controlling compliance with laws and regulations, the Compliance Unit has carried out its duties, among others, to improve the culture of compliance in work units both offline and online, and to continuously improve employee understanding on the applicable rules and regulations, identify, measure, monitor, and control compliance

risk to minimize the occurrence of compliance risk by using an application that will be built through a web portal, as well as developing a compliance portal so that it can function effectively to support the performance of all work units., as well as integrating external requirements summary working papers on the compliance portal.

Information and Communication

Information and Communication became the identification, capture and exchange of information in a form and time that enables people to carry out their responsibilities. Strengthen effective communication channels with systems enabled the information and communication distribution immediately and accurately to reinforce the understanding and implementation of internal control objectives, processes, and responsibilities involving the Board of Commissioners, Management, related Divisions to employees, as designed to provide adequate assurance about achievement the purpose of the Bank.

In carrying out its functions, internal audit as a strategic partner for the Bank in achieving its activity objectives always provided Assurance and Consultations that provided added value to improve the Bank's performance, internal audit had to be independent, objective, professional and had adequate compensation and had the authority to gain access to information complete in carrying out its duties, because this would provide assurance to the Bank regarding the quality and effectiveness of internal control, risk management as well as governance processes and systems to protect the assets of the bank, the organization and the reputation of the Bank.

Monitoring Activities

Monitoring activity was a process that determined the quality of internal control performance over time. Monitoring included determining the design and operation of controls in a timely manner and taking corrective action. To ensure the quality of internal control system sustainable and periodic has carried out and the necessary improvements in the making aligned with existing conditions, particularly by continuous monitoring (ongoing monitoring). Passive/off-site inspection mechanisms or separate evaluation is centrally conducted by the Internal Audit Division Head Office with the observations, research, and analysis of bank functional activities and branch performance aims to obtain information in the shortest possible time and identifying Branch problems so it can take corrective action to the responsible parties.

Compliance with The Committee of Sponsoring Organizations of Tradeway Commission Internal Control Framework (COSO)

- Control environment. Control environment factors included ethical values and competence of people and entities, management philosophy and operating styles that prioritize integrity and corporate values which are implemented in management control as a reference as a standard of corporate behavior. The Board of Commissioners also monitors the evaluation of the implementation of internal control made by internal auditors and external auditors with the aim of ensuring that there are improvements to bank problems that can reduce the effectiveness of internal control. Management also strives to place individuals with integrity, competence and effectiveness in their work (right man in the right place).
- Measuring risk (risk assessment). Management identified, analyzed, and measured risks to ensure adequacy that the risks in a company were managed in accordance with the risk appetite relevant to the business and operations of the bank in order to achieve the specified business plan, by establishing risk identification and risk management criteria to produce reliable financial reports.
- 3. Control activities. Actions taken by management in the context of internal control relating to the implementation of bank operations, especially the implementation of risk management, implementation of Good Corporate Governance in achieving the targets set by management, were sufficient, effective and safe. Mainly by taking steps, including evaluating or updating policies and procedures, as well as evaluating the security of all business functions and applications and networks included in Business Continuity Management.
- 4. Information and communication. Strengthening effective lines of communication with a system that allowed the distribution of information and communication quickly and accurately to support the understanding and implementation of internal control objectives, processes and responsibilities involving the Board of Commissioners, Management, related divisions and employees, which were designed to provide adequate assurance about the achievement of company objectives.
- 5. Monitoring. In order to ensure the quality of internal control in a sustainable and periodic manner and that the necessary improvements had been made according to existing conditions, it was necessary to carry out continuous monitoring (on going monitoring). Monitoring in the first line of defense is in the form of an Internal Control System attached to each risk taking unit, while monitoring carried out on the second line of defense in the first line of defense had to be carried out proactively and continuously in each risk taking unit.

Evaluation of Implementation of Internal Control System

The implementation of a reliable and effective internal control system became the responsibility of all parties involved in the Bank organization, among others, as follows:

- 1. Board of Directors
 - The Board of Directors of the Bank was responsible for creating and maintaining an effective internal control system as well as ensuring that the system run safely and reliably in accordance with the internal control objectives set by the Bank. Meanwhile, the Director in charge of compliance and risk management functions had to play an active role in preventing irregularities by establishing policies related to the principle of prudence and disseminating information to all employees.
- 2. Board of Commissioners
 - The Board of Commissioners of the Bank was responsible for supervising the implementation of internal control in general, including the Board of Directors' policies that stipulate such internal control.
- 3. Internal Audit Work Unit
 - The Internal Audit Unit had to be able to evaluate and play an active role in improving the effectiveness of the Internal Control System on an ongoing basis with regard to the implementation of Bank operations that had the potential to cause losses in achieving the targets set by bank management. In addition, Banks needed to pay attention to the implementation of an independent internal audit through adequate reporting channels, and the expertise of the internal auditors in particular on the practice and application of risk assessment.
- 4. All Bank Officers and Employees
 - Every bank officer and employee had to understand and implement the internal control system established by bank management. Effective internal control increased the responsibilities of bank officers and employees, promote an adequate risk culture and compliance culture, and accelerate the identification process of unhealthy banking practices and to the organization through an efficient early detection system.
- 5. External parties
 - External parties of the bank included the Financial Services Authority, Bank Indonesia, external auditors, and bank customers with an interest in the implementation of a reliable and effective SPI of a bank.

Results of the Internal Control System Evaluation conducted by the Board of Directors through a review, namely the Board of Directors periodically (every quarter) reviews the operational performance report of the Head of Work Unit (Branch Head) through this review, evaluates findings such as the problem of weakness in the Internal Control System, Financial Report Errors or other irregularities (fraud). The evaluation results show that the implementation of Bank Jatim's internal control system during 2024 has been effective and adequate

Statement of the Board of Directors and/or the Board of Commissioners on the Adequacy of the Internal Control System

The Board of Commissioners and the Board of Directors provide direction on the results of the audit report on the Adequacy of the Internal Control System that has been carried out by the Internal Audit Division by holding regular coordination meetings regarding issues that are obstacles in the Bank's operations and achievement of bank performance including discussions regarding the findings of Internal Audit within a certain period. Board of Commissioners and Directors assess that the internal control system during 2024 has been effective and adequate.

Risk Management

Risk Management is a controlling risk activity through the process of identifying, measuring, evaluating and monitoring to a portfolio in estimating potential losses that might occur. Thus, the application of risk management was expected that the risks that had the potential to occur could be mitigated and minimized.

Risk Management Framework

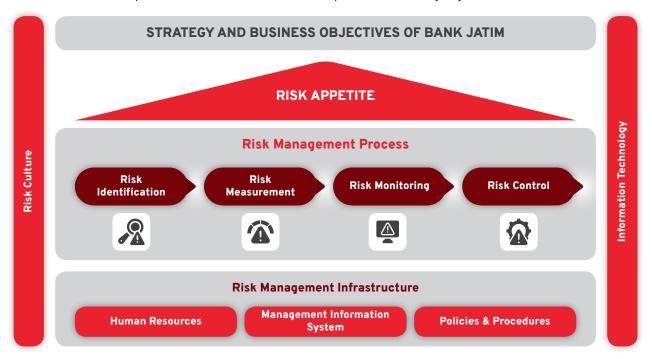
The implementation of Risk Management at Bank Jatim is conducted in line with the Enterprise Risk Management (ERM) framework. This framework provides the basis for a proactive and forward-looking risk management process to ensure the achievement of a healthy and sustainable business growth while comprehensively managing capital. Within the ERM framework, risks are managed in an integrated manner through aligning risk appetite with business strategies.

The primary objective of implementing ERM is to enable the Bank to achieve its business targets and plans while adhering to the principle of prudence, maintaining good financial performance, and ensuring compliance with applicable regulations. This is realized through the establishment of a strong risk culture that serves as the foundation for control mechanisms within the ERM framework. Additionally, the Bank prepares risk mitigation measures to align risk exposure with the predetermined risk appetite.

The ERM framework refers to and aligns with the scope of risk management set by the Financial Services Authority, which includes, among other things:

- Active oversight by the Board of Commissioners and Directors.
- 2. Adequacy of policies, procedures, and limit determinations.
- 3. Adequacy of processes for risk identification, measurement, monitoring, and control, as well as risk management information systems.
- 4. Comprehensive internal control systems.

In simple terms, ERM encompasses a "top-down strategic" and "bottom-up tactical" risk management approach that complement each other. The main components within the ERM framework are depicted in the following diagram:



1. Risk Culture

The Bank integrates risk management as an inseparable part of its corporate culture and decision-making processes. The Bank's risk management philosophy is embedded in the Three Lines of Defense approach, where risks are managed during risk-taking activities. There is a clear division of responsibilities for risk ownership among different departments in the Bank.

2. Information Technology

The implementation of information technology in risk management during the digitization era plays a crucial role in supporting the organization in the effective identification, measurement, monitoring, and control of risks.

3. Human Resources

Having personnel with appropriate skills and expertise is key to ensuring that the ERM framework functions effectively.

4. Management Information System

An adequate Management Information System supports risk management activities. To enhance the effectiveness of risk measurement processes, the Bank must have an information system that provides accurate and timely reports and data to support decision-making by management and generate reports for risk monitoring.

5. Policies and Procedures

Ensuring the adequacy of policies and procedures serves as the foundation for a consistent viewpoint across all organizational units in the daily risk-taking activities.

6. Risk Management Process

The objective of a good risk management process is to manage inherent risks in the Bank's activities with the goal of providing sustainable added value to the entire Bank's operations. The risk management process is conducted as part of daily activities with the aim of ensuring that risks are considered, evaluated, and responded to in a timely and appropriate manner.

a. Identification and Risk Assessment

To establish effective risk management, risks need to be clearly defined, proactively identified, and continuously assessed based on a forward-looking approach. Accurate identification and assessment of risks focus on awareness and understanding of all major inherent risks in business activities or key risks that may arise from external factors or uncertainties. The Bank conducts risk identification through the self assessment of the Risk Profile at the PRC branch as a Risk Control Self-Assessment tool. This structured approach allows the First Line of Defense to identify and assess key risks and controls, enabling them to plan appropriate corrective actions to minimize existing risk exposure.

b. Risk Measurement

Risk measurement aims to gauge the Bank's risk profile to obtain an effective overview of the implementation of risk management by understanding the magnitude of risk in a product, portfolio, and activity, as well as its impact on the Bank's profitability and capital.

c. Monitoring and Reporting

Risk monitoring aims to continuously evaluate risk exposure and refine reporting processes when there are changes in the Bank's business activities, products, transactions, risk factors, information technology, and risk management information systems that are material. These risks are monitored and reported periodically to ensure they remain within the Bank's risk appetite limits.

d. Risk Management and Control

Risk management and mitigation are integral parts of the bank's business, aiming to reduce risks to a manageable level and within the limits of risk appetite.

7. Risk Appetite

Risk Appetite is the level of risk that the Bank's management is willing to take and accept in order to achieve strategic and business objectives. Risk Appetite is dynamic and changes in accordance with shifts in the Bank's business priorities, risk management capabilities, and external conditions. The

purpose of the Risk Appetite framework is to ensure that the boundaries of acceptable risk-taking activities align with the Bnk's business strategy and operational plans. It should be clear and detailed enough to serve as a guide for senior management and frontline employees across all business units in their daily decision-making. The process of establishing Risk Appetite is conducted periodically, typically on an annual basis.

8. Business Strategy and Objectives

For effective risk management implementation, the Bank's management must develop an organizational structure that aligns with business goals, size, complexity, and inherent risks. In managing risk management, a robust corporate governance structure is essential to enhance the four eyes principle and transparency throughout the risk management processes. This ensures the effectiveness and consistency of the ERM Framework implementation.

Risk Management System

Based on the OJK Regulation Number 18/ POJK.03/2016 dated March 16, 2016, concerning Application of Risk Management for Commercial Banks and OJK Circular Letter Number 34/SEOJK.03/2016 dated September 1, 2016, concerning Application of Risk Management for Commercial Banks. Bank Jatim Risk Governance Structure was developed based on the Four Pillars of Risk Management Implementation, namely:



Active Supervision of The Board of Commissioners and Directors

Implementing good corporate governance, the Board of Commissioners and the Board of Directors always carry out active supervisory functions over all operational and strategic activities of the Bank. This supervision is carried out to ensure compliance with applicable regulations and to optimize the Bank's performance in facing the challenges of the dynamic financial industry. For this reason, the Board of Commissioners and the Board of Directors must understand the Risks faced by the Bank and provide clear direction, carry out active supervision and mitigation and develop a Risk Management culture within the Bank's organization.

Active Surveillance

In order to support the implementation of Risk Management effectively, the Board of Directors is actively involved in the Risk Management Committee and the formation of Committees within the Board of Commissioners structure such as the Risk Monitoring Committee and the Audit Committee. The duties, responsibilities and authorities of the Board of Commissioners and the Board of Directors are as follows:

Duties, Responsibilities and Authorities

| Active Sai remarice | Butto, Neoponolisimiles and Authorities |
|---------------------|---|
| Commissioners | Ensuring that the implementation of Risk Management was adequate in accordance with the characteristics, complexity and risk profile of the Bank. Having a good understanding of the types and levels of risk inherent in the Bank's business activities. Approving the Risk Management policy including the Risk Management strategy and framework that was determined in accordance with the Bank's risk appetite and risk tolerance. Evaluating Risk Management policies and Risk Management Strategies at least 1 (once) a year or more frequently when things occured that could significantly affect the Bank's business activities. Evaluating the accountability of the Board of Directors and provide direction for improvement on the implementation of Risk Management policies on a regular basis to ensure that the Board of Directors manages the Bank's activities and risks effectively. |
| Active Surveillance | Duties, Responsibilities and Authorities |
| | Ensuring that the implementation of Risk Management was adequate in accordance with the characteristics, complexity and risk profile of the Bank. Having a good understanding of the types and levels of risk inherent in the Bank's business activities. Prepare and establish written and comprehensive Risk Management policies, strategies and frameworks including the determination of overall risk limits and per type of risk, taking into account risk appetite and risk tolerance in accordance with the Bank's conditions and taking into account the impact of risk on capital adequacy. Formulating, determining, and periodically updating procedures and tools to identify, measure, monitor and control risks. Evaluating and/or updating policies, strategies, and Risk Management framework at least 1 (once) a year, or when there were significant changes in factors affecting the Bank's business activities, risk exposure, and/or risk profile. Establishing an organizational structure including clear authorities and responsibilities at each level of position related to the implementation of Risk Management. Being responsible for implementing policies, strategies and Risk Management framework approved by the Board of Commissioners and evaluating and providing direction based on reports submitted by the Company's Risk Management Division including reports on risk profiles. Ensuring that all material risks and impacts arising from these risks had been followed up and submit an accountability report to the Board of Commissioners periodically containing progress reports and material risk issues accompanied by corrective steps that had been, were being, and would be carried out. Ensuring the implementation of follow-up corrections for problems or irregularities in the Bank's business activities discovered by the Internal Audit Division. Developing a Risk Management culture including risk awareness at all levels |

Carrying out the function of implementing effective Risk Management, the Board of Directors is assisted by the Risk Management Work Unit (SKMR) in carrying out the functions of risk identification, risk measurement, risk mitigation and risk control.

well as the determination of risk limits.

Adequacy of Policies and Procedures and Risk Limit Determination

Bank Jatim has a Risk Management Policy that is used as the main guideline in implementing risk management and must be in line with the Bank's vision and mission. For more specific business areas, Bank Jatim has more specific policies and procedures, for example in the fields of credit, treasury, and operations. These policies and procedures include, among others, the determination of limits for each activity, both at the portfolio and transactional levels. All Policies and Procedures at Bank Jatim are evaluated and updated at least once a year. In accordance with SEOJK 34/SEOJK.03/2016 concerning the Implementation of Risk Management for Commercial Banks, in order to support effective risk control, the policies and procedures owned by the Bank must be based on a Risk Management strategy by considering the level of risk to be taken (risk appetite).

Risk Appetite is the type and level of risk that can be taken or faced by the Bank, which is within the risk capacity owned in order to achieve the bank's business goals. Bank Jatim's risk appetite is articulated in the form of a Risk Appetite Statement (RAS) which is a formal guideline in the risk-taking process to achieve business targets. RAS is important because it will provide clear and consistent direction to all levels of Bank Jatim regarding the Bank's risk-taking capabilities.

Adequacy of Risk Identification, Measurement, Monitoring and Control Processes and Risk Management Systems

Bank Jatim run the Identification, Measurement, Monitoring and Risk Control Process, as well as a Risk Management System through an Enterprise Risk Management (ERM) framework. Risk control policy guidelines provided an adequate reference for the identification and measurement process of risk. In measuring the risk profile of each Bank activity, at the initial stage the Bank identified risks by recognizing and understanding all inherent risks. After the risk identification was carried out, the measurement and risk monitoring was then carried out. This risk measurement was intended so that the Bank was able to calculate the risk exposure inherent in each activity so that the impact on the Bank's performance could be estimated.

Periodically evaluating risk exposures, especially those that were material in nature and or that had an impact on the Bank's performance. The results of monitoring, which included evaluation of risk exposures, were reported in a timely, accurate and informative manner which would be used to make decisions, including the necessary follow-up actions to monitor risks.

1. Risk Identification

Proactive risk identification covered all business activities of the Bank and was carried out in order to analyze the sources and likelihood of risks and their impacts. Risk identification was carried out periodically by using a method or system to identify risks in all products and business activities of the Bank.

The risk identification process was carried out by analyzing all risk sources that were at least carried out on the risks from the Bank's products and activities and ensuring that the risks from new products and activities had gone through a proper Risk Management process before being introduced or implemented.

2. Risk Measurement

- a. The risk measurement system was used to measure the Bank's risk exposure as a reference for exercising control. Risk measurement was carried out regularly for both products and portfolios as well as for all Bank business activities.
- b. The risk measurement system can measure:
 - The sensitivity of the product / activity to changes in the factors that influence it, both under normal and abnormal conditions.
 - The trend of changes in these factors is based on past fluctuations and their correlation.
 - Individual risk factors.
 - Overall risk exposure as well as per Risk, taking into account the relationship between Risks.
 - All risks inherent in all transactions and Bank products, including new products and activities, and can be integrated into the Bank's management information system.
- c. The risk measurement method was carried out quantitatively and/or qualitatively according to the characteristics and complexity of business activities. The measurement methods were in the form of methods stipulated by the Financial Services Authority in the framework of risk assessment and capital calculation as well as methods that were developed by the Bank itself.
- d. The Risk measurement system was evaluated and refined periodically or from time to time as necessary to ensure the suitability of assumptions, accuracy, fairness and data integrity, as well as the procedures used to measure Risk.
- e. Stress tests were carried out to complement the risk measurement system by estimating the Bank's potential losses in abnormal market conditions using certain scenarios in order to see the sensitivity of the Bank's performance to changes in risk factors and to identify influences that had a significant impact on the Bank's portfolio.
- f. The Bank performed stress testing periodically and reviews the stress testing results and takes appropriate steps if the predicted conditions that would occur exceed an acceptable tolerance level. The results were used as input when setting or changing policies and limits.

3. Risk Monitoring

a. The Bank had a monitoring system and procedure which included monitoring the amount of risk exposure, risk tolerance, internal limit compliance, and the results of stress testing as well as the consistency

- of implementation with established policies and procedures.
- Monitoring was carried out both by the risk taker unit and by the Company's Risk Management Division.
- c. Monitoring results were presented in periodic reports submitted to Management in the context of risk mitigation and the necessary actions.
- d. The Bank prepared an effective back-up system and procedures to prevent disruptions in the risk monitoring process, and conducts regular checks and reassessments of the back-up system.

4. Risk Control

- The Bank had an adequate risk control system by referring to the established policies and procedures.
- b. The risk control process implemented by the Bank was adjusted to the risk exposure as well as the level of risk to be taken and risk tolerance. Risk control was carried out by the Bank, among others by means of hedging mechanisms, and other risk mitigation methods such as issuing guarantees, asset securitization and credit derivatives, as well as increasing Bank capital to absorb potential losses.

5. Risk Management System

- a. The Risk Management System is part of the management information system owned and developed by the needs of the Bank to implement effective risk management.
- As part of the risk management process, a risk management system is used to support the implementation of risk identification, measurement, monitoring, and control processes.
- c. The Risk Management System and the resulting information are adapted to the characteristics and complexity of the Bank's business activities and are adaptive to changes.
- d. The adequacy of the scope of information generated from the risk management system is reviewed periodically to ensure that the coverage is adequate by developments in the level of complexity of business activities.
- e. As part of the risk management system, risk profile reports are prepared periodically by the risk management division, independent of the work units conducting business activities. The frequency of submitting reports to the relevant Directors and the Risk Management Committee is increased as needed, significantly when market conditions change rapidly.
- f. The Risk Management System supports reporting to the Financial Services Authority.
- g. In developing new information system technology and software, the Bank ensures that implementing the new information system and technology will maintain the continuity of the Bank's information system.

- h. If the Bank decides to outsource Employees in software development and system improvement, the Bank ensures that the decision to appoint a third party is carried out objectively and independently. The outsourcing agreement/contract includes clauses regarding maintenance and updating as well as anticipatory steps to prevent disruptions that may occur in its operations.
- i. Prior to implementing the new management information system, the Bank conducts tests to ensure that the processes and resulting outputs have gone through an effective and accurate development, testing, and reassessment process, and the Bank ensures that the system can access historical accounting and management data/ the new software is acceptable.
- j. The Bank administers and updates system documentation, which includes hardware, software, database (database), parameters, process stages, assumptions used, data sources, and resulting outputs to facilitate inherent control and implementation of audit trails.

Internal Controling System

The Internal Control System (SPI) became a supervisory mechanism established by the management of Bank Jatim on an ongoing basis. Effective SPI was an important component in management and forms the basis for sound and safe operational activities of the Bank. The effective implementation of the internal control system could assist the Bank's management in safeguarding the Bank's assets, improving the Bank's compliance with the prevailing laws and regulations, and reducing the occurrence of losses, deviations and violations of prudential aspects.

The implementation of a reliable and effective internal control system of the Bank was the responsibility of all risk taker units, support units, and the Internal Audit Division. The internal control system for risk refers to the overall internal control system which included:

- The Bank implemented the internal control system effectively in the application of Risk Management by referring to the established policies and procedures. The application of the four eyes principle had been adequate and consistently implemented.
- 2. Comprehensive internal control system in the application of Risk Management
- 3. Implementation of a review of the implementation of Risk Management.
- The results of the review assessment by the Company's Risk Management Division were submitted to the Board of Commissioners, Internal Audit Division, Compliance

- and Risk Management Director, Audit Committee, and other relevant Directors as input in improving the Risk Management framework.
- Improvements to the results of internal and external audit f
 indings monitored by the Internal Audit Division. The audit f
 indings that have not been followed up are informed by the
 Internal Audit Division to the Board of Directors to take the
 necessary steps.
- The level of responsiveness to weaknesses and / or deviations that occured against applicable internal and external regulations.

Risk Profile and Management

The risks inherent in Bank Jatim's business according to the provisions of the Financial Services Authority are 8 (eight) risks which include Credit Risk, Market Risk, Liquidity Risk, Operational Risk, Legal Risk, Strategic Risk, Compliance Risk and Reputation Risk. Explanation of each of these risks is as follows.

Credit Risk

Credit Risk is defined as the risk that occurs due to the failure of another party to fulfill its obligations including credit risk due to debtor failure, credit concentration risk, counterparty credit risk, and settlement risk. The credit risk management efforts that have been carried out by Bank Jatim are as follows:

- The Bank has a Credit Committee and a Credit/Financing Policy Committee as organizational tools to support effective credit risk management
- The Bank periodically conducts a comprehensive analysis of the root cause of the decline in debtor collectibility which has an impact on the increase in Non Performing Loans (NPL)
- Prepare reports on the development of credit risk exposure in order to mitigate risk and as an improvement effort and report periodically to the Board of Directors through the Risk Management Committee forum
- 4. Determine credit risk management policies, including managing credit decision limits, determining acceptable risk exposure limits, and credit portfolio guidelines in order to implement Bank Jatim's aggressive, selective and quality expansion.
- 5. Development of risk management tools in order to improve the quality and efficiency of the Credit Analysis process in the form of developing a customer credit rating application
- 6. Development of an information system in the form of a credit portfolio dashboard
- Conducting regular and in-depth credit training to improve credit knowledge and skills and increase risk awareness
- 8. Improving the credit supervision function

Market Risk

Market risk is the risk on balance sheet positions and administrative accounts, including derivative transactions, due to overall changes in market conditions, including the risk of changes in option prices. Market risk management aims to minimize the possibility of negative impact due to changes in market conditions on the Bank's capital assets. The market risk management efforts that have been carried out by Bank Jatim are as follows:

- The Bank has implemented the principle of segregation of duties, namely separating functions and responsibilities independently for treasury transactions consisting of front office, middle office and back office units.
- 2. The Bank has an ALCO Committee as an organizational tool in supporting effective market risk management
- 3. Determining risk appetite, risk tolerance and risk limit for market risk parameters
- 4. Having procedures and identification of banking book interest rate risks supported by an adequate information system and daily reporting on exchange rate movements, interest rates and other market information including over limits
- 5. Having daily limit monitoring procedures as a standardization of monitoring of treasury dealing room activities including follow-up actions to be taken by the risk taking unit if there is an excess
- 6. Calculating market risk using a standardized approach

Liquidity Risk

Liquidity risk results from the Bank's inability to meet its maturing obligations from cash flow funding sources and/ or high-quality liquid assets that can be pledged as collateral without disrupting the Bank's activities and financial condition. The efforts to manage liquidity risk that have been carried out by Bank Jatim are as follows:

- The Bank analyzes all sources of liquidity risk such as banking products and activities that affect the source of funds in a comprehensive manner and funding adequacy.
- 2. The Bank has an ALCO Committee as an organizational tool to support effective liquidity risk management
- Determine risk appetite, risk tolerance and risk limit for liquidity risk parameters
- 4. The Bank has a measurement tool that can quantify and identify liquidity risk in a timely and comprehensive manner to measure inherent risks regarding funding composition, liquidity ratio, cash flow projections, liquidity gap, and stress testing
- The Bank monitors limits daily such as AL/DPK, AL/ NCD, LDR, Overnight Loans, GWM, PLM, LCR against the

- threshold set by the regulator including follow-up actions to be taken by the risk taking unit if an excess occurs.
- 6. The Bank has a procedure in terms of an emergency funding plan when the bank faces a liquidity crisis (Contingency Funding Plan)
- 7. The Bank has made calculations related to liquidity risk, namely the calculation of NSFR and LCR in accordance with Basel III

Operational Risk

Operational risk is defined as the arising losses risk due to insufficient and or non-functioning internal processes, human errors, system failures, and or the presence of external parties affect in the operation of Bank Jatim. The operational risk management efforts that have been carried out by Bank Jatim are as follows:

- 1. Conducting a comprehensive analysis of the potential risks that are inherent in a product or activity by considering internal and external factors such as operational risk incident data, regulatory changes, audit findings, etc.
- 2. The Bank carries out a periodic operational risk measurement process, including risk assessment. operational risk loss data reports and bankwide operational risk profile measurements that are carried out periodically
- 3. Determining risk appetite, risk tolerance and risk limit for operational risk parameters
- 4. The Bank has a Quality Assurance unit to help ensure that operational activities run in accordance with the provisions.
- 5. The Bank also has procedures for implementing operational risk management, Business Continuity Management (BCM) and conducting a Risk Assessment (RA) process to measure potential disruptions/disasters that threaten the continuity of the bank so as to minimize the Bank's potential risks.
- 6. Development of risk management tools to support the operational risk management process consisting of:
 - a. Risk Control Self Assessment Is a qualitative and predictive MRO tool used to identify and measure risks by considering the potential impact and likelihood
 - b. Loss Event Database
 - Is a collection of confirmed operational risk loss event data that has losses and is obtained based on the results of analysis and verification of potential incidents and/ or incidents recorded and managed by each work unit.
 - c. Key Indicator Is a module for monitoring operational risk indicators that can hinder the achievement of company or work unit goals.
 - d. Work unit Risk Profile (Priskop & PRC) Is a risk profile dashboard for the head office and

- branch offices that functions as a monitoring and reporting tool for risk profiles for branch offices and the head office.
- 7. Conducting regular and in-depth training for all employees to increase knowledge and increase risk awareness

Legal Risk

Legal risk is a type of risk faced by banks as a result of lawsuits, both those carried out by internal and external parties and/or the discovery of weaknesses in the legal aspect such as the absence of supporting laws and regulations, weaknesses in obligations such as non-fulfillment of the requirements for the validity of the agreement or imperfect binding of collateral.

The legal risk management organization is carried out by the Legal Division at the head office by carrying out functions, duties and responsibilities related to regulatory, advisory, litigation, advocacy and legal assistance, education and transformation in the legal field and management of the Bank's legal risk. The legal risk management efforts that have been carried out by the Bank Jatim Legal Division are as follows:

- 1. Conducting a study of changes in laws and regulations to ensure that internal provisions do not deviate from applicable laws and regulations
- Providing legal advice/opinions on cooperation agreements between Bank Jatim and other parties, the aim is to protect the legal interests of Bank Jatim before the agreement is signed by an authorized official.
- 3. Providing legal assistance in accordance with its authority if a case occurs
- 4. Determining risk appetite, risk tolerance and risk limit for legal risk parameters

Strategic Risk

Strategic Risk is the risk due to inaccuracy in making and/ or implementing a strategic decision and failure to anticipate changes in the business environment. Strategic risk identification is based on strategic risk factors in certain functional activities, such as credit, treasury and investment activities as well as operations and services through a business plan prepared by the Strategic Planning & Performance Management Division as a translation of the General Policy of Board of Directors

Strategic risk measurement and measurement parameters are based on the Bank's performance by comparing the expected results with actual results, evaluating work unit performance, and checking progress against the set targets. The strategic risk management efforts that have been carried out by Bank Jatim are as follows:

1. The Bank periodically measures strategic risk by monitoring the progress report on the achievement of the bank's business plan.

- The achievement of the bank's business is discussed and reported to management periodically through the Business Performance Review forum, ALCO, Risk Management Committee, Review and Board of Directors Meeting.
- 3. The Bank continuously monitors the performance of branch offices
- 4. The Bank increases service cooperation with other operators/agencies/institutions in order to increase feebased and added value for the bank.
- Bank Jatim has implemented periodic monitoring tools, through parameters reflected in the strategic risk profile.
 Strategic risk measurement is carried out by analyzing exposure and comparing risk exposure with the established limits, including credit expansion, third party funds, and financial ratios.
- 6. Determine risk appetite, risk tolerance and risk limit for strategic risk parameters

Compliance Risk

Compliance Risk is a risk resulting from the Bank not complying with and/or not implementing applicable laws and regulations. In managing compliance risk, Bank Jatim has established policies, provisions, systems and procedures to build a culture of compliance as one of the keys to success in implementing compliance risk management. The compliance risk management efforts that have been carried out by Bank Jatim are as follows:

- Identifying and monitoring reporting obligations to regulators based on OJK regulations and other newly applicable external provisions
- Identifying vulnerable points of gratification in banks as an early warning in implementing mitigation actions for gratification and/or fraud risks.
- Developing a system that can reduce potential compliance risks, including the Sapubaja, Shinta and Monilap applications.
- 4. Implementing monitoring and compiling a resume of policies or regulations issued by Authorities such as PBI, SEBI, PADG, OJK Regulation, SEOJK and other regulations related to the Bank. The results of the resume are submitted to the relevant work unit and then used by the relevant work unit to update policies and procedures.
- 5. Implementation of ISO 37001:2016 Anti-Bribery Management System (ABMS)
- 6. Determine risk appetite, risk tolerance and risk limit for compliance risk parameters

Bank Jatim has policies and SOPs related to APU and PPT to protect the Bank from being targeted by money laundering and terrorism. In addition, there is an anti-money laundering system to monitor suspicious transactions. As part of the implementation of compliance risk management, Bank Jatim also conducts Enhanced Due Diligence (EDD) as a more in-

depth process than Customer Due Diligence (CDD), previously known as Know Your Customer (KYC)

Reputation Risk

Reputation risk is a risk due facing the stakeholder trust gap originating from various activities including events that can bring harm the reputation of the Bank (e.g. negative report in the mass media, violations of business ethics and customer complaints) and other matters inducing reputational risks such as weakened corporate governance, corporate culture and business banking practices.

The transformation of Bank Jatim become into a public bank, successfully identifies factors inherent risk in an openness functional activities which include customer complaints about its services, employees behavior in serving customers and conducted communication systems by the Bank. Reputation risk control efforts conducted by Bank Jatim, through the Corporate Secretary as Bank Jatim's public relations. Measures taken by Bank Jatim in managing reputation risk include:

- Identification and measurement of reputation risk are carried out periodically, such as monitoring customer complaints either through the call center and/or frontliner.
- The Bank manages any negative news in the Media Monitoring Report consisting of news titles, names of mass media and news value so that the bank can determine the impact of the news.
- The Bank manages any customer complaints in the Customer Complaint Report submitted to the Board of Directors periodically.
- Observing of customer complaints and resolution of customer complaints in accordance with the provisions/ SLA.
- Monitoring of negative news to the bank through various media including search engine optimization to improve the positive image of the bank, as well as assessment of the reputation risk profile through quarterly risk profile reporting.
- 6. The Bank also conducts socialization to customer service to continuously educate customers in order to minimize the potential reputation risk that may arise from customer misunderstandings regarding the use of bank products/services. In addition, there are visits to each bank office network regarding the adjustment of banking industry service standards, coaching and assistance to Branch Offices and the existence of Service and Culture programs in order to improve the quality of bank services
- Performing consistent communication, by maintaining openness of information and transparency to all stakeholders
- 8. Conducting public service functions in order to perform corporate social responsibility (CSR)

- Establishing harmonious relationships with the media in terms of maintaining the name of Bank Jatim as a corporation, this is done in order to minimize and handle complaints from stakeholders that result in negative publications against Bank Jatim.
- 10. In addition to manage its reputation risk from the public aspect, Bank Jatim also manages reputation risk arising from interactions with customers. Bank Jatim immediately follows up and resolves problems with customer complaints that can increase exposure to reputation risk. The Bank periodically improves the Bank's internal policies related to customer complaints and customer services in order to minimize the potential for a decline in the Bank's reputation.

Risk Evaluation Process

To better understand the risks in a comprehensive and sustainable manner, the Bank carries out a self-assessment of the Bank Soundness Level (TKB) which is reported to the Regulator every semester or 6 (six) months, and a Risk Profile Report which is prepared every quarter or every 3 (three) months.

Self-assessment of Bank Soundness Level refers to OJK Regulation Number 4/POJK.03/2016 and SEOJK Number 14/SEOJK.03/2017 concerning Assessment of General Bank Soundness Level, which includes assessment of Risk Profile including Inherent Risk and Quality of Risk Management Implementation, assessment of Governance, Profitability and Capital.

Risk Profile Assessment covers 8 (eight) types of risks, such as Credit Risk, Market Risk, Liquidity Risk, Operational Risk, Legal Risk, Strategic Risk, Compliance Risk and Reputation Risk. There are two additional risks specifically for the UUS Risk Profile assessment, namely Return Risk and Investment Risk.

Inherent Risk Assessment

Inherent Risk Assessment is an assessment of the risks inherent in the Bank's business activities, both quantifiable and non-quantifiable, which have the potential to affect the Bank's financial position. The characteristics of the Bank's inherent risk are determined by internal and external factors, including business strategy, business characteristics, complexity of the Bank's products and activities, the industry in which the Bank conducts business activities, and macroeconomic conditions.

In addition, the inherent risk assessment is conducted by considering quantitative and qualitative parameters/indicators. Determination of the inherent risk level for each type of risk is categorized into 5 (five) levels, as follows:

- 1. Rank 1 (Low)
- 2. Rank 2 (Low to Moderate)
- 3. Rank 3 (Moderate)
- 4. Rank 4 (Moderate to High)
- 5. Rank 5 (High)

Quality Assessment of Risk Management Implementation

The quality assessment of the Risk Management implementation reflects an assessment of the adequacy of the Risk control system that covers all pillars of the Risk Management implementation as regulated in the provisions of the Financial Services Authority concerning the Risk Management implementation for Commercial Banks.

Specifically, the Quality Assessment of Bank Risk Management Implementation varies greatly according to the scale, complexity and level of Risk that can be tolerated by the Bank. Thus, in assessing the Quality Assessment of Risk Management Implementation, it is necessary to consider to the characteristics and complexity of the Bank's business. The quality assessment of the Risk Management implementation is an assessment of 4 (four) interrelated aspects, as follows:

- 1. Risk Governance.
- 2. Risk Management Framework.
- 3. Risk Management Process, adequacy of human resources and adequacy of management information systems.
- 4. Adequacy of Risk control systems, taking into account the characteristics and complexity of the Bank's business.

The determination of the KPMR level is conducted comprehensively and identifies the strengths and weaknesses of each pillar of Risk Management. The KPMR level for each Risk is categorized into 5 (five) levels, as follows:

- 1. Rank 1 (Strong)
- 2. Rank 2 (Satisfactory)
- 3. Rank 3 (Fair)
- 4. Rank 4 (Marginal)
- 5. Rank 5 (Unsatisfactory)

Risk Management Activity Report 2024

In connection with the assessment of the Bank Health Level (TKB) and the individual Risk Profile Assessment during 2024, Bank Jatim has prepared and reported as follows:

- Bank Health Level uses an individual risk approach or risk based bank rating (RBBR) which includes an assessment of the Risk Profile, Governance, Profitability and Capital. During 2024, Bank Jatim has reported the Bank Health Level individually for the reporting period of Semester II 2023 and Semester I 2024 to the Regulator in a timely manner.
- Individual Risk Profile which includes the management of 8 types of risk (Credit, Market, Liquidity, Operational, Legal, Strategic, Compliance, and Reputation Risk). During 2024, Bank Jatim has reported the results of the Individual Risk Profile self-assessment for the reporting period of Quarter IV 2023 and Quarter I, II, III 2024 to the Regulator in a timely manner.
- Internal Capital Adequacy Assessment Process (ICAAP)
 Report individually. During 2024, Bank Jatim has reported
 the Individual ICAAP Report for the reporting period of

Semester II 2023 and Semester I 2024 to the Regulator in a timely manner.

- Interest Rate Risk in Banking Book (IRRBB) Report. During 2024, Bank Jatim has reported the Individual IRRBB Report for the reporting period of Quarter IV 2023 and Quarter I, II, III 2024 to the Regulator in a timely manner.
- Risk Weighted Assets (RWA) Calculation Report for Credit Risk, Market Risk and Operational Risk.
- Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR) Calculation Report.
- Leverage Ratio Fulfillment Obligation Report
- · Recovery Plan Document
- Resolution Plan Document

Effort to Manage Risk

As a bank that had a vision to encourage regional economic growth and participate in developing small and medium enterprises that focused on providing credit to the MSME sector, it was strongly influenced by changes in the business climate such as inflation and competition with foreign products. Thus, the increasing number of foreign products that entered Indonesia as a result of the free trade that Indonesia followed. Efforts to minimize these negative impacts are carried out risk management based on the principle of prudence to ensure the growth of a healthy and sustainable performance of the Bank.

Risk management as an integral part of business growth and daily business activities of the Bank is carried out in various ways, among others:

- Presenting a risk perspective opinion on each new banking activities and products, along with a service banking network expansion.
- Continuously improve operational policies and procedures, while adjusted risk tolerance limits to ensure its optimal balance between asset quality and business profitability
- Maintain the risk management implementation aligned with macroeconomics changes and the development of Bank Jatim business.

Recovery Plan

The Financial Services Authority (OJK) as the banking regulator in Indonesia has issued Financial Services Authority Regulation Number 5 of 2024 concerning the Determination of the Supervision Status and Management of Commercial Bank Problems, which states that Banks must prepare and submit Recovery Plan to the Financial Services Authority.

Recovery Plan is a plan to overcome financial problems that may occur in the Bank. This Recovery Plan document includes various Recovery Option mechanisms that aim to prevent, restore, and/or improve the bank's financial condition in case any financial crisis that can disrupt the bank's business sustainability.

Based on the provisions of OJK Regulation Number 5 of 2024 concerning Determination of Supervision Status and Management of Commercial Bank Problems Article 41, the Recovery Plan needs to be disclosed to internal and external parties. As required by OJK, the bank has prepared an Action Plan (Recovery Plan) document and has been submitted to the Financial Services Authority in November 2024. The document consists of four parts, as follows:

- 1. Executive Summary
- 2. Bank Overview

The Bank Overview includes information on (1) the bank's condition; (2) business lines, office networks, and material subsidiaries; (3) the bank's business group structure; (4) the bank's business relationships and (5) scenario analysis of the impact of changes in the bank's condition based on several scenarios, namely idiosyncratic and market-wide.

- 3. Recovery Options
 - It determines the trigger level with a traffic light approach for prevention (green), recovery (yellow) and improvement (red) levels. The determination of the trigger level is conducted based on the provisions of OJK Regulation Number 5 of 2024 concerning the Determination of the Supervision Status and Management of Commercial Bank Problems regarding aspects of capital, liquidity, profitability and asset quality
- 4. Disclosure of the Recovery Plan
 It explains a general description of the actions to be taken
 by the Bank to address financial problems that will occur,
 and the management mechanism for potential negative
 market reactions if the Recovery Plan is implemented.

Risk Assessment

The results of the Bank Jatim Risk Profile self-assessment for December 2024 were **Rank 2** or (low) with an Inherent Risk Rating of "**Low to Moderate**" and a Risk Management Implementation Quality Rating of "**Fair**".

Review of The Effectiveness of The Risk Management System

The Bank constantly evaluates the effectiveness of the risk management system. The evaluation includes adjusting the strategy and risk framework as part of the risk management policy, the adequacy of the information system, and the adequacy of identifying, measuring, monitoring, and controlling risks.

Measurement methods can be carried out quantitatively and/ or qualitatively. The measurement method can be a method determined by Bank Indonesia and the Financial Services Authority in the context of risk assessment and capital calculation (either a standard method or an internal method developed by the Bank itself). In order to overcome weaknesses that may arise from the use of a particular risk measurement model, the Bank must validate the model. The risk measurement system is evaluated and refined periodically or at any time if necessary to ensure the suitability, accuracy, fairness, and integrity of the data, as well as the procedures used to measure risk. In evaluating the effectiveness of the risk management system, the risk management work unit carries out the following monitoring program:

- The Bank has a monitoring system and procedures including monitoring the magnitude of risk exposure, compliance with internal limits and consistency with established policies and procedures.
- Monitoring is conducted by both the risk taking unit and the Risk Management Work Unit. The monitoring results are presented in periodic reports submitted to management in order to mitigate risks and take necessary actions.
- The Company prepares an effective back up system and procedures to prevent disruptions in the risk monitoring process, and periodically checks and re-evaluates the back up system.

Based on the evaluation of the effectiveness that had been conducted during 2024, it showed that the risk management system at Bank Jatim was sufficient.

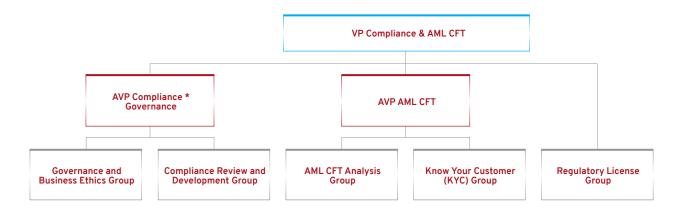
Statement of the Board of Directors and/or Board of Commissioners or Risk Monitoring Committee on the Adequacy of the Risk Management System

In 2024, the Board of Commissioners through the Risk Monitoring Committee assesses that the adequacy of risk management is effective and adequate, as reflected in:

- Adequacy of Risk Management policies and procedures and determination of effective Risk limits which include, among other things:
 - a. determination of the use of measurement methods and Risk Management information systems
 - b. determination and establishment of Risk limits
 - c. determination of Risk rating assessment
 - d. preparation of emergency plans (contingency plans) in the worst case scenario
 - e. determination of internal control systems in the implementation of Risk Management
- Adequacy of the Risk identification, measurement, monitoring and control processes, and an adequate Risk Management Information System.

Compliance Function

Organizational Structure



The establishment of the Compliance Unit by the Director in charge of Compliance is regulated in the OJK Regulation Number 46/ POJK.03/2017 concerning the Implementation of the Compliance Function of Commercial Banks. The Compliance Unit must be independent and only report directly to Director in charge of Compliance Function.

Profile of Vice President Compliance and AML-CFT

Herry Setya Yudakka

Vice President Compliance & AML CFT

Citizen Indonesian Citizens

Place, Date of Birth/

Born in Gresik, April 29, 1977/Age 47 years old as of December 2024

Age

Domicile Sidoario



S1 Industrial Engineering Sepuluh November Institute of Technology (ITS)

Certification

Risk Management Certification Level 6

Job History

Malang Branch Manager (2020)

- Leader of Credit Division of Main Branch (2022)
- Acting Head of Policy and Procedure Division (2023)
- Vice President of Policy and Procedure (2024)

Vice President of Compliance and APU PPT

Basis of Appointment

Board of Directors Decree No. 063/018/CPT/HCP/KEP dated December 31, 2024

Duties and Responsibilities of Compliance Functions

In accordance with OJK Regulation No. 46/POJK.03/2017 concerning Implementation of Compliance Function for Commercial Banks, explained that the Compliance Function includes actions for:

- 1. Realizing the implementation of Compliance culture at all levels of the Bank's organization and business activities.
- 2. Managing compliance risks faced by the BankEnsuring Bank Compliance with commitments
- 3. Ensure that the policies, regulations, systems and procedures as well as business activities carried out by the Bank are in accordance with the provisions of the Financial Services Authority and the provisions of laws and regulations, including the Sharia Principles for Islamic commercial banks and sharia business units.
- 4. Ensuring Bank Compliance with commitments made by the Bank to the Financial Services Authority/Bank Indonesia and/ or other authorized supervisory authorities.

The duties and responsibilities of the Compliance Unit were based on OJK Regulation No. 46/POJK.03/2017 concerning the Implementation of Compliance Function for Commercial Banks at least includes to:

- 1. Make steps to support the creation of a Compliance Culture in all Bank business activities at every level of the organization.
- 2. Identify, measure, monitor and control Compliance Risk by referring to the OJK regulations governing the implementation of risk management for commercial banks and OJK regulations governing the implementation of risk management for sharia commercial banks and sharia business units.
- 3. Assess and evaluate the effectiveness, adequacy and suitability of the Bank's policies, regulations, systems and procedures with statutory provisions.
- 4. Review and/or recommend updating and refinement of policies, regulations, systems and procedures that are owned by the Bank to comply with OJK regulations and statutory provisions, including the Sharia Principles for Islamic commercial banks and sharia business units.
- 5. Make efforts to ensure that the policies, regulations, systems and procedures, as well as the Bank's business activities are in accordance with OJK regulations and statutory provisions.
- 6. Perform other duties related to the Compliance Function.



Compliance Function Competency Development

The competency development that had been followed by Compliance Function Employees during 2024 is as follows:

| No. | Name of Education and Competency Development | Implementation date |
|-----|--|------------------------|
| 1. | Risk Management Certification Program Level 5 Exam | March 24, 2024 |
| 2. | Risk Management Certification Provision Level 5 | March 13, 2024 |
| 3. | Product Knowledge Training | February 11, 2024 |
| 4. | Risk Management Certification Provision Level 6 | March 22, 2024 |
| 5. | Competency-Based Interview Training | April 20, 2024 |
| 6. | Comprehensive Individual Risk Assessment (Ira) Preparation Based on Ojk Regulation No. 8 Of 2023 (Strengthening Prevention of TPPU, TPPT, and PPSPM in the Banking Industry) | March 08, 2024 |
| 7. | Training of Trainer | February 23, 2024 |
| 8. | Environmentally Conscious Financing Training | May 04, 2024 |
| 9. | Implementation of AMLCFT & PFWMD Program Ojk Regulation 8 Of 2023: Building Defense Against Financial Threats | March 05, 2024 |
| 10. | Training on Active Participation in Prevention of Green Financial Crime in the Financial Industry | April 29, 2024 |
| 11. | Training on Active Participation in Prevention of Green Financial Crime in the Financial Industry | April 29, 2024 |
| 12. | Risk Management Certification Refreshment Program | March 28, 2024 |
| 13. | Fo Function; Reward & Punishment; and Service Standards | May 27, 2024 |
| 14. | Credit Risk Mitigation; Monitoring of Problem Credit Settlement and Execution | May 28, 2024 |
| 15. | Litigation & Banking Criminal Prevention | June 02, 2024 |
| 16. | Credit Analysis | May 29, 2024 |
| 17. | Credit Analysis and Accounting Basis | June 06, 2024 |
| 18. | Credit Administration and Banking Law | May 25, 2024 |
| 19. | Fund Products and the Role of Fo, Reward Punishment System and Service Standards | June 04, 2024 |
| 20. | Credit Risk Analysis and Credit Settlement Restructuring | June 05, 2024 |
| 21. | Bank Risk Management and Credit Portfolio Guidelines | May 30, 2024 |
| 22. | AML-CFT & Gratification, Compliance Culture, Anti-Fraud Strategy & Critical Point Fraud | May 31, 2024 |
| 23. | Shariah and It Security Awareness | June 01, 2024 |
| 24. | Litigation in Banking Operations | June 12, 2024 |
| 25. | Leading & Managing your Sales Team to Success With James Gwee | July 29, 2024 |
| 26. | Training Executive of Sharia Banking | July 30, 2024 |
| 27. | Culture Glow Up your Confident Through Public Speaking & Communication Personality Test Using Mandala Art Culture Booster | September 24, 2024 |
| 28. | ESG Webinar, Aspen Banking to Encourage the Achievement of Sdgs (Sustainable Development Goals) Batch 4 FKDKP – 2024 | September 27, 2024 |
| 29. | Workshop on Disaster Recovery Plan Preparation According to Ojk Regulation No. 5 of 2025 for BPDS Throughout Indonesia | October 2, 2024 |
| 30. | Tppo and Online Gambling Training Hinder Bank Business Which Must be Immediately Addressed in Bank Operations (In Accordance With Ojk Regulation No. 8 Of 2023) | October 29, 2024 |
| 31. | Public Training on "Identification and Prevention of Trade Based Money Laundering (TBML)" | November 28, 2024 |
| 32. | Training Implementation of Governance Risk Management & Compliance, Implementation of Governance, Risk Management & Compliance) Anti Fraud Strategy | December 4, 2024 |
| 33. | Implementation of Financial Control and Consolidation in the Scope of Bank Business Group Formation | December 21, 2024 |
| | | |

Implementation of the Compliance Function Duties

The implementation of the Compliance Function duties that have been implemented in 2024 is as follows:

- Improving programs for embodying a culture of compliance in work units both offline and online, and continuously increasing employee understanding of applicable rules and regulations.
- Actively monitor and build communication with related work units on new external regulations issued by regulators as an effort to ensure that policies, provisions, systems and procedures and business activities carried out by the Bank comply with the provisions of the Financial Services Authority and regulatory provisions laws and regulations, including Sharia Principles for sharia commercial banks and sharia business units.
- Coordination and collaboration with SKMR and SKAI and related work units to identify, measure, monitor and control Compliance Risks.
- 4. Identify, measure, monitor and control compliance risk to minimize the occurrence of compliance risk through monitoring parameters that affect compliance risk.
- 5. Development of the quality and competence of the Compliance Work Unit includes: training, workshops, certification programs, including information systems.

Anti-Money Laundering Program, Prevention of Terrorism Funding & Prevention of Funding for The Proliferation of Weapons of Mass Destruction

The existence of globalization in the financial services sector which is accompanied by the increasing development of financial service products including marketing (multi channel marketing), as well as increasingly complex financial services industry activities and technology both in terms of products, services and the use of information technology, has the potential

to increase the risk of using the financial services industry as a means of Money Laundering, Terrorism Financing and/or Funding the Proliferation of Weapons of Mass Destruction with its increasingly diverse and advanced modus operandi.

The implementation of AML, CFT & PFWMD that has been carried out includes:

- Implementation of the AML, CFT & PFWMD programs under the supervision of the Director in charge of the Compliance function, has policies and procedures supported by an adequate internal control system and management information system, and competent human resources.
- Strengthening Know Your Customer (KYC) by utilizing the Directorate General of Dukcapil's (Civil Registry Office) EKTP and/or Digital Population Identity (IKD) data verification services.
- Optimizing the implementation of AML, CFT & PFWMD in all financial transactions and bank operations at all levels of the organization.
- 4. Developing and improving the management information system for implementing AML, CFT & PFWMD, as well as continuously improving the quality of customer data in order to improve the quality of reporting as the task of the Reporter in the AML, CFT & PFWMD regime.
- Play an active role and be part of the implementation of prevention and eradication of AML, CFT & PFWMD programs through Go-AML, SIGAP, SIPENDAR, SIPESAT, PEDAL, GRIPS Reports and Election-related Reports.
- 6. The Bank has participated in the Financial Integrity Rating on ML/TF assessment conducted by PPATK with the results of the level of commitment of PT BANK PEMBANGUNAN DAERAH JAWA TIMUR, TBK in supporting PPATK and Law Enforcement Officers to conduct financial transaction tracing related to indications of TPPU/TPPT and the level of implementation of APUPPT reporting governance in accordance with LPP provisions and PPATK reporting guidelines as well as the level of compliance with AMLCFT reporting obligations to PPATK and the quality of reports submitted are in the category of Very Good.

Lawsuit

During 2024 Bank Jatim faced several essential cases in the form of civil law issues that had been completed (had received Court Decisions that had permanent legal force/inkracht), revocation of lawsuits and are still in the process of being resolved as follows:

Table of Significant Cases

| | able of oignificant outes | | | | | | |
|-----|---|-------|----------|-------------------------|--|--|--|
| | | Total | | | | | |
| No. | Cases | Civil | Commerce | Industrial relations | | | |
| 1. | Completed (There has been a Court Decision that has permanent legal force/inkracht) | 16 | - | - | | | |
| 2. | Lawsuit Revocation | 5 | - | - | | | |
| 3. | In Process of Completion | 27 | 2 | - | | | |

Important Case Faced by The Company

Of the several cases faced by the Bank, there were 7 significant civil cases as follows:

Table of Important Cases Faced by the Company

| No | Case/Lawsuit | Settlement Status | Risk | Management Action | Impact on company conditions | Claims for Material Compensation (in IDR millions) |
|----|---|--|-------------|---|------------------------------|--|
| 1. | Civil case number 584/Pdt.G/2007/ PN.Sby dated 21 November 2007 | Decision of the Surabaya District Court: Lawsuit was unacceptable Decision of the Surabaya District Court: Confirming the Decision of the Surabaya District Court In this case, waiting for a response from the District Court for inkracht certainty. | Legal Risks | Bank Jatim made a written confirmation to the Court regarding the inkracht status of the High Court Decision. | None | IDR 3,000 |
| 2. | Civil Case Number 16/Pdt.G/2023/ PN.Bna dated April 18, 2023 | Cassation proceedings at the Supreme Court | Legal Risks | Bank Jatim filed a counter cassation to strengthen Bank Jatim's position | None | IDR 3,218 |
| 3. | Civil Case Number 124/Pdt.G/2023/ PN.Mlg dated May 30, 2023 | Cassation proceedings at the Supreme Court | Legal Risks | Bank Jatim filed a cassation to strengthen Bank Jatim's position | None | IDR 3,100 |
| 4. | Civil Case Number 746/Pdt.G/2023/ PN.Sby dated July 26, 2023 | Cassation proceedings at the Supreme Court | Legal Risks | Bank Jatim filed a cassation to strengthen Bank Jatim's position | None | IDR 5,732 |
| 5. | Civil Case Number 176/Pdt.G/2023/ PN.Kpn dated September 6, 2023 | Cassation proceedings at the Supreme Court | Legal Risks | Bank Jatim filed a counter cassation to strengthen Bank Jatim's position | None | IDR 27,988 |
| 6. | Civil Case Number 887/Pdt.G/2024/ PN.Sby dated August 21, 2024 | Proceedings at the Surabaya District Court | Legal Risks | Bank Jatim conducted case management at the Surabaya District Court | None | IDR 6,028 |
| 7. | Civil Case Number 98/Pdt.G/2024/ PN.Gsk dated September 25, 2024 | Proceedings at the Gresik District Court | Legal Risks | Bank Jatim conducted case management at the Gresik District Court | None | IDR 5,300 |

Important Cases Which Faced by the Board of Commissioners and the Board of Directors

During 2024 there were no legal issues being faced by the incumbent Board of Commissioners and Directors.

Legal Issues Currently Facing Subsidiaries

| | | Total | | | | |
|-------|---|-------|----------|-------------------------|--|--|
| No. | Case | Civil | Commerce | Industrial Relations | | |
| 1. | Completed (there is a Court Decision that has permanent legal force/incracht) | 3 | - | - | | |
| 2. | Withdrawal of Lawsuit | - | - | - | | |
| 3. | In Settlement Process | 3 | - | - | | |
| Total | | 6 | - | - | | |

In detail, the legal problems faced by the subsidiary are as follows:

| No. | Case/Lawsuit | Completion Status | Risk | Management Efforts | Sanctions imposed | Claims for Material Compensation (in IDR millions) |
|-----|--|--|-------------|---|----------------------|---|
| 1. | Case No: 1/Pdt.G/2024/ PN.Dpu at the Dompu District Court for the lawsuit of M. Sidik Djamal, Bc. Hk. | Declaring the Plaintiff's lawsuit inadmissible (niet ontvankelijke verklaard) or the lawsuit being won by NTB Syariah | Legal Risks | Bank NTB Syariah has filed an Exception Response and other legal efforts in response to the lawsuit submitted by the Plaintiff. | None | Nominal Lawsuit: Material IDR. – Immaterial IDR. – Coercive Money IDR 1,000,000,- (one million rupiah) per day if negligent in implementing the decision on this case. The Plaintiff's loss on the results of the disputed land during the Bank's control is IDR6,000,000,- (six million rupiah) if the decision of the case has become final. |
| 2. | Case No: 659/ Pdt.G/2024/PA.Pra at the Praya Religious Court for the lawsuit of Sauti, et al. as the Opponent. | A decision has been received which essentially states that the Bank's control over the rights is based on valid and binding law. | Legal Risks | Bank NTB Syariah has filed a Response, Exception and other legal efforts in facing the lawsuit filed by the Opponent. | None | Nominal Lawsuit: Material IDR. – Immaterial IDR. – |
| 3. | Case No.: 22/ Pdt.G/2024/PN.Dpu at the Dompu District Court for the lawsuit of M. Sidik Djamal, Bc. Hk as the Plaintiff (the same lawsuit as Case Number: 1/Pdt.G/2024/ PN.Dpu, but with the addition of the Defendant in it). | Declare that the Plaintiff's lawsuit is rejected in its entirety or that the lawsuit is won by Bank NTB Syariah. | Legal Risks | Bank NTB Syariah has filed an Answer, Exception and other legal efforts in response to the lawsuit submitted by the Plaintiff. | None | Nominal Lawsuit: Material IDR. – Immaterial IDR. – Coercive Money IDR. 1,000,000,- (one million rupiah) per day if negligent in implementing the decision on this case. |
| 4. | Case No: 29/ Pdt.G/2024/PN.Dpu regarding the lawsuit of Abubakar Mansyud alias A. Bakar Mas'ud as the Plaintiff. | Trial Process at Dompu District Court. | Legal Risks | Trial Process at Dompu District Court. | None | Nominal Lawsuit: Material and Immaterial IDR 3,025,000,- (three million twenty five thousand rupiah) Coercive Money IDR 1,500,000,- (one million five hundred thousand rupiah) for each day of delay in fulfilling the contents of the decision that has become final. |

| No. | Case/Lawsuit | Completion Status | Risk | Management Efforts | Sanctions imposed | Claims for Material Compensation (in IDR millions) |
|-----|--|---|-------------|---|----------------------|--|
| 5. | Case No: 44/Pdt. Bth/2024/PN.Dpu regarding the Third Party's Objection (Derden Verzet) lawsuit against the Dompu District Court decision No: 2/Pdt.G/2022/ PN.Dpu, Jo. Mataram High Court Decision No: 219/PDT/2022/PT.MTR, Jo. Supreme Court Decision No: 4409.K/ Pdt/2023. | Trial Process at Dompu District Court. | Legal Risks | Trial Process at Dompu District Court. | None | Nominal Lawsuit: Material IDR. – Immaterial IDR. – |
| 6. | Case No: 2/Pdt. Eks/2024/PN.Dpu summons for trial in the context of the On-Site Inspection/Verification/ Constatering activities by the Dompu District Court regarding the lawsuit of Muhammad Fauzan | Trial Process at Dompu District Court. | Legal Risks | Bank NTB Syariah has attended the trial. | None | Nominal Lawsuit: Material IDR. – Immaterial IDR. – |

Impact of Legal Problems on Bank

The impact of civil law problems experienced by Bank Jatim through the legal process is not significant and does not interfere with the Bank's performance because the Bank has carried out appropriate mitigation and litigation processes and in accordance with the provisions of laws and regulations.

Administrative Sanctions Imposed to Companies, Members of the Board of Commissioners and the Board of Directors by Capital Market Authorities and Other Authorities

Bank Jatim's administrative sanctions during 2024 are as follows:

| No. | Agency | Types of Sanctions | Information |
|-----|------------------------------|--|--|
| 1. | Financial Services Authority | Sanctions for SLIK Reporting Errors on General Examination Results in 2024. | Sanction of obligation to pay IDR50,000,000,- (fifty million rupiah). Payment has been made on January 30, 2025 |
| 2. | Bank Indonesia | Sanctions for Violation of Minimum Reserve Requirement (GWM) Provisions amounting to IDR 1,268,792,670,- (one billion two hundred sixty eight million seven hundred ninety two thousand six hundred seventy rupiah). | Has been charged to the Bank Giro Account at Bank Indonesia on November 05, 2024. |
| 3. | Financial Services Authority | Delay in Submission of Report on Appointment and/or Replacement of Director of Sharia Business Unit of Bank Jatim | Obligation to pay a fine of IDR 30,000,000 (thirty million rupiah) |
| 4. | Bank Indonesia | Written Warning Letter | Administrative Sanctions in the Form of a Written Warning Letter |
| 5. | Financial Services Authority | Delay in Submission of Adjusted Business Plan 2024 – 2026 | Obligation to pay a fine of IDR 3,000,000 (three million rupiah) for the adjustment of the Bank's Business Plan for 2024-2026 through the OJK Reporting Application (APOLO) on June 5, 2024, so that it is late by 3 (three) working days. For this delay in accordance with OJK Regulation Number 5 of 2016 concerning the Bank's Business Plan, your bank will be subject to administrative sanctions. |

| No. | Agency | Types of Sanctions | Information |
|-----|------------------------------|--|---|
| 6. | Bank Indonesia | Administrative sanctions in the form of an obligation to pay IDR. 100,000.00 (one hundred thousand rupiah) | Obligation to pay IDR 100,000 (one thousand rupiah) from July 16 to 26, 2024, there was 1 (one) BI-RTGS transaction fund settlement instruction sent on the same date as the acceptance date but was carried out more than 1 (one) hour after the implementation of the acceptance in question. |
| 7. | Bank Indonesia | Sanctions for Violation of Minimum Reserve Requirement | Obligation to pay IDR1,268,792,670 (one billion two hundred sixty eight million seven hundred ninety two thousand six hundred and seventy rupiah) for the shortfall in fulfilling GWM in accordance with PBI No. 20/3/PBI/2018 dated March 29, 2018 |
| 8. | Bank Indonesia | Sanctions for violations of corrections outside the submission deadline for the LBUT Daily Information Group (KL) | Obligation to pay IDR 1,000,000.00 (one million rupiah) |
| 9. | Bank Indonesia | Sanctions for Not Submitting LBUT Reports Regarding Daily Risk and Capital | Obligation to pay IDR2,000,000.00 (two million rupiah) charged to the Bank's current account at Bank Indonesia on November 28, 2024 |
| 10. | Bank Indonesia | Written warnings 3 (three) times in a row based on the results of quarterly obligation evaluations will result in administrative sanctions in the form of temporary suspension of the activities of the main dealer (primary dealer) for 3 (three) months. | The bank has not fulfilled its main dealer obligations (PADG Main Dealer) for the period July to September 2024 |
| 11. | Bank Indonesia | General Bank Report Sanctions (LBUT) PT BPD East Java Tbk | An obligation of IDR. 1,500,000 (one million five hundred thousand rupiah) which has been charged to the Bank Jatim current account at Bank Indonesia on December 5, 2024 |
| 12. | BP TAPERA | Sanctions for Delays The Distributing Bank will be late in returning the principal of FLPP Funds and/or payment of KPR Sejahtera yields amounting to IDR 32,798 (thirty two thousand seven hundred and ninety eight rupiah). | Payment was made on February 23, 2024. |
| 13. | KPP PRATAMA GENTENG | Late Payment of PPH 21 | Payment of a fine of IDR 6,000,000 (six million rupiah) |
| 14. | Bank Indonesia | Sanctions Report Integrated General Bank (LBUT) PT. BPD Jawa Timur Tbk | Payment of a fine of IDR 50,000.00 (fifty thousand rupiah) |
| 15. | Bank Indonesia | Sanctions Report Integrated General Bank (LBUT) PT. BPD Jawa Timur Tbk | Payment of a fine of IDR 100,000.00 (One hundred thousand rupiah) |
| 16. | Bank Indonesia | Sanctions Report Integrated General Bank (LBUT) PT. BPD Jawa Timur Tbk | Payment of a fine of IDR 2,000,000 (two million rupiahs) |
| 17. | Financial Services Authority | Administrative Sanctions in the Form of Fines for Late Reporting of Securities Transactions for the April 2024 Reporting Period | Payment of a fine of IDR 30,000.00 (thirty thousand rupiah) |
| 18. | Financial Services Authority | Response to the Report on the Appointment and/or Replacement of the Director of the Sharia Business Unit of Bank Jatim | Written warning and administrative sanctions in the form of an obligation to pay a fine |

During 2024, there were no administrative sanctions imposed on members of the Board of Commissioners and Board of Directors by the capital market authorities and other authorities.

Access to Company Information and Data

The public can access all financial and non-financial reports that have been submitted by Bank Jatim in a transparent manner through various means that are available in a timely, complete and accurate manner.

Internal Communication

Bank Jatim maintained an internal communication network between the Bank's management and employees and ensured the implementation of communication went well within the organization. By taking this into account, Bank Jatim developed several communication channels, including through the Bank Jatim Magazine, the human resources intranet portal and Bank Jatim internal information media which provided information to all Bank Jatim employees about various company activities and information needed in carrying out daily activities. Internal communication has a purpose, namely:

- 1. Responsibility for internal management.
- 2. Submission of draft speeches, papers, seminar materials for the Board of Directors and materials for the GMS.
- 3. Submission of the preparation of the Bank's Annual Report Book and Company profile.
- Proposal of procedures and concepts for Board of Directors meetings, ceremonies, Bank events and other meetings.

External Communication

Bank Jatim used various communication channels both to internal and external parties which aimed to build a company image through print media, electronic media, broadcast media, display media and others. To make it easier for the public to get the latest information about the company, Bank Jatim had a corporate website that could be accessed through www. bankjatim. co.id which also functioned as a service portal. On the Bank Jatim website, people can find detailed information about Bank Jatim starting from history, organizational structure, vision and mission, management, networks, achievements, fund products, credit products and Bank Jatim services for both conventional and sharia. In addition, the website also contains information on CSR distribution and the latest information / news about Bank Jatim.

As information to the wider community, Bank Jatim regularly participates in events held by other parties and distributes press releases to print and electronic media to inform Bank Jatim activities and products. Bank Jatim also informs several important activities and published quarterly reports to the public through cooperation with print and electronic media (internet). Bank Jatim uses social media as a means to communicate with external parties through:

Facebook : bank jatim
Twitter : @bank_jatim
Instagram : bankjatim
Youtube : bank jatim

Investor Management

In maintaining the trust of shareholders and stakeholders, the Bank Jatim Investor Management team is in direct contact with investors, analysts and Shareholders to explain the Bank's performance. The activities carried out by Investor Relations are as follows:

Derry Widya Ariyanta Corporate Secretary Kantor Pusat Bank Jatim Jl. Basuki Rachmat No. 98-104, Surabaya Email: iru@bankjatim.co.id

The activities carried out by Investor Relations are as follows:

- Compiling the performance of Bank Jatim every month in accordance with the company's monthly financial reports such as; macro and micro economic information, information on the company's financial position based on balance sheets, ratios, percentages, business plans and strategies as well as stock information.
- Managing information disclosure with investors and analysts.
- 3. Coordinating, evaluating, and providing recommendations in the implementation of activities including:
 - a. One on One Meeting
 This activity is carried out to foster good relations with potential investors, investors and analysts.
 - Analyst Meeting
 Activities to present the company's quarterly performance with analysts aimed at delivering the latest information on the performance, strategies and
 - c. Conference Call
 Telephone calls made either at the request of an investor or an Investor Relations initiative.

achievements that have been achieved by Bank Jatim.

- d. Site Visit
 Activities carried out at the request of investors to visit branches to see the operations of Bank Jatim.
- Roadshow
 Activities increase the interest of foreign investors to enter the country through Bank Jatim shares.
- Compiling, managing, and carrying out preparation of weekly, monthly, quarterly, semester and annual publication report.

Investor Relation Performance

The activities that have been carried out by the Investor Relations Team during 2024 are as follows:

1. Analyst Meeting activities, in 2024 will be held 3 (three) times a year

| No. | Date | Location | Topics |
|-----|------------------|------------------------|----------------------------|
| 1. | January 23, 2024 | Bank Jatim Headquarter | Analyst Meeting FY 2023 |
| 2. | April 29, 2024 | Hotel Alila | Analyst Meeting 3M24 |
| 3. | October 29, 2024 | Bank Jatim Headquarter | Analyst Meeting 1H&9M 2024 |

2. Communication with analysts and investors as follows.

| No. | Date | Investor/Securities | Topics |
|-----|-------------------|------------------------------|--------------------------|
| 1. | January 2, 2024 | Bahana Securities | One on One Meeting |
| 2. | February 27, 2024 | Philip Securities | One on One Meeting |
| 3. | February 28, 2024 | Stockbit Securities | One on One Meeting |
| 4. | February 29, 2024 | Mandiri Securities | Site Visit |
| 5. | January 31, 2024 | Bloomberg | Courtesy Visit |
| 6. | March 8, 2024 | Bahana Securities | One on One Meeting |
| 7. | March 13, 2024 | Change Global Investment LLC | One on One Meeting |
| 8. | March 18, 2024 | Philip Securities | Deep Talk BJTM (Webinar) |
| 9. | April 1, 2024 | Norges | One on One Meeting |
| 10. | April 3, 2024 | BRI Danareksa | Courtesy Visit |
| 11. | April 4, 2024 | Victory Capital | One on One Meeting |
| 12. | April 29, 2024 | Stockbit Securities | Close Door Meeting |
| 13. | April 30, 2024 | BRI Danareksa | Courtesy Visit |
| 14. | June 14, 2024 | FM Change Global Investment | One on One Meeting |
| 15. | June 25, 2024 | | |
| 16. | June 28, 2024 | PT Taspen | One on One Meeting |
| 17. | July 1, 2024 | CIM Investment | One on One Meeting |
| 18. | July 4, 2024 | Niche Investment | One on One Meeting |
| 19. | July 11, 2024 | Tugu Reassurance | One on One Meeting |
| 20. | July 18, 2024 | Star Asset Management | One on One Meeting |
| 21. | November 21, 2024 | Maybank Securities | One on One Meeting |

- 3. Participating in the BJTM Deep Talk Webinar with Philip Sekuritas dated March 18, 2024.
- 4. Organizing a Workshop themed 'Close Door Meeting' in collaboration with Stockbit Sekuritas, which was attended by Retail Investors dated April 29, 2024.
- 5. Establishing the Annual Public Expose, which was held online dated November 8, 2024.
- 6. Participating in Sustainable Finance Research with Paramadina University dated December 17, 2024.
- 7. Contributing as a Resource Person in the OJK Regulation Refresher Panel Discussion on General Meetings of Shareholders, Deepening of Investor Relations Competence and Tips for Improving the Quality of Sustainability Reports organized by AEI.

Press Release

| No. | Month | Press Release |
|-----|-------------------|--|
| 1. | January 5, 2024 | Bank Jatim KUR Quota Increases Rapidly, Helping MSMEs Move Up a Class |
| 2. | January 16, 2024 | Bank Jatim Supports the East Java Provincial Government with Social Assistance for Extreme Poverty |
| 3. | January 22, 2024 | Supporting Al-Quran Memorization, Bank Jatim Provides Santri Savings to 39 Students |
| 4. | January 23, 2024 | Building Growth through Business Strengthening, |
| 5. | January 25, 2024 | Bank Jatim Prints Positive Performance in 2023 |
| 6. | February 7, 2024 | Consistently Improving Company Reputation, Bank Jatim Wins Best Public Relations at IPRA 2024 |
| 7. | February 22, 2024 | Bank Jatim Distributes CSR Assistance to Two District Governments at Once |
| 8. | February 23, 2024 | Facing 2024: Inviting Entrepreneurs to Transform and Jump Higher |
| 9. | March 1, 2024 | Successfully Implementing 100% ETPD, Bank Jatim Gives Award to Ngawi District Government |
| 10. | March 4, 2024 | Simplifying Licensing Services, Bank Jatim Provides One Mobile Service Car to Tulungagung District Government |
| 11. | March 4, 2024 | Bank Jatim Explores KUB Cooperation with Bank Banten, Offers KUB Fully Protection Growing Together Concept |
| 12. | March 5, 2024 | Banking Performance Recovers, OJK Ends Credit Restructuring Policy |
| 13. | March 5, 2024 | Excellent Performance, Bank Jatim Becomes TOP BUMD 2024 |
| 14. | March 25, 2024 | Enlivening the Holy Month, Bank Jatim QRIS Ramadan Vaganza Officially Opens for a Week |
| 15. | March 28, 2024 | Successfully Improving Company Reputation, Bank Jatim Achieves Platinum Ranking at the 2024 ICCA Awards |
| 16. | April 1, 2024 | Bank Jatim Takes Home 8 Awards at Once from Infobank |
| 17. | April 2, 2024 | Bank Jatim Supports Construction of a Prayer Room in Probolinggo |
| 18. | April 4, 2024 | Consistent Digital Innovation, Bank Jatim Wins Three Awards from Itech |
| 19. | April 22, 2024 | Signing Cooperation with the East Java Provincial Government and CV Gratis Ongkir, Bank Jatim Encourages Digitalization of Procurement of Goods/Services |
| 20. | April 24, 2024 | Encouraging Increased Financial Inclusivity, Bank Jatim Facilitates Opening of Accounts for People with Disabilities |
| 21. | April 24, 2024 | Optimizing Health Services, Bank Jatim Provides Ambulances to PMI East Java |
| 22. | April 25, 2024 | Simpeda National Lottery Successfully Held, Bank Jatim Consistently Becomes the Largest Fund Collector |
| 23. | April 26, 2024 | Exploring KUB, Bank Jatim and Bank Banten Sign NDA |
| 24. | April 29, 2024 | Adding Beauty to Probolinggo City, Bank Jatim Submits CSR for Revitalization of Jam Menara |
| 25. | May 2, 2024 | Starting 2024, Bank Jatim Prints Excellent Performance |
| 26. | March 5, 2024 | Supporting Financing Access to MSMEs, Bank Jatim Distributes KUR in Kampoeng Kreasi Activities |
| 27. | May 7, 2024 | Bank Jatim Rehabilitates Pasuruan City Square Area |
| 28. | May 8, 2024 | Steady with KUB! Bank Jatim Signs Shareholder Agreement with NTB Provincial Government and Bank NTB Syariah |
| 29. | May 14, 2024 | Prevent Stunting, Bank Jatim Distributes 120 Thousand Eggs to Lumajang Regency Government |
| 30. | May 15, 2024 | Increase the Effectiveness of Regional Spending, Bank Jatim and Bondowoso Regency Government Launch KKPD |
| 31. | May 16, 2024 | Making Brilliant Achievements, Bank Jatim Wins Two Awards at Once |
| 32. | May 16, 2024 | Beautify Sampang Regency, Bank Jatim Provides Assistance for Praseno Park Development |
| 33. | May 21, 2024 | Caring for the Beauty of Pacitan Square, Bank Jatim Rehabilitates and Arranges Sidewalks |
| 34. | May 22, 2024 | Improving Public Health, Bank Jatim Provides Assistance for 168 Latrines |
| 35. | May 28, 2024 | Synergy with Ponorogo Regency Government, Bank Jatim Arranges Alun-Alun |
| 36. | May 29, 2024 | Supporting Carbon Emission Reduction, Bank Jatim Wins Awards from Investortrust.id & BGK Foundation |

| No. | Month | Press Release |
|-----|-----------------|---|
| 37. | May 31, 2024 | Successfully Maintaining Solid Performance, Bank Jatim Wins The Asian Post Best Regional Champion 2024 Award |
| 38. | May 31, 2024 | Improving Economy and Education Quality, Bank Jatim Submits Two CSRs at Once |
| 39. | June 7, 2024 | Eradicating Poverty, Bank Jatim Improves RTLH in Banyuwangi Regency |
| 40. | June 9, 2024 | Improving Healthy Lifestyle, Bank Jatim Holds JConnect Run 2024 |
| 41. | June 10, 2024 | Massively Innovating, Bank Jatim Wins Award from Swa Magazine |
| 42. | June 19, 2024 | Improving Competitiveness of MSMEs, |
| 43. | June 20, 2024 | Bank Jatim Provides Product Packaging Equipment Assistance |
| 44. | June 21, 2024 | Bank Jatim Wins Top Bank 2024 Award from The Iconomics |
| 45. | June 24, 2024 | Bank Jatim Creates Livable Homes for Situbondo Community |
| 46. | June 25, 2024 | First in East Java, Bank Jatim and RSUD Srengat Launch Bring Hardja |
| 47. | June 26, 2024 | Expanding Market Network, Bank Jatim Facilitates Fostered MSMEs in Bali Trade Mission |
| 48. | June 27, 2024 | Bank Jatim and Magetan Regency Government Encourage Electronification of Regional Financial Management |
| 49. | July 3, 2024 | Bank Jatim Supports East Java Provincial Government in Distributing Aid to Thousands of Cigarette Factory Employees |
| 50. | July 7, 2024 | 666th Anniversary of Ngawi, Bank Jatim Hands Over One Fire Engine to Ngawi Regency Government |
| 51. | July 11, 2024 | Synergy Between Each Other, Bank Jatim and Bank Banten Discuss Continuation of Cooperation |
| 52. | July 12, 2024 | Radar Surabaya Award 2024, Bank Jatim Named as Innovative and Expansive BUMD |
| 53. | July 13, 2024 | Welcoming 63rd Anniversary, Bank Jatim Successfully Organizes Open Golf Tournament 2024 |
| 54. | July 17, 2024 | Increasing ETPD Implementation, Bank Jatim and Batu City Government Launch KKPD |
| 55. | July 18, 2024 | Bank Jatim Revitalizes SWK Pinghay, Now Much More Comfortable and Organized |
| 56. | July 19, 2024 | Improve the Welfare of Cigarette Factory Workers, Bank Jatim Supports the East Java Provincial Government in Distributing BLT in Bojonegoro |
| 57. | July 22, 2024 | Becoming a Bank Receiving Deposits for Hajj Pilgrimage Costs, UUS Bank Jatim Aggressively Encourages the Young Hajj Movement |
| 58. | July 25, 2024 | Successfully Improving Digital Banking & Supporting Local Media Development, |
| 59. | July 26, 2024 | BJTM Wins Two Awards at Once |
| 60. | July 26, 2024 | Celebration of East Java Province National Children's Day 2024, |
| 61. | July 26, 2024 | BJTM Receives Award as Business World Cares for Children |
| 62. | July 31, 2024 | Bank Jatim Receives Working Visit from Banten Provincial Government and Bank Banten, Discusses Potential Business Synergy |
| 63. | August 2, 2024 | Encouraging Economic Activity in East Java, Bank Jatim Distributes KUR in K-UKM Expo 2024 Activities |
| 64. | August 3, 2024 | Facilitating Money Transfers for PMI, Bank Jatim Soft Launches JConnect Remittance Hongkong |
| 65. | August 8, 2024 | Supporting the EKI Program Launched by OJK, BJTM Provides Tent Facilities and Jatim Agents to MSMEs in Bojonegoro Regency |
| 66. | August 9, 2024 | Asbanda Holds Simpeda Savings Draw, BJTM Consistently Becomes the Largest Simpeda Fund Collector |
| 67. | August 17, 2024 | Supporting the Implementation of QRIS Services on Trans Jatim, Bank Jatim Receives Appreciation from the East Java Provincial Transportation Agency |
| 68. | August 20, 2024 | Adding Tourist Attraction to Blitar City, Bank Jatim Provides Assistance for the Construction of Airplane Replicas and Pedestals at the PETA Museum |
| 69. | August 21, 2024 | UUS bankjatim Launches Cash Waqf Linked Deposit (CWLD), the First in All UUS and BPD Sharia Commercial Banks in Indonesia |
| 70. | August 24, 2024 | The Peak of Bank Jatim's 63rd Anniversary Was Lively, Successfully Breaking the MURI Record and Distributing CSR Assistance to People with Disabilities |
| 71. | August 27, 2024 | Bank Jatim Wins First Place as the Bank Distributing the Largest Government Spending |

| No. | Month | Press Release |
|------|--------------------|---|
| 72. | August 30, 2024 | Bank Jatim Hands Over One Ambulance Unit to the East Java BKD |
| 73. | September 4, 2024 | Increasing Horticultural Productivity in Malang, Bank Jatim Signs an MoU with the Coordinating Ministry for Economic Affairs of the Republic of Indonesia |
| 74. | September 7, 2024 | Becoming the Winner of the 2023 ARA Award, BJTM Consistently Implements GCG |
| 75. | September 11, 2024 | Bank Jatim Distributes Scholarships for Wijaya Putra University Students |
| 76. | September 11, 2024 | Bank Jatim Supports Revitalization of Surabaya's Pasar Kembang |
| 77. | September 11, 2024 | Expanding Market Access, Bank Jatim Facilitates Fostered MSMEs to Participate in Trade Missions in Medan |
| 78. | September 13, 2024 | Improving Services for PPKS, Bank Jatim Submits CSR to the East Java Social Service |
| 79. | September 13, 2024 | Supporting the Implementation of Good Governance & Prevention of Data Security Crimes, Bank Jatim Holds a Panel Discussion with BIN East Java |
| 80. | September 15, 2024 | Successfully Attended by 3,200 Runners, Bank Jatim JConnect Run Passes Surabaya's Iconic Historic Route |
| 81. | September 17, 2024 | Revitalization of Malang City Square is Underway, |
| 82. | September 19, 2024 | Bank Jatim Wins Awards at the 2024 Merdeka Awards |
| 83. | September 20, 2024 | Optimizing Health Services, Bank Jatim Disburses IDR 75 Billion in BLUD Credit to Kediri District Hospital |
| 84. | September 24, 2024 | Welcoming the Anniversary of East Java Province, Bank Jatim Supports the Implementation of the 2024 Job Fair |
| 85. | September 25, 2024 | Bank Jatim Wins Two Awards at Once at the 2024 CNN Awards |
| 86. | September 26, 2024 | Holding the 2024 EGMS, Bank Jatim Strengthens KUB with Bank Banten and Appoints New Independent Commissioners |
| 87. | September 27, 2024 | Market Quality Assets, Bank Jatim Holds Exciting 2024 Auction |
| 88. | September 30, 2024 | Trans Jatim Corridor V Launched, Bank Jatim Provides Easy Access to Banking |
| 89. | September 30, 2024 | Bank Jatim Aggressively Expands Collaboration Network, Signs Several MoUs at Once |
| 90. | September 30, 2024 | Bank Jatim Aggressively Expands Collaboration Network, Signs Several MoUs at Once |
| 91. | October 8, 2024 | Consistently Implementing ESG, BJTM Wins Award from CNBC |
| 92. | October 13, 2024 | Jifest 2024 Held, Successfully Records the Opening of Thousands of New Accounts |
| 93. | October 14, 2024 | Overcoming the Problem of Excessive Gas Emissions, Bank Jatim Gives 50 Electric Bikes to Unair |
| 94. | October 14, 2024 | Supporting MSMEs to the Global Stage, Bank Jatim Holds Trade Connect Summit 2024 |
| 95. | October 16, 2024 | ATM Bersama Award 2024: Bank Jatim Successfully Becomes The Most Transaction Growth |
| 96. | October 17, 2024 | Haornas 2024, Bank Jatim Receives Appreciation from the East Java Provincial Government in the Field of Volleyball Sports |
| 97. | October 17, 2024 | Strengthening Synergy, Bank Jatim and the East Java Regional Police Sign a Cooperation Agreement |
| 98. | October 18, 2024 | Massively Distributing CSR, Bank Jatim Receives Appreciation at the Peak of the HKJS 2024 Commemoration |
| 99. | October 18, 2024 | Encouraging MSME Business Development, Bank Jatim Successfully Holds Diskofest 2024 |
| 100. | October 22, 2024 | Excellent Performance, Bank Jatim Takes Home Two Awards at Once from The Finance |
| 101. | October 24, 2024 | Bank Jatim Wins Platinum Award - Best Issuer Bank (ATM) at the 2024 Prima Awards |
| 102. | October 25, 2024 | Supporting the Electronification of Regional Financial Management, Bank Jatim and Pamekasan Regency Establish Synergy |
| 103. | October 30, 2024 | Bank Jatim Conducts Mass Credit Agreement with Sugarcane Farmers, Value Reaches IDR 24 Billion |

| No. | Month | Press Release |
|------|-------------------|---|
| 104. | November 5, 2024 | Strengthening KUB, Bank Jatim Signs MoU and NDA with Bank NTT |
| 105. | November 8, 2024 | Bank Jatim Signs Shareholder Agreement with Lampung Provincial Government and Bank Lampung |
| 106. | November 10, 2024 | Gemerlak Unarik Tabungan Simpeda Successfully Held, Total Prize Reaches IDR 6.65 Billion |
| 107. | November 12, 2024 | KPID East Java Names Bank Jatim as BUMD Caring About Broadcasting |
| 108. | November 14, 2024 | Supporting the Progress of MSMEs, Bank Jatim Distributes CSR to Pamekasan Regency Government |
| 109. | November 15, 2024 | Bank Jatim's International Banking Transactions Develop Rapidly, Busrul Iman Awarded as Best CEO |
| 110. | November 15, 2024 | Bank Jatim and Bank Sultra Officially Establish KUB Synergy |
| 111. | November 19, 2024 | Bank Jatim Submits CSR for Painting the Walls of Sultan Abdul Kadirun Sports Hall to Bangkalan Regency Government |
| 112. | November 21, 2024 | Achieving Gold Rank in ASRRAT 2024, Bank Jatim Consistently Implements Sustainable Business |
| 113. | November 22, 2024 | Improving Eye Health Services, Bank Jatim Submits CSR for Operational Cars to RSMM East Java |
| 114. | November 25, 2024 | Detik Jatim Awards 2024 Held, Bank Jatim Wins Award as Accelerator for MSME Development |
| 115. | November 26, 2024 | Realizing National Food Self-Sufficiency, Bank Jatim and Ministry of Agriculture Synergize Through Agricultural Machinery Business Credit |
| 116. | November 29, 2024 | Bank Jatim President Director Named Banker of The Year 2024 |
| 117. | November 29, 2024 | Supporting OPOP Expo 2024, UUS Bank Jatim Distributes Sharia KUR |
| 118. | December 3, 2024 | Caring for the South Malang Disaster, Bank Jatim Distributes Aid to Victims |
| 119. | December 3, 2024 | Increasing Exports, Bank Jatim and the Ministry of Trade Sign a Cooperation Agreement |
| 120. | December 4, 2024 | Meeting Clean Water Needs, Bank Jatim Synergizes with IZI for the Drought Care Program |
| 121. | December 5, 2024 | Commemorating East Java International Day of Persons with Disabilities, |
| 122. | December 9, 2024 | Bank Jatim Wins Award from the Provincial Government |
| 123. | December 11, 2024 | Improving Health Services, Bank Jatim Hands Over CSR Ambulance to the Haji Regional Hospital of East Java Province |
| 124. | December 12, 2024 | Prevent Stunting, Bank Jatim Submits CSR for Formula Milk Procurement to Jombang Regency Government |
| 125. | December 12, 2024 | Signing Shareholder Agreement, Bank Jatim and Bank Banten Continue KUB Process |
| 126. | December 13, 2024 | UUS Bank Jatim Successfully Wins Three Awards at Once from BPKH |
| 127. | December 17, 2024 | Bank Jatim and Bank NTT Strengthen Cooperation in Organizing Biller Sharing |
| 128. | December 18, 2024 | Realizing Corporate Social Responsibility to the Environment, Bank Jatim Distributes CSR to Two Regency Governments at Once |
| 129. | December 18, 2024 | As a Form of Gratitude to Customers, BJTM Holds Multipurpose Credit Draw with Umrah Prizes |
| 130. | December 19, 2024 | Towards the End of 2024, Bank Jatim President Director Wins Award from Warta Ekonomi |
| 131. | December 21, 2024 | Bank Jatim President Director Receives Award from Unair Postgraduate School |
| 132. | December 21, 2024 | Jatimers Run To Care Held Again, Bank Jatim Submits Donation to Bina Karya Mandiri Foundation |
| 133. | December 23, 2024 | Supporting the 3 Million Houses Program, Bank Jatim Signs PKS for FLPP Prosperous KPR Program and Tapera Financing 2025 |
| 134. | December 24, 2024 | Sign SHA, Bank Sultra Officially Becomes the Fifth Bank to Form a KUB with Bank Jatim |

Transparency of Report Submission

Bank Jatim is always committed to being transparent in submitting reports, both periodic and incidental reports. The reports that have been submitted by Bank Jatim for 2024 are as follows.

Periodic Report

| No. | Type of Report | Goals | Report Period | Total |
|-----|---------------------------------------|-------------|---------------|-------|
| 1. | Securities Holder Registration Report | BEI and OJK | Monthly | 12 |
| 2. | Foreign Exchange Debt Report | BEI and OJK | Monthly | 12 |
| 3. | Annual report | BEI and OJK | Annual | 1 |

Incidentile Report

| No. | Date | Letter Number | Objective | Regarding |
|-----|-------------------|------------------------|-------------|---|
| 1. | January 3, 2024 | 062/01/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 2. | January 3, 2024 | 062/02/CSE/CMAI/Srt | BEI and OJK | Changes in the Audit Committee |
| 3. | January 3, 2024 | 063/04/CSE/CMAI/Srt | BEI and OJK | Changes in the Nomination and Remuneration Committee of the Issuer or Public Company |
| 4. | January 8, 2024 | 063/03/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 5. | January 10, 2024 | 063/17/CSE/CMAI/Srt | BEI and OJK | Submission of Amendments to the Agenda of the Annual General Meeting of Shareholders |
| 6. | January 11, 2024 | 063/20/CSE/CMAI/Srt | BEI and OJK | Changes in the Members of the Board of Directors and/or Board of Commissioners |
| 7. | January 16, 2024 | 063/16/DIR/CSE/Srt | BEI and OJK | Notice of the Annual General Meeting of Shareholders |
| 8. | January 16, 2024 | 063/23/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 9. | January 16, 2024 | 063/05/CSE/CMAI/Srt | BEI and OJK | Submission of Proof of Advertisement for the AGM Notice |
| 10. | January 16, 2024 | 063/15/DIR/CSE/Srt | BEI and OJK | Submission of the Annual and Sustainability Report |
| 11. | January 17, 2024 | 063/08/DIR/CSE/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 12. | January 17, 2024 | 063/128/AMK/AAPK/SRT | BEI and OJK | Submission of Financial Statements |
| 13. | January 25, 2024 | 063/225/AMK/AAPK/SURAT | BEI and OJK | Submission of Proof of Advertisement for Annual Financial Report Information |
| 14. | February 06, 2024 | 063/9/CSE/CMAI/Srt | BEI and OJK | Submission of the Annual and Sustainability Report (Correction) |
| 15. | February 06, 2024 | 063/10/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 16. | February 06, 2024 | 063/46/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 17. | February 13, 2024 | 063/51/CSE/CMAI/Srt | BEI and OJK | Summary of the Minutes of the Annual General Meeting of Shareholders |
| 18. | February 13, 2024 | 063/11/CSE/CMAI/Srt | BEI and OJK | Disclosure of Information Regarding Corporate Action – Cash Dividend –13022024 |
| 19. | February 13, 2024 | 063/12/CSE/CMAI/Srt | BEI and OJK | Submission of Proof of Advertisement for AGM Results |
| 20. | February 28, 2024 | 063/106/CSE/CMAI/Srt | BEI and OJK | Clarification on Media Reports |
| 21. | February 28, 2024 | 063/107/CSE/CMAI/Srt | BEI and OJK | Minutes of the Annual General Meeting of Shareholders |
| 22. | March 04, 2023 | 063/13/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 23. | March 06, 2023 | 063/111/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 24. | March 07, 2023 | 063/14/CSE/CMAI/Srt | BEI and OJK | Submission of Proof of Advertisement for the Signing of the Memorandum of Understanding with Bank Banten |

| No. | Date | Letter Number | Objective | Regarding |
|-----|-------------------|-----------------------|-------------|--|
| 25. | March 13, 2023 | 063/113/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 26. | April 4, 2024 | 063/185/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 27. | April 4, 2024 | 063/18/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 28. | April 5, 2024 | 063/188/CSE/CMAI/Srt | BEI and OJK | Submission of the Fit and Proper Assessment Report |
| 29. | April 30, 2024 | 063/449/AMK/AAPK/SRT | BEI and OJK | Submission of Proof of Advertisement for Interim Financial Report Information |
| 30. | May 06, 2024 | 063/217/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 31. | May 06, 2024 | 063/15/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 32. | May 30, 2024 | 063/273/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 33. | May 31, 2024 | 063/153/DIR/CSE/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 34. | May 31, 2024 | 063/158/DIR/CSE/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 35. | May 31, 2024 | 063/85/DKM/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 36. | May 31, 2024 | 063/155/DIR/CSE/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 37. | May 31, 2024 | 063/156/DIR/CSE/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 38. | May 31, 2024 | 063/157/DIR/CSE/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 39. | May 31, 2024 | 063/154/DIR/CSE/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 40. | June 05, 2024 | 063/295/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 41. | June 05, 2024 | 063/16/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 42. | June 05, 2024 | 063/296/CSE/CMAI/Srt | BEI and OJK | Clarification on Transaction Volatility |
| 43. | June 24, 2024 | 063/177/DIR/CSE/Srt | BEI and OJK | Report on Share Ownership or Any Changes in Share Ownership of a Public Company |
| 44. | July 03, 2024 | 063/185/DIR/AMK/Surat | BEI and OJK | Planned Submission of the Audited Q2 2024 Financial Statements |
| 45. | July 05, 2024 | 063/19/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 46. | July 05, 2024 | 063/393/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 47. | July 15, 2024 | 063/423/CSE/CMAI/Srt | BEI and OJK | Submission of the Fit and Proper Assessment Report |
| 48. | August 12, 2024 | 063/21/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 49. | August 12, 2024 | 063/459/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 50. | August 12, 2024 | 063/250/DIR/CSE/Srt | BEI and OJK | Submission of the Agenda for the Extraordinary General Meeting of Shareholders |
| 51. | August 20, 2024 | 063/256/DIR/CSE/Srt | BEI and OJK | Notification of the Plan for the Extraordinary General Meeting of Shareholders |
| 52. | August 20, 2024 | 063/22/DIR/CSE/Srt | BEI and OJK | Submission of Proof of Advertisement for the AGM Notification |
| 53. | August 20, 2024 | 063/573/CSE/CMAI/Srt | BEI and OJK | Capital Participation for the Establishment of a Banking Group (KUB) between PT Bank Pembangunan Daerah Jawa Timur Tbk and PT Pembangunan Daerah Nusa Tenggara Barat Syariah |
| 54. | August 21, 2024 | 063/577/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 55. | September 4, 2024 | 063/24/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| | | | | |

| No. | Date | Letter Number | Objective | Regarding |
|-----|-----------------------|-----------------------|-------------|---|
| 56. | September 4, 2024 | 063/264/DIR/CSE/Srt | BEI and OJK | Notice of the Extraordinary General Meeting of Shareholders |
| 57. | September 30, 2024 | 063/26/CSE/CMAI/Srt | BEI and OJK | Submission of Proof of Advertisement for the AGM |
| 58. | October 03, 2024 | 063/27/CSE/CMAI/Srt | BEI and OJK | Summary of the Minutes of the Extraordinary General Meeting of Shareholders (Correction) |
| 59. | October 04, 2024 | 063/28/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 60. | October 04, 2024 | 063/653/CSE/CMAI/Srt | BEI and OJK | Announcement of Negotiations for the Planned Acquisition |
| 61. | October 11, 2024 | 063/668/CSE/CMAI/Srt | BEI and OJK | Clarification on the Exchange's Request for Explanation |
| 62. | October 14, 2024 | 063/699/CSE/CMAI/Srt | BEI and OJK | Effectiveness of the Capital Participation Transaction for the Banking Group (KUB) between PT Bank Pembangunan Daerah Jawa Timur Tbk and PT Bank Pembangunan Nusa Tenggara Barat Syariah |
| 63. | October 17, 2024 | 063/702/CSE/CMAI/Srt | BEI and OJK | Minutes of the Extraordinary General Meeting of Shareholders |
| 64. | October 25, 2024 | 063/722/CSE/CMAI/Srt | BEI and OJK | Plan for the Annual Public Expose |
| 65. | October 30, 2024 | 063/1000/AMK/AAPK/SRT | BEI and OJK | Submission of Proof of Advertisement for Interim Financial Report Information |
| 66. | October 30, 2024 | 063/388/DIR/CSE/Srt | BEI and OJK | Submission of the Agenda for the Extraordinary General Meeting of Shareholders |
| 67. | November 4, 2024 | 063/396/DIR/CSE/Srt | BEI and OJK | Notification of the Plan for the Extraordinary General Meeting of Shareholders |
| 68. | November 4, 2024 | 063/29/CSE/CMAI/Srt | BEI and OJK | Submission of Proof of Advertisement for the AGM Notification |
| 69. | November 5, 2024 | 063/30/CSE/CMAI/Srt | BEI and OJK | Monthly Report on the Registration of Securities Holders |
| 70. | November 5, 2024 | 063/31/CSE/CMAI/Srt | BEI and OJK | Submission of Materials for the Annual Public Expose |
| 71. | November 12, 2024 | 063/744/CSE/CMAI/Srt | BEI and OJK | Submission of the Fit and Proper Assessment Report |
| 72. | November 12, 2024 | 063/745/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 73. | November 13, 2024 | 063/32/CSE/CMAI/Srt | BEI and OJK | Report on the Results of the Annual Public Expose |
| 74. | November 19, 2024 | 063/422/DIR/CSE/Srt | BEI and OJK | Notice of the Extraordinary General Meeting of Shareholders |
| 75. | November 19, 2024 | 063/33/CSE/CMAI/Srt | BEI and OJK | Submission of Proof of Advertisement for the AGM Notice |
| 76. | November 19, 2024 | 063/755/CSE/CMAI/Srt | BEI and OJK | Request for Explanation from Issuers and Other Public Companies |
| 77. | December 5, 2024 | 063/34/CSE/CMAI/Srt | BEI and OJK | Monthly Report on Securities Registration |
| 78. | December 13, 2024 | 063/470/DIR/CSE/Srt | BEI and OJK | Summary of the Minutes of the Extraordinary General Meeting of Shareholders |
| 79. | December 13, 2024 | 063/35/CSE/CMAI/Srt | BEI and OJK | Submission of Proof of Advertisement for the AGM Results |
| 80. | December 31, 2024 | 063/502/DIR/CSE/Srt | BEI and OJK | Changes in the Audit Committee |
| 81. | December 31, 2024 | 063/36/CSE/CMAI/Srt | BEI and OJK | Changes in the Nomination and Remuneration Committee of the Issuer or Public Company |

Code of Conduct

The Code of Conduct or Corporate Culture is a guideline that functions as:

- Codification or compilation of policies, employee regulations that set standards of behavior both for Management and Employees in realizing GCG and the Bank's work culture.
- 2. Reference for every Bank employee in good and professional behavior to regulate themselves based on mutual interests with all stakeholders.
- The basis for determining service products and various activities carried out by the Bank are deemed to have fulfilled the specified code of conduct, work ethics and business.
- 4. Reference to maintain a good relationship between the Bank's personnel and related external parties based on GCG principles and the application of behavior, work ethics and business. The implementation of the Code of Conduct is a must and must be obeyed by every Bank employee consistently showing that the Bank upholds cultural values as well as business ethics and behavior in carrying it out. As a code of conduct, and work and business ethics of the Bank, the Code of Conduct is in line with the vision and mission to be achieved by the Bank and supported by values that are upheld in accordance with the prevailing corporate culture.

Scope of Code of Conduct

The Code of Conduct of Bank Jatim is regulated under the Board of Directors Decree of PT Bank Pembangunan Daerah Jawa Timur Tbk No. 063/03/30/DIR/HCP/KEP dated February 29, 2024, concerning the Standard Operating Procedure (SOP) on Conduct, Work Ethics, and Business Ethics of PT Bank Pembangunan Daerah Jawa Timur Tbk. The implementation of the Code of Conduct is a necessity aimed at establishing governance as a corporate culture, which is measured through guidelines on conduct, work ethics, and business ethics. The Code of Conduct serves as the primary reference for the attitudes and actions that Bank Jatim personnel must adhere to and those that must be avoided in their daily activities within the Bank Jatim environment. This means that management and employees must comply with and uphold the Code of Conduct enforced at Bank Jatim.

The scope of the Code of Conduct includes:

- Company Relations with Stakeholders such as guidelines for the Bank's organs and all employees
- Internal Environmental Behavior (Board of Commssioners, Board of Directors, and employees) with the external environment, for example conflicts of interest, giving and receiving gifts and donations, compliance with regulations, and confidentiality of information.

Principals of Code of Conduct

The main points of the Code of Ethics contain work ethics and business ethics. Work ethics and business ethics includes the following aspects:

| | Work Ethics | | | |
|----------------------------------|--|--|--|--|
| Handling of Conflict of Interest | In carrying out business activities that refer to the principles of Good Corporate Governance, the Bank is required to manage conflicts of interest. Conflict of interest management is aimed at creating a work climate that always puts the interests of the Bank ahead of personal interests and improves good relations with suppliers, customers, and other stakeholder parties. Handling of conflicts of interest to refer to the applicable internal provisions | | | |
| Gratification Control | a. All Bank Officials and Employees are prohibited from giving or promising gratuities either directly or indirectly, which are considered as giving bribes to civil servants or State administrators if the gift relates to their position and is contrary to their obligations or duties; b. All Bank Officers and Employees are prohibited from receiving and soliciting gratuities that are considered bribes either directly or indirectly from any party in order to comply with policies/ decisions/treatment of Bank officials and employees according to their position, authority, and responsibility; c. All Bank Officers and Employees are required to reject gratuities that are considered bribes, whether received directly or indirectly; d. Categories and procedures for reporting gratuities are regulated in more detail in the applicable regulations | | | |

Work Ethics Political Activities The Bank guarantees and respects the rights of the Bank's management and employees to exercise their political rights in accordance with the provisions of the applicable laws and regulations. Banks will not impose their will/limit the rights of management and bank employees as individuals to be able to channel their political aspirations; Its management and Bank employees individually can convey political aspirations freely without pressure from any party in accordance with the applicable laws and regulations; Prohibited activities: Management and Bank Employees are prohibited from becoming administrators of 1. political parties and/or/candidates/members of the legislature; Bank management and employees are prohibited from participating in election campaigns and/or being election campaign executors; 3. Bank Management and Employees are prohibited from providing donations and other assistance in any form including the use of facilities and infrastructure owned by the Bank for Presidential Elections, Regional Head Elections and members of Pursuant to the Law on Elections, members of the DPR, DPD and DPRD, management and employees of banks who become campaigners can be subject to criminal sanctions and imprisonment as provided for in the applicable laws. Resignation and Cessation from Political Activities Resignation and Bank employees who become Executives of Political Parties/and/ or become candidates/ members of the legislature are required to resign and/or be dismissed from their respective positions and obtain rights according to the Bank's internal provisions that apply. **Bussiness Ethics** Bank Ethics with Employees Bank Ethics with employees can be conveyed as follows: Fairness of treatment of Bank employees; Assignments and Employee Activities Outside the Bank; Prohibition of Employee Involvement in Bank Securities Business Activities; d. Employee Discipline: Work environment: Employee Aspiration Channel; Bank Ethics with Customers Offering products and services according to predetermined quality standards; Providing the best service to customers and following up on customer complaints fairly without discrimination; Carrying out continuous promotions in a healthy, fair, honest, non-misleading manner c. and accepted by applicable norms to achieve customer satisfaction and trust

Bank Ethics with Goods and Service Providers

- The selection of goods and services providers must be based on an assessment of capabilities, achievements, and based on compliance and objectivity in the fields of price standards, quality, availability, requirements and services provided by partners/ suppliers;
- Banks do not treat goods and services providers who have become customers of the Bank in a special way;
- Carry out payments to providers of goods and services on time as long as the invoice issued is accompanied by supporting documents and is in accordance with the agreed amount:
- Imposing sanctions on goods and services providers who commit violations;
- Maintaining good communication with providers of goods and services including following up on complaints and objections;
- Utilizing good relations with providers of goods and services as an intelligent market and intelligent competitor:
- Applying the latest goods and services procurement technology;
- Every Bank employee is prohibited from asking for and/or receiving compensation, both financial and non financial for personal gain;
- Goods and service providers are advised to understand and follow Bank regulations relating to procurement and services from external parties:
- Other provisions regarding the procurement of goods and services refer to the provisions stipulated by the General Division.

Bank Ethics With Competitors

- The Bank complies with the provisions of the anti-monopoly law;
- Conduct market research to find out competitors' positions; b.
- Carrying out fair and competitive competition by prioritizing the excellence of quality c. products and services.

Bank Ethics with Work Partners

- Making mutually beneficial cooperation agreements with partners;
- Uphold agreed rules and procedures: b.
- Prioritizing the achievement of optimal results according to the best standards;
- Building intensive communication with work partners to continuously improve performance on an ongoing basis.

| | Bussiness Ethics | | | | |
|--|--|--|--|--|--|
| Bank Ethics with the Government and Regulators | a. Employees are required to study, understand and comply with all provisions, policies and/or/ regulations both internal and external including the provisions of BI, OJK and applicable laws and regulations of other authorities and regulators; b. Employees must be aware not to cooperate with customers and/or active parties who violate the law; c. Deviations, negligence or employee violations of internal and external provisions policies and regulations including BI, OJK and applicable laws and regulations as well as other authorities and regulatory provisions are subject to sanctions in accordance with applicable procedures; d. Fostering good relations and communication with the Central and Regional Governments, the Financial Services Authority, Bank Indonesia and other external parties; e. Applying the best standards (best practices) by taking into account the applicable regulations regarding the quality of services, products and services, health, safety, and the environment; f. Avoid practices of Corruption, Collusion and Nepotism (KKN) in dealings with the Government and Regulators. | | | | |
| Bank Ethics with Society | a. Development in the social sector, namely activities that have an impact on improving the quality of social life, culture, religion, and social welfare; b. Supporting environmental preservation efforts; c. Community economic development; d. Incidental activities. | | | | |
| Bank Ethics With Mass Media | a. Providing relevant and balanced information to the mass media, both general, specific strategic and sensitive information; b. The Bank appoints a spokesperson who represents the Bank in communicating with the media, namely: President Director and Director; Corporate Secretary; Branch Manager. c. The Bank's communication tools with the mass media consist of press conferences press releases, interviews and media inquiries; d. Accept and follow up on constructive criticism conveyed through the mass media, but still pay attention to the aspects of risk and costs. | | | | |
| Bank Ethics with Professional Organizations | a. Make mutual agreements regarding ethical standards that apply to fellow members of professional and regulatory organizations; b. Uphold the attitude of partnership and equality towards fellow members of professional and regulatory organizations | | | | |

Compliance with Code of Conduct

The Code of Conduct applies to all management and employees in carrying out the company's business activities and in interactions between the Board of Commissioners, Board of Directors, and employees with all stakeholders. The company requires the signing of an Integrity Pact, which must then be implemented with the utmost commitment. The successful implementation of the Code of Conduct is the responsibility of all leaders within their respective work units.

Dissemination of Code of Conduct

Facilities for the dissemination of Code of Conduct are as follows:

- 1. Human Capital Portals
- 2. Compliance Portal
- 3. Integrity Pact
- 4. Campaign Program, includes:

- a. Printed advertising (posters, banners, hanging banners, stickers, and mica standing)
- Other campaigns include agendas, mouse pads, flash drives, paper fans, umbrellas, tumblers, power banks, and clothes pins.



1.1 One form of risk culture campaign is through the use of a pain on the left of the uniform.

- c. Portal and Corporate Identity
- d. Quiz
- e. Social media
 - Employee Involvement Campaign including the Expression songwriting contest
 - Leaders Talks Values

Efforts for Implementation and Enforcement of the Code of Conduct

Implementation of the code of ethics is an obligation for the management and employees of the Bank. This code of conduct will always be used as a guide in the preparation of policies, manuals/ procedures and management practices. Bank Jatim regularly monitors compliance with the Code of Conduct In order to build commitment to the implementation of the code of ethics, all management and employees will apply the code of ethics with commitment and consistency, which is documented through the signing of the Integrity Pact or Statement of Attitudes of Bank Jatim personnel regarding the implementation of the Code of Conduct. This integrity pact is valid until the person concerned is not actively working at Bank Jatim.

Types of Sanctions for Violations of the Code of Ethics

Sanctions for violations of the Code of Conduct are regulated under the Board of Directors Decree of PT Bank Pembangunan Daerah Jawa Timur Tbk No. 062/03/34/DIR/HCP/KEP dated May 24, 2023, concerning the Standard Operating Procedure on Employee Punishment. Sanctions will be imposed on any Bank Jatim employee who are proven to have committed a violation, provided that the violation has been legally and validly established. New sanctions can be determined after the type of violation is known. All types of administrative sanctions in the form of mild, moderate, or severe sentence are determined by a Decree of the Board of Directors, and the person concerned will lose the opportunity to attend education/training funded by the Bank as long as the person concerned has not finished serving and is receiving rehabilitation from the Board of Directors.

The types of sanctions for violating the code of ethics are as follows:

- 1. Sanctions for Code Violation
 - a. Sanctions for Violation of Rules in the Form of Guidance
 - · Verbal Reprimand
 - Reminder Letter
 - Sanctions for Violation of Rules in the Form of Disciplinary Penalties
 - Sanctions for Misuse of Bank Secrets and Data and Activities that Endanger the Bank's Bussines
 - Sanctions for Discipline
 - Sanctions for Disciplinary Violation
- 2. Criteria for Disciplinary Violations
 - a. Violation of Authority & Procedure
 - b. On purpose
 - c. Financial
- 3. Categories of Disciplinary Violations
 - a. Category I Light Office Punishment
 - b. Category II Medium Position Penalty
 - c. Category III Severe Office Penalties
- 4. Types of Disciplinary Punishment
 - a. Category I Minor Position Penalty:
 - Written Warning
 - Unsatisfied Statement
 - b. Category II Moderate Position Sanctions
 - Demotion of Personal Grade by 1 Level
 - Demotion of Personal Grade by 2 Level
 - c. Category III Heavy Service Penalties
 - 1 (one) Level Demotion
 - 2 (two) Levels of Demotion
 - Revocation of Mandates for Position Holders
 - Disrespectful Termination

Number of Violations and Sanctions Given

| No. | Branch/Division | Case | Number Involved | Sanctions |
|-----|-----------------|-------------------------------------|-----------------|---------------------------|
| 1. | Branch | Violation of Operational Procedures | 1 | Termination with Dishonor |
| 2. | | Fraud Related to Customer Funds | 6 | Warning Letter 1 |
| 3. | - | | | Warning Letter 1 |
| 4. | - | | | Warning Letter 1 |
| 5. | Branch | | | Warning Letter 1 |
| 6. | - | | | Warning Letter 1 |
| 7. | _ | | | Termination with Dishonor |
| 8. | Branch | Credit Procedure Violation | 1 | Termination with Dishonor |

| No. | Branch/Division | Case | Number Involved | Sanctions |
|-----|-----------------|--|-----------------|--|
| 9. | _ | | | Demotion of Personal Grade by 2 Levels |
| 10. | Branch | Credit Procedure Violation | 4 | Demotion of Personal Grade by 1 Levels |
| 11. | Biancii | | 4 | Demotion of Personal Grade by 1 Levels |
| 12. | | | | Demotion of Personal Grade by 1 Levels |
| 13. | Branch | Credit Procedure Violation | 1 | Demotion by 1 Level |
| 14. | Division | Violation of Employee Code of Conduct | 1 | Statement of Dissatisfaction |
| 15. | Dranch | Violation of Operational Dressedures | 2 | Demotion by 1 Level |
| 16. | Branch | Violation of Operational Procedures | 2 | Written Warning |
| 17. | Dranch | Froud Deleted to Customer Funds | 2 | Demotion by 1 Level |
| 18. | Branch | Fraud Related to Customer Funds | 2 | Warning Letter 1 |
| 19. | | | | Termination with Dishonor |
| 20. | Branch | Violation of Operational Procedures | 3 | Demotion of Personal Grade by 2 Levels |
| 21. | - | | | Warning Letter 1 |
| 22. | | Fraud Related to Customer Funds | | Demosi 2 Tingkat |
| 23. | Branch | | 3 | Warning Letter 1 |
| 24. | | | | Warning Letter 1 |
| 25. | Branch | Fraud Related to Customer Funds | 1 | Termination with Dishonor |
| 26. | Durant | Violation of Operational Procedures | 2 | Demotion of Personal Grade by 2 Levels |
| 27. | Branch | | | Warning Letter 1 |
| 28. | Pranch | Violation of Operational Presedures | 2 | Warning Letter 1 |
| 29. | Branch | Violation of Operational Procedures | | Warning Letter 1 |
| 30. | | | | Termination with Dishonor |
| 31. | Dranch | Violation of Operational Dressedures | 4 | Termination with Dishonor |
| 32. | Branch | Violation of Operational Procedures | 4 | Statement of Dissatisfaction |
| 33. | | | | Statement of Dissatisfaction |
| 34. | Branch | Violation of Employee Code of | 2 | Statement of Dissatisfaction |
| 35. | Branch | Conduct | | Statement of Dissatisfaction |
| 36. | | | | Termination with Dishonor |
| 37. | _ | | | Demotion of Personal Grade by 1 Levels |
| 38. | _ | | | Demotion of Personal Grade by 2 Levels |
| 39. | Branch | Credit Procedure Violation | 7 | Demotion of Personal Grade by 2 Levels |
| 40. | _ | | | Written Warning |
| 41. | | | | Written Warning |
| 42. | | | | Statement of Dissatisfaction |
| 43. | Branch | Credit Procedure Violation | 1 | Demotion by 2 Level |
| 44. | Branch | Violation of Employee Code of Conduct | 1 | Written Warning |

| No. | Branch/Division | Case | Number Involved | Sanctions |
|-----|-----------------|---------------------------------------|-----------------|--|
| 45. | | | | Termination with Dishonor |
| 46. | _ | | | Demotion of Personal Grade by 2 Levels |
| 47. | _ | | | Statement of Dissatisfaction |
| 48. | Branch | Violation of Operational Procedures | 7 | Statement of Dissatisfaction |
| 49. | _ | | | Statement of Dissatisfaction |
| 50. | _ | | | Statement of Dissatisfaction |
| 51. | _ | | | Warning Letter 1 |
| 52. | | Credit Procedure Violation | 3 | Termination with Dishonor |
| 53. | Branch | | | Statement of Dissatisfaction |
| 54. | _ | | | Warning Letter 1 |
| 55. | | nch Credit Procedure Violation | 3 | Written Warning |
| 56. | Branch | | | Statement of Dissatisfaction |
| 57. | _ | | | Demotion of Personal Grade by 2 Levels |
| 58. | Branch | Violation of Employee Code of Conduct | 1 | Written Warning |
| 59. | Division | Violation of Employee Code of Conduct | 1 | Written Warning |
| 60. | | VI. 1 | 2 | Warning Letter 1 |
| 61. | - Branch | Violation of Employee Code of Conduct | | Warning Letter 1 |

Performance-Based Long-Term Compensation Policy

The provision of long-term performance-based compensation is granted by the Bank in the Employee and/or Management Stock Ownership Program (ESOP/MSOP).

Share Ownership Program by Employees and/ or Management (ESOP/MSOP)

Bank Jatim held a share ownership program by employees and management based on the resolution of the Company's General Meeting of Shareholders on March 19, 2012 which was then stated in Deed No. 89 dated April 25, 2012.

Purpose of Employee Stock Allocation (ESA) and Management Employee Stock Option Plans (MESOP)

The main objective of the Company's Management and Employee Share Ownership Program is that the management and employees of the Company have a sense of belonging and are expected to increase the work productivity of each employee which in turn will also improve overall corporate performance, so that there is an increase in company value. which can be enjoyed by the Company's stakeholders.

Total Share and/or Option

Bank Jatim holds an Employee Stock Allocation (ESA) program by allocating shares as much as 10% (ten percent) of the total issuance of Shares Offered and issuing Stock options for the Management and Employee Stock Option Plans (MESOP) program as much as 0,71% (zeropoint seven one percent) of the total issued and fully paid-up capital after the Public Offering.

Period of Implementation

The Implementation Period is determined following the provisions of Registration Regulation No. I-A attached to the Decree of the Board of Directors of the Jakarta Stock Exchange No.Kep-305/ BEJ/07-2004 dated July 19, 2004, namely a maximum of 2 (two) implementation periods per year with the provision that each implementation period will be open for 30 (thirty) Exchange days. The MESOP program will be implemented following the applicable laws and regulations.

Requirements for Employee and/or Entire Management

EMPLOYEE STOCK ALLOCATION (ESA)

ESA is a share allocation program for employees, in this program Bank Jatim provides a special allocation or percentage for employees to own Bank Jatim shares. The ESA program can be seen in several companies when they are about to conduct an Initial Public Offering (IPO). The price for implementing the ESA program is the same as the bid price at the time of the IPO.

The share allocation for the ESA program consists of:

- Award Shares, namely the provision of shares to employees as an Award.
- Certain Allotment Shares, namely the allocation of share ownership to employees in the form of purchasing certain shares of IPO according to the limit.

Participants who can be included in the share ownership program or ESA program are as follows:

- Employees who have worked for 1 (one) year starting from April 30, 2012.
- Not in the status of being sanctioned by position/skorsing.

If the total shares allocated in the ESA program are not fully distributed, the remainder will be offered to the community. Provisions for the implementation of ESA program are as follows:

- 1. Award Shares
 - Distributed to all "Employees" at the cost of Bank Jatim.
 - The employees receive the shares freely at the time the Bank's shares are listed on the Indonesia Stock Exchange
 - Award Shares are provided amounting to 1 time Employee's salary.
 - d. Employees are obliged to sign a statement of compliance with the provisions of ESA program. The requirements for receiving Award Shares are:
 - Has been worked for 1 (one) year as of April 30, 2012
 - Not in the status of being subject to office sanctions/skorsing
 - Allocation based on position
 - The award shares are subject to a "lockup" for 2 (two) years
 - During the lockup period when the employee resigns or is terminated due to administrative sanctions, the right to the Award Shares is null and void.
- 2. Certain Allotment Shares
 - a. Offered to all "Employees" to buy shares at IPO price.
 There is no obligation to buy.
 - b. Allotment must be worth 7 times Employee's salary
 - c. Employees who voluntarily buy their certain allotment

shares, their account will be blocked for payment in cash on the date of the highest payment price

- d. Requirements for buying Certain Allotment Shares:
 - Has worked for 1 (one) year starting from April 30, 2012
 - Not in the suspension status
 - Certain Allotment is as much as 7 times Employee's salary.
 - Certain Allotment Shares are subject to "Lock-up" for 3 months.

The procedures to obtain shares in the ESA program are as follows:

- For Award Shares, Program Participants will obtain a free allocation of Award Shares on the date of allotment of shares for the Initial Public Offering of the Bank's Shares.
 Program Participants will obtain a Share Allotment Confirmation Form.
- For Certain Allotment Shares, Program Participants
 who wish to buy shares offered for the certain allotment
 submit an order for maximum Certain Allotment Shares
 in accordance with the amount allocated on behalf of the
 Participant. At the time of ordering the Certain Allotment
 Shares, Participants must provide full price payment funds
 in accordance with the amount ordered. Participants
 must provide power of attorney to PT Bahana Sekuritas
 to sign the Share Purchase Order Form (FPPS) on behalf
 of the Ordering Party. On the date of allotment of shares,
 Participants will receive Confirmation of Shares Allotment
 on the Certain Allotment Shares ordered through the ESA
 program.

MANAGEMENT EMPLOYEE STOCK OPTION PLANS (MESOP)

The Management & Employee Stock Option Plan (MESOP) is a program established to grant option rights to the participants (optionee) to buy Bank's shares at the exercised price previously specified. The shares can be exercised in accordance with the specified exercised windows.

The exercise price of Option Rights will be determined based on Item V.2.2 of the Regulation of Registration No. I-A, Attachment of the Decree of Board of Directors of Jakarta Stock Exchange No. Kep-305/BEJ/07- 2004 dated July 19, 2004, which is at least 90% of the average closing price of the Bank's share trading on the Indonesian Stock Exchange, before the date of the Bank's notification to the Indonesia Stock Exchange concerning the opening of the Exercise Window Period for Option Rights in the MESOP Program.

Participants of the MESOP Program are as follow:

- Board of Commissioners, excluding Independent Commissioners
- · Sharia Supervisory Board.
- Members of Board of Directors who served at the time of issuance of Option Rights

- Structural Officers, including Division Heads, Main Branch Managers, Sub-Division Heads, Branch Managers, and Department Heads at Main Branch.
- Participants entitled to participate in the MESOP program are permanent employees registered as MESOP participants in accordance with the provisions of the Fifth Dictum paragraph (1) Decree No: 057/251/DIR/CSE/KEP regarding Procedures for Implementing the MESOP Program. This decision with the same position and/or level as well as above that, until the time of implementation of the MESOP program.
- Participants not entitled to participate in the MESOP program are employees who resign, dishonorably dismissed, or pass away.

The Option Rights in the MESOP Program will be issued in 3 Phases, namely:

Table of MESOP Program Option Rights

| Phase I | Up to 30% of the number of Option Rights that can be issued in the MESOP Program |
|-----------|--|
| Phase II | Up to 30% of the number of Option Rights that can be issued in the MESOP Program |
| Phase III | Up to 40% of the number of Option Rights that can be issued in the MESOP Program |

Implementation Price or Implementation Price Determination

Bank Jatim has carried out the Management and Employee Stock Option Plans (MESOP) program since 2016 and ends in 2020 with an offering price of IDR450, IDR409 and IDR599. The number of shares issued for IDR409 was 3,163,900, and shares with a price of IDR599 were 9,963,600 shares. So that the total paid-up capital on December 31, 2020, amounted to IDR3,753,874,520,500 or a value of 15,015,498,082 shares. In 2024, Bank Jatim did not implement a Management and Employee Stock Option Plan (MESOP); therefore, no shares were allocated to the Board of Commissioners, Board of Directors, or executive officers.

Description of compensation in the form of shares is presented in the Sub-Chapter on Governance in the Provision of Remuneration. In addition, in accordance with POJK Number 45 / POJK.03 / 2015 concerning the Implementation of Governance in the Provision of Remuneration for Commercial Banks. Banks also have a variable remuneration scheme that is deferred. This has been presented in the Sub-Chapter on Governance in the Provision of Remuneration.

Whistleblowing System

Submission and Media of Violation Reports

The policy and scope of complaints are regulated as follows, among others:

- 1. Source of whistleblowing reporting with identity
- The Bank's management emphasizes the effectiveness of implementing a fraud control system on the disclosure of complaints.
- Management of the Bank has a strong commitment to provide support and protection to each fraud reporter and to guarantee the confidentiality of the identity and report of fraud submitted.
- 4. Means of complaints provided by the Bank in the form of:
 - Come in person and write to the Bank Jatim Internal Audit Division (Jln. Basuki Rahmat No.98 - 104 surabaya).
 - Website via https://wbs.bankjatim.co.id/
 - Text/Whatsapp Phone to 081330003040
- Fraud complaint criteria refer to the provisions and applicable laws.

Protection of Whistleblowers

As a form of the Bank's commitment to implementing antifraud strategies and mechanisms for complaints of violations and guaranteeing protection for reporters in good faith, the Bank is obliqed to:

- 1. Banks are required to protect whistleblowers.
- The protection provided by the Bank against whistleblowers is intended to encourage the courage of whistleblowers to report fraud complaints in a clear, detailed and transparent manner.
- 3. Whistleblower protection includes protection of whistleblower identity and report content.
- 4. The Bank is committed to protecting whistleblowers in good faith and the Bank will comply with all relevant laws and regulations as well as best practices that apply in managing whistleblowers.
- All reports of fraud complaints will be guaranteed confidentiality and security by the Bank and whistleblowers can obtain information about the progress of their complaints.
- The Bank provides protection to internal Bank employee whistleblowers from the following:
 - Dismissal.
 - Demotion.
 - Discriminatory acts.
 - Intimidation.
 - Other protections in accordance with the prevailing laws and regulations.

Complaint Management

The process of investigating and collecting evidence related to events that are reasonably suspected of acts constituting fraud consisting of several stages including:

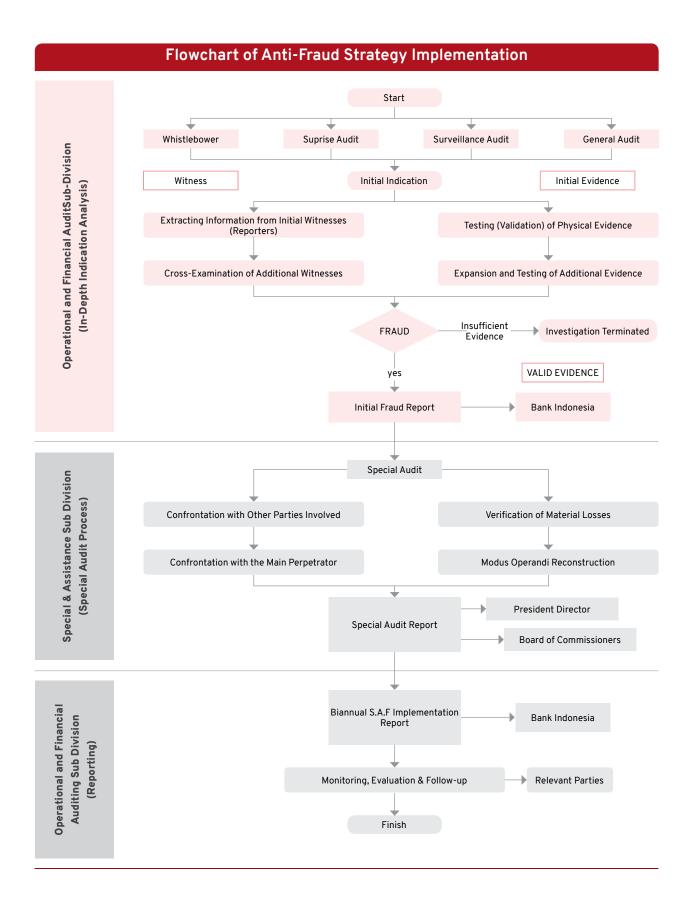
- Reviewing information entered through the whistleblower
 or from the results of the examination of the Bank's
 internal audit team and collecting evidence of both physical
 evidence, information on the scene (other information) and
 summons of witnesses related to the type of irregularities
 that occurred and people who were indicated to have
 committed a crime (fraud).
- Conducting an examination by verifying the evidence and information and the truth can be trusted and if the verification and information cannot be trusted then the evidence is made as a document/archive and the process is terminated.
- If the perpetrators and witnesses are not cooperative (collaboration) confrontation will take place.
- Carrying out examination on the weaknesses of the system procedure, the weakness of the technology system or others.
- Calculating the estimated loss (financial loss) that occurs from the fraud.

Employees involved in fraud cases are subject to sanctions according to the prevailing Reward & Punishment Guidelines of Bank Jatim, including written warnings, demotions to termination of employment depending on the type of violation that has been committed and the loss suffered.

Bank Jatim will continue to strive to increase the understanding and concern of employees and other parties to report violations through whistleblowing facilities so that they are expected to be able to create a clean and integrity work environment. In this regard, the following steps have been taken:

- Undertake Anti-Fraud Strategy program, including surprise audit (Operational & Credit).
- Conducting socialization related to the implementation of anti-fraud strategy and whistleblowing system at the exit meeting results of the audit and employees including new employees.
- Disseminating materials related to the implementation of antifraud and whistleblowing strategies in the education schedule of employee promotion programs.
- 4. Developing the Anti-Fraud Strategy system.





Types of Violations that can be Reported

There were 2 types of violations, namely violations of discipline and disciplinary violations related to violations of rules that were processed through the Human Capital Division and their actions in the form of Coaching, Mentoring and Counseling related to disciplinary violations, types of violations that could later be processed and deepened by the Internal Audit Division.

Management of Violation Reports

The complaint database from the whistleblower was under the authority and responsibility of the Internal Audit Division and for complaint information was the responsibility of the Operational & Financial Audit Sub Division.

Socialization of Whistleblowing System

Socialization of the Whistleblowing System is carried out simultaneously with socialization related to the implementation of anti-fraud strategies and at the exit meeting of audit results and employees including new employees.

Number of Complaints and Its Follow Up

In 2024,15 (fifteen) reports met the elements of fraud through the whistleblower mechanism. Below is a table detailing the number of complaints received through the whistleblower channel during 2024:

| No | Description | Number of Complaints |
|----|---|-------------------------|
| 1 | Number of Complaints in 2024 | 15 |
| 2 | Number of Complaints Processed | 15 |
| 3 | Number of Complaints That Have Been Completely Processed | 12 |
| 4 | Number of Unfinished Complaints Processed | 3 |

Sanctions/Follow Up on Complaints in 2024

Complaints that have been successfully processed and proven are then subject to sanctions according to the provisions outlined in Bank Jatim's reward and punishment policy.

| Completed Complaints Processed in 2024 | Total | Sanctions/ Follow Up |
|--|-------|---|
| Proven | 12 | The involved parties were sanctioned under the applicable Employee Punishment Standard Operating Procedure (SOP). |
| Not Proven | - | - |

Anti Corruption Program

Programs and Procedures in Overcoming Corruption, Kickbacks, Fraud, Bribery and/or Gratification Practices

Prevention of Corruption Practices

Bank Jatim has implemented several policies related to Corruption Prevention, including the Implementation of Anti Fraud Strategies, Work and Business Ethical Behavior (Code of Conduct), Conflict of Interest Guidelines, Corporate Culture, Gratuity Policy, Employee Discipline Regulations, Market Code of Ethics Guidelines, and Guidelines for Maintaining the Confidentiality of Data and Information.

Actions taken by Bank Jatim to address issues of corrupt practices, particularly in Conflict of Interest, are regulated, including the following:

- All parties, both employees and leaders, must obey the code of ethics
- 2. Maintaining the confidentiality of company information
- A prohibition for all levels of the Company from providing or promising gratuities, both directly and indirectly, which are considered bribery to government officials or state administrators if such provision is related to their position and conflicts with their obligations or duties
- 4. A prohibition on receiving or requesting gratuities, considered as bribery, directly or indirectly, from any party to influence the policies/decisions/treatments of Bank officials and employees according to their positions, authorities, and responsibilities.
- The obligation to reject gratuities considered as bribery, whether received directly or indirectly.

Implementation of Anti-Fraud Strategy

In order to prevent cases of operational irregularities at the Bank, especially fraud that could harm customers or banks and the issuance of Financial Services Authority Regulation No. 39/POJK.03/2019, dated December 19, 2019, concerning implementing an Anti-fraud Strategy for Commercial Banks, it is necessary to increase the effectiveness of internal control to minimize fraud risk including implementing an

antifraud strategy. The organizational system responsible for implementing the anti-fraud strategy at Bank Jatim is the Internal Audit Division.

The fraud control system has been implemented following the anti-fraud strategy guidelines following the Decree of the Board of Directors number 060/22/DIR/AUI/KEP dated January 28, 2021 concerning the Handbook for Implementing the Anti Fraud Strategy of PT Bank Pembangunan Daerah Jawa Timur Tbk. Every fraud incident is of particular concern in resolving the case. The Bank's Management requires that all appropriate levels within the Bank's internal environment have concerns for anti-fraud. The anti-fraud concern is pursued continuously in the form of zero tolerance for fraud. In implementing the Anti Fraud Strategy in the form of a Fraud control system, it includes 4 (four) interrelated pillars, namely Prevention, Detection, Investigation Reporting and Sanctions, Monitoring Evaluation, and Follow Up.

Prevention

The prevention pillar is part of the fraud control system that aims to include steps to reduce the potential risk of fraud, including anti-fraud awareness, identification of vulnerabilities and Know your employee.

Detection

The detection pillar is part of the fraud control system which aims to contain steps to identify and find fraud in the Bank's business activities, including policies and mechanisms for whistleblowing, surprise audits, surveillance systems.

Reporting Investigations and Sanctions

The Investigation, Reporting and Sanctions Pillar is part of the fraud control system which aims to include steps for digging up information (investigation), reporting system, and imposition of sanctions for fraud in the Bank's business activities.

Monitoring Evaluation and Follow-up

The Monitoring Evaluation and Follow-up Pillar is part of the fraud control system which aims to include steps to monitor and evaluate fraud as well as follow-up mechanisms for frauds that occur.

The implementation of the four pillars takes into account the following:

- 1. Bank's internal and external environmental conditions
- 2. Complexity of business activities
- 3. Potential, types and risks of fraud
- 4. Adequacy of the required resources

The successful implementation of the overall antifraud strategy depends very much on the commitment and enthusiasm of the Board of Commissioners and Directors to foster a culture and anti-fraud concern at all levels of the Bank's organization. One of them is by making a written commitment called the AntiFraud Declaration signed by the Board of Commissioners, Directors and all employees of the Bank's organization.

Prevention and detection and identification of potential risks of vulnerability is an early warning system for the operational process. Identification of findings that indicate fraud, is implied in the whistleblowing policy and mechanism. Through this mechanism it is expected to detect early on the occurrence of a violation and can increase the level of participation of employees, customers and other stakeholders in reporting a violation and be used as an early warning of the possibility of a violation in the Bank.

Anti-Bribery Management System

Bribery is a phenomenon that often occurs within the banking sector. Bribery has serious implications for the Bank's performance sustainability. Therefore, Bank Jatim is committed to preventing bribery through the implementation of the ISO 37001:2016 Anti-Bribery Management System (ABMS).

Implementation of the ISO 37001:2016 Anti-Bribery Management System (ABMS) is carried out by Bank Jatim through a series of the following steps:

- Establishment of the Anti-Bribery Management System Policy signed by all Directors
- Appointment of a competent work unit to oversee compliance with anti-bribery practices, referred to as the Anti-Bribery Compliance Function
- Training on awareness of the ISO 37001:2016 Anti-Bribery Management System (ABMS) attended by representatives from the relevant work units
- 4. Establishment of internal regulations related to the Anti Bribery Management System
- Implementation of anti-bribery and gratuity socialization for Bank vendors
- Sign the Integrity Pledge by the Board of Commissioners, Board of Directors, and all employees
- 7. Implementation of Stage 1 and Stage 2 audits by the Certification Body

Due to the steps taken, Bank Jatim obtained the ISO 37001:2016 Anti-Bribery Management System (ABMS) Certificate from the Certification Body on December 18, 2023. With the acquisition of the ISO Anti-Bribery Management System (ABMS) certificate, it is expected that:

- Raising the awareness among all executives and employees about the risk of bribery in Bank Jatim business processes
- 2. Enhancing the trust of stakeholders and shareholders in Bank Jatim services.
- 3. Improving Bank Jatim business performance.

Gratification Policy

In order to create an anti-corruption culture and provide a reference for the implementation of gratificiation control and reportin, Bank Jatim establishes a gratification policy through:

- Decree of the Board of Directors Number 062/03/41/ DIR/ KPT/KEP dated July 21, 2023 concerning Standard Operating Procedure (SOP) Gratification Control and Reporting.
- Circular Letter Number 062/04/25/KPT/SE dated April 4, 2023 concerning Technical Guidelines for Gratification Reporting.

The policy regulates the types of gratification objects that must be reported, the types of gratification objects that are not required to be reported (excluded), the rights and protection of the reporter, as well as the gratification reporting mechanism.

GRATIFICATION CONTROL MANAGEMENT

As an effort in controlling gratification, Bank Jatim implements

several programs that refer to the provisions and procedures set by the Corruption Eradicatio Commission (KPK). The Gratification Control Program (PPG) established by the Corruption Eradication Commission (KPK) includes the following:

- 1. Gratification Control Framework;
- 2. Dissemination of Gratification Control Messages;
- 3. E-Learning: "Enhancing Understanding of Gratification for State Officials and Civil Servants";
- 4. Socialization/Dissemination of Gratification Control;
- 5. Identification of High-Risk Areas for Gratification Practices;
- 6. Risk Mitigation for High-Risk Gratification Practices;
- 7. Reporting of Acceptance and/or Rejection of Gratification;
- 8. Innovation in Gratification Control.

Every semester, the Corruption Eradication Commission (KPK) conducts an assessment of the implementation of the Gratification Control Program (PPG) carried out by Bank Jatim. In 2024, the implementation of Bank Jatim's PPG received a score of 95.5 from the KPK, with the following details:

1. Gratification Control Framework (Weight 100%)

| No | Component | Weight | Score |
|---------|---|--------|-------|
| 1 | Gratification Control Regulations | 50 | 100 |
| 2 | Establishment/Decree or Other Documents | 50 | 100 |
| 3 | Additional Documents (Specific to SOEs/Regional SOEs) | 0 | 0 |
| Total S | core for Gratification Control Framework | | 100 |

2. Dissemination of Gratification Control Messages (100%)

| No | Component | Weight | Score |
|---------|---|--------|-------|
| 1 | Message Dissemination via Media (Internal Target) | 50 | 100 |
| 2 | Message Dissemination via Media (External Target) | 50 | 100 |
| Total S | Total Score for Message Dissemination via Media | | |

3. E-Learning: "Enhancing Understanding of Gratification for State Officials and Civil Servants" (Weight 40%)

| No | Component | Weight | Score |
|---|--|--------|-------|
| 1 | E-Learning on Enhancing Understanding of Gratification | 50 | 100 |
| Total Score for E-Learning on Gratification Control | | 40 | |

4. Socialization/Dissemination of Gratification Control (Weight 60%)

| No | Component | Weight | Score |
|---------|---|--------|-------|
| 1 | Socialization to Internal Parties (All Employees) | 50 | 100 |
| 2 | Socialization to External Parties | 50 | 100 |
| Total S | core for Socialization/Dissemination of Gratification Control | 60 | |

5. Identification of High-Risk Areas for Gratification Practices (Weight 100%)

| No | Component | Weight | Score |
|----------|---|--------|-------|
| 1 | Identification of High-Risk Areas for Gratification Practices | 100 | 100 |
| Total So | Total Score for Identification of High-Risk Areas | | 100 |

6. Risk Mitigation for High-Risk Gratification Practices (Weight 100%)

| No | Component | Weight | Score |
|---------|---|--------|-------|
| 1 | Risk Mitigation for High-Risk Gratification Practices | 100 | 80 |
| Total S | Total Score for Risk Mitigation of High-Risk Areas | | 80 |

7. Reporting of Gratification Acceptance and/or Rejection (Weight 100%)

| No | Component | Weight | Score |
|---------|----------------------------------|--------|-------|
| 1 | Gratification Reporting | 100 | 100 |
| Total S | core for Gratification Reporting | | 100 |

8. Innovation in Gratification Control (Weight 100%)

| No | Component | Weight | Score |
|----------|---|--------|-------|
| 1 | Innovation in Gratification Control | 100 | 75 |
| Total So | Total Score for Innovation in Gratification Control | | 75 |

The achievement of these values, led Bank Jatim to get rank 1 (classification category) and rank 7 (national category). The achievement of these values and rankings, shows that Bank Jatim has a commitment in controlling gratification.

Socialization of Gratuity Policy

Bank Jatim organizes gratification socialization to internal and external parties held on:

| Theme | Participant | Execution Time | Socialisation Media |
|--|--|--------------------|------------------------|
| Technical Guidance on the Implementation of Gratification E-Learning | Credit Division Leader (PBK)/ Operational Division Leader (PBO) | September 20, 2024 | Zoom Meeting |
| Technical Guidance on the Implementation of Gratification E-Learning | Compliance & AML CFT Division Officer | September 20, 2024 | Offline |

| Theme | Participant | Execution Time | Socialisation Media |
|---|---|-------------------|------------------------|
| Socialization of Bribery and Gratification Control | Director of Compliance Compliance & APU PPT Division General Division Internal Audit Division Human Capital Division Legal Division Risk Management Division Vendor Bank Jatim | November 22, 2024 | Zoom Meeting |

Gratification Report in 2024

During 2024, there were 4 (four) reports of receiving gratuities and have received a determination from the Corruption Eradication Commission (KPK).

Anti-Corruption Training/Socialization for Employees

| Theme | Time of Implementation | Participants |
|---|------------------------|--------------|
| Legal Basis for Banking, AML/CFT and Anti-Gratification | May 18, 2024 | 33 |
| AML-CFT & Gratification, Compliance Culture, Anti Fraud Strategy & Critical Point Fraud | May 31, 2024 | 38 |
| AML-CFT & Gratification, Compliance Culture, Anti Fraud Strategy & Critical Point Fraud | June 5, 2024 | 36 |
| AML-CFT & Gratification, Compliance Culture, Anti Fraud Strategy & Critical Point Fraud | June 10, 2024 | 38 |
| IMPROVING UNDERSTANDING OF GRATIFICATION (KPK) | September 20, 2024 | 61 |
| Anti Fraud Strategy | February 11, 2024 | 31 |
| Anti Fraud Strategy | March 2, 2024 | 35 |
| Anti Fraud Strategy | May 13, 2024 | 19 |
| Anti Fraud Strategy | May 20, 2024 | 18 |
| Anti Fraud Strategy | May 22, 2024 | 32 |
| Training Implementation of Governance Risk Management & Compliance, Implementation of Governance, Risk Management & Compliance of Anti Fraud Strategy | December 4, 2024 | 2 |
| Anti-Money Laundering (AML), Counter-Terrorism Financing (CFT), and Prevention of Financing of Proliferation of Weapons Of Mass Destruction (PFWMD) | October 26, 2024 | 267 |
| Anti-Money Laundering (AML), Counter-Terrorism Financing (CFT), and Prevention of Financing of Proliferation of Weapons Of Mass Destruction (PFWMD) | November 2, 2024 | 259 |
| Anti-Money Laundering (AML), Counter-Terrorism Financing (CFT), and Prevention of Financing of Proliferation of Weapons Of Mass Destruction (PFWMD) | November 9, 2024 | 256 |
| Anti-Money Laundering (AML), Counter-Terrorism Financing (CFT), and Prevention of Financing of Proliferation of Weapons Of Mass Destruction (PFWMD) | November 16, 2024 | 257 |
| Anti-Money Laundering (AML), Counter-Terrorism Financing (CFT), and Prevention of Financing of Proliferation of Weapons Of Mass Destruction (PFWMD) | November 23, 2024 | 385 |

Management of State Official Wealth Reports

Bank Jatim has implemented the Management of State Officials' Wealth Report (LHKPN) submission since 2018, based on Board of Directors Decree No. 057/401/DIR/KPT/KEP dated December 31, 2018, concerning LHKPN Reporting Procedures within PT Bank Jatim Tbk. This regulation was later revoked and replaced by Board of Directors Decree No. 060/03/47/DIR/KPT/KEP dated November 25, 2021, regarding the Standard Operating Procedure (SOP) for LHKPN Reporting. Furthermore, the regulation was updated through Board of Directors Decree No. 063/03/118/KPT/KEP dated August 6, 2024, outlining the following provisions:

- 1. Organization
 - a. Cooperation between the Corruption Eradication Commission (KPK) and the Bank;
 - Management Unit of the State Officials Wealth Reports (LHKPN);
 - Mandatory Report of the State Officials Wealth Reports (LHKPN);
 - d. Implementation of Risk Management and Internal Control.
- 2. Implementation Procedures
 - a. Registration;
 - b. Reporting and Submission Process of LHKPN;
 - c. LHKPN Improvement Mechanism;
 - d. Announcement of Mandatory Reporting of LHKPN;
 - e. Power of Attorney.
- 3. Administrations and Sanctions
 - a. Administrations;
 - b. Sanctions.

Mandatory Report of The State Assets Report (LHKPN)

In accordance with the Corruption Eradication Commission Regulation No. 07 of 2016 concerning Procedures for Registration, Announcement and Examination of State Organizer's Assets, as updated in the Corruption Eradication Commission Regulation No. 2 of 2020 that State Organizers are required to submit the State Officials Wealth Reports (LHKPN) to the Corruption Eradication Commission. Therefore, those categorized as Mandatory Reports within the Bank in accordance with Law No. 28 of 1999 are as follows:

- 1. Board of Commissioners;
- 2. Sharia Supervisory Board;
- 3. Board of Directors;
- 4. SEVP;
- 5. Vice President;
- 6. Branch Manager.

Management Unit The State Officials Wealth Reports (LHKPN)

Following Board of Directors Decree No. 063/03/118/KPT/ KEP dated August 6, 2024, concerning the Standard Operating Procedure (SOP) for Management of State Officials' Wealth Report (LHKPN), the implementation is as follows:

1. Agency Admin

Managed by the Compliance Work Unit with organs:

- a. Supervisor is Vice President of Compliance and Anti-Money Laundering & Counter-Terrorism Financing (AML CFT);
- Person in Charge is Senior Officer of the Regulatory Licensing Group;
- Organizer is Officer and Junior Officer of the Regulatory Licensing Group.

Has duties and authorities which include:

- a. Coordinating with KPK regarding regulatory changes and e-LHKPN application management within the Bank;
- b. Conducting socialization to PN/WL on external provisions and internal provisions regarding LHKPN;
- c. Managing the LHKPN e-registration application within the Bank through the e-LHKPN application including:
 - Registering and activating PN/WL data that must report LHKPN using the e-LHKPN application (e-registration menu);
 - Updating PN/WL of LHKPN employment data that has changed data in the Bank environment in the e- LHKPN application (e-registration menu);
 - Verifying the updating of PN/WL of LHKPN data carried out by the Work Unit Admin;
- d. Fasilitate PN/WL of LHKPN who experience technical problems when using the e- LHKPN application;
- e. Obtaining information from the Corruption Eradication Committee regarding LHKPNs that have not submitted LHKPNs and/or making improvements to LHKPNs that have been verified by the Corruption Eradication Committee:
- Monitoring the level of compliance of PN/WL in implementing LHKPN reporting to the Corruption Eradication Commission;
- g. Have the independence to issue warning letters or administrative sanctions for PN/WL that do not sumbit LHKPN according to the predetermined time limit.

2. Work Unit Admin

Managed by the work unit authorized to handle human capital with organs:

- a. The supervisor is the Vice President of Human Capital;
- The person in charge is the Assistant Vice President of Operations;
- c. The implementer is the Officer and Junior Officer of Personnel Data and Human Capital Information System.

Has duties and authorities including:

Manage the e- LHKPN application (e-registration menu) within the Bank's work unit through the e- LHKPN application involving:

- Updating PN/WL of LHKPN staffing data that has changed data within the Bank in the e- LHKPN application (e-registration menu);
- Coordinate with the agency admin for data changes within the Bank.

As of the end of 2024, 71 (seventy-one) individuals had submitted their State Officials' Wealth Reports (LHKPN) to the Corruption Eradication Commission (KPK) within the designated timeframe, from January 2024 to March 2024.

Total Internal Frauds and Remedies

| | Number of frauds committed (Internal) | | | | | |
|--|---|------------------------|-------------------------|------------------------|-------------------------|------------------------|
| Internal Fraud in 1 Year | Members of Commissioners of the D | and Members | Permanent | Employees | Non-Permane | nt Employees |
| | Previous Year (2023) | Current Year (2024) | Previous Year (2023) | Current Year (2024) | Previous Year (2023) | Current Year (2024) |
| Total Fraud | - | - | 13 | 12 | 1 | 1 |
| Resolved | - | - | 13 | 12 | 1 | 1 |
| In the Settlement Process in the Bank's Internal | - | - | - | - | | - |
| Not Resolved Yet | - | - | - | - | | - |
| Has Been Followed Up Through Legal Process | - | - | | - | | - |

Provision of Funding for Social and/or Political Activities

A description related to corporate social responsibility is submitted in the 2024 Sustainability Report. As for providing funds for political activities, during 2024, Bank Jatim will not provide funds for political activities or to political parties.

Provision of Funds to Related Parties and Provision of Large Funds

Descriptions regarding Provision of Funds to Related Parties and Provision of Large Funds are presented in the Management Analysis and Discussion Chapter in this Annual Report.

Bank Strategic Plan

A description of the Bank's Strategic Plan is presented in the Management Discussion and Analysis Chapter in this Annual Report.

Share Buyback and Bond Buyback

During 2024, the Company will not carry out share buybacks and bond buybacks.

Transactions Containing Conflicts of Interest

The forms of conflict of interests include:

- 1. Gratification;
- 2. Misappropriation of Assets;
- 3. Misuse of confidential/important information;
- 4. Position Traps;
- 5. Granting special access that violates the procedure;
- 6. Unprofessional supervision;
- 7. Subjective and not independent assessment;
- 8. Decision on licensing, allocation/budget, investment;
- 9. Determination of partners (procurement);
- 10. Recruitment, hiring, performance appraisal;
- 11. Use of information;
- 12. Commercialization of public services.

An activity is considered to give rise to a conflict of interest if:

- Transactions for the provision of funds and procurement of goods/services occur between the Company and Related Parties including the Board of Directors, Board of Commissioners, Executive Officers, Decision-making Officers
- There are officers/employees of the Company who have a first degree family relationship who are in 1 (one) line of management.

- 3. Transactions between the Company and its officials or employees—whether active or those who have retired/ resigned but have not yet exceeded six (6) months—as well as their families, and/or with companies in which the Company's officials or employees and their families, either directly or indirectly, hold shares, must not exceed 25% (twenty-five percent) of the total shares of the respective company.
- 4. Transactions as stated in point 3 must have a minimum value of 50% (fifty percent) of the Company's capital, based on the most recent audited financial statements
- 5. Transactions with other affiliated parties.

Transactions and activities that have the potential to give rise to conflicts of interest include:

- Credit transactions are categorized as containing a conflict
 of interest if the Bank/deciding official is the same party or
 has a family, ownership, management, financial or interest
 relationship with the credit recipient.
- 2. Fund and service transactions are categorized as containing a conflict of interest if the Bank/deciding official is the same party or has a family, ownership, management, financial or interest relationship with the deposit customer or user of the Bank's services so that the customer in question is given special conditions that are different from the treatment of customers in general.
- 3. Goods and services transactions are categorized as containing a conflict of interest if the Bank or the deciding official is the same party or has a family, ownership, management, financial or interest relationship with the provider of the goods/services so that the determination of the appointment or winner has potentially unreasonable conditions causing detrimental effect to the bank or reduce the bank's profits.
- Management of human resources which has the potential for a conflict of interest if in a bank there are several people who have family relationships up to the second degree and are at the same bank.
- 5. What is included in the category of prohibited conflicts of interest is the practice of giving and/or receiving gifts, bribes and the like which are reasonably suspected to be detrimental to the Company's interests, contrary to sound business ethics and/or contrary to applicable law.

In an effort to avoid conflicts of interest, all parties, both employees and company leaders, must comply with the code of ethics. If employees and company leaders become aware of practices that lead to a conflict of interest, they must immediately report it to their superiors.

The main elements that must be fulfilled in managing conflicts of interest of the company, employees and company leaders are as follows:

- 1. Comply with and comply with applicable laws and regulations, including company culture.
- 2. Avoid activities that could cause a conflict of interest.
- Store and maintain the confidentiality of company information and information with parties who have business relationships with the company. Compliance with the company's code of conduct is very important to maintain and advance the company's reputation.

Conflict of Interest Disclosure

- If there is a conflict of interest, officials and/or employees who have a conflict of interest do not use their rights/ authority in making decisions and are required to disclose the said conflict of interest.
- If there is a conflict of interest in the field of credit and/ or operations at a branch office, officials and/or employees who have a conflict of interest do not use their rights/ authority in making decisions.
- If a conflict of interest occurs in an employee/officer according to their respective fields, the employee/official does not use his authority in making decisions and then the decision-making process is handed over to his superiors in stages.
- 4. If a decision still has to be taken, the official or employee involved in the decision-making process must prioritize the economic interests of the Bank from losses that may arise or the possibility of reducing the Bank's profits.
- Required to disclose the condition of the conflict of interest which is attached to the Minutes of Meeting along with documentation containing considerations for making the decision.

During 2024, there was no transactions containing conflicts of interest.

Internal Disputes

During 2024 there were no internal disputes caused by the remuneration policy.

Prevention of Insider Trading

The provisions governing Insider Trading actions have been regulated in the Corporate Secretary Investor Management SOP Chapter II. In the event of a conflict of interest, the Board of Commissioners who has a conflict of interest does not use their rights/authority in making decisions. Members of the Board of Commissioners are prohibited from taking actions that may harm the Bank or reduce the Bank's profits and must disclose the conflict of interest referred to in every decision. Insider Trading criteria as presented as follows:

TRADING INSIDER CRITERIA

This practice occurs when parties outside the bank buy or sell bank securities based on information from insiders that is not published.

- a. Insider Trading Criteria
 - 1. Bank insider, namely:
 - a. Commissioner, Director or Bank Employee;
 - b. The main shareholder of the Bank;
 - Individuals who because of their position or profession or because of their business relationship with the issuer or public company enable that person to obtain information; or
 - d. A party who within the last 6 (six) months is no longer a party as referred to in letters a, b, c above.
 - Have inside information, where the information or material facts are not yet available to the public. Insiders are prohibited:
 - a. Influencing other parties to buy or sell the securities in question;
 - Providing inside information to any party who reasonably suspects may use the information in question to purchase or sell securities.
 - All of the two elements mentioned above must be met in order to be subject to insider trading.
- b. Sanctions for Insider Trading
 - Article 102 Law No. 8 of 1995
 - mposing administrative sanctions in the form of:
 - Written Warning;
 - Fines, namely the obligation to pay a certain amount of money;
 - Restrictions on business activities;
 - Suspension of business;
 - · Revocation of business permits;
 - Cancellation of consent; And

- Cancellation of registration.
- Article 104 of Law No.8 of 1995
- Any party who violates the provisions as intended in Article 90, Article 91, Article 92, Article 93, Article 95, Article 96, Article 97 paragraph (1), and Article 98 is threatened with imprisonment for a maximum of 10 (ten) years and a fine of up to IDR 15,000,000,000 (fifteen billion rupiah).

During 2024, Bank Jatim will not have Insider Trading.

Transparency of Financial and Nonfinancial Conditions

Bank Jatim has fulfilled its obligation to Bank Indonesia to conduct transparency of financial and non-financial conditions in accordance with applicable regulations, publication of information submission through print media and the Bank's website as follows:

- Monthly and Quarterly Financial Statements that have been submitted and published to the Regulator and on the Bank's website.
- 2. Annual Reports that have been submitted and published to the Regulator and on the Bank's website.
- 3. Corporate Governance Information such as:
 - a. Vision and mission of the Bank
 - b. Composition and Profile of the Board of Commissioners and Board of Directors
 - c. Guidelines and Rules of Committee
 - d. Corporate Governance Practices
- Information on Bank's Products and Services such as e-forms of credit along with a wide spread of Office Networks making it easier for customers, investors to access such information.
- 5. Information that aims to educate customers such as banking services, banking mediation, customer complaints mechanisms, banking security tips and magazines/ bulletins for Bank Jatim which can be downloaded via the Company's website.

Implementation of Sustainable Finance

Detailed information regarding the implementation of sustainable finance, including the implementation of social and environmental responsibility, has been presented in the Sustainability Report.

Implementation of Public Company Governance Guidelines

| No | Aspects; Pr | inciples; Recommendations | Comply or Explain |
|--------|--|---|--|
| A. | Aspect 1: Relationship of Public C Rights of Shareholders | Company with Shareholders in Guaranteeing the | |
| A.1. | Principle 1: Increasing the V Holding. | alue of the General Meeting of Shareholders (GMS) | |
| A.1.1. | Recommendation1: | Public Company has technical ways or procedures for voting both in an open and closed manner that prioritize independence and the interests of shareholders. | Comply Bank Jatim has procedures for the General Meeting of Shareholders (GMS) which are |
| | Explanation : | Each share with issued voting rights has one voting right (one share, one vote). Shareholders can exercise their voting rights during decision-making, especially in making decisions through voting. However, the mechanism for decision-making through voting, both in an open and closed manner, has not been regulated in detail. Public Companies are recommended to have a voting procedure in making decisions on an agenda of the GMS. The voting procedure must maintain the independence or freedom of shareholders. For example, voting is held openly by raising hands following the instructions offered by the chairman of the GMS. Meanwhile, voting in a closed manner is carried out on decisions that require confidentiality or at the request of shareholders by using ballots or electronic voting. | regulated in the Company's Articles of Association Deed number 107 dated October 30, 2024. Each shareholder is only given 1 (one) vote, representing the entire number of shares he owns. Vote counting will be carried out using a "raise hand and hand over voting rights" mechanism. |
| A.1.2. | Recommendation 2: | All members of the Board of Directors and the Board of Commissioners of Public Company participate in the Annual GMS. | Comply |
| | Explanation : | The presence of all members of the Board of Directors and members of the Board of Commissioners of Public Company has an aim. It is to ensure that every member of the Board of Directors and members of the Board of Commissioners can pay attention, explain, and directly answer the problems that occur or the questions asked by shareholders related to the agenda in the GMS. | At the 2023 Fiscal Year GMS, all members of the Board of Directors and Board of Commissioners were present. |
| A.1.3. | Recommendation 3 : | A summary of GMS minutes is available on the Website of the Public Company for at least one (1) year. | Comply The minutes of the AGMS and EGMS in |
| | Explanation : | Based on the provisions in Article 34 paragraph (2) of the Financial Services Authority Regulation Num-ber 32/POJK.04/2014 concerning the Plan and Implementation of the General Meeting of Shareholders of Public Companies, Public Companies are required to make a summary of GMS minutes in Indonesian and foreign languages (at least in English), and announced 2 (two) working days after the GMS is held to the public, one of which is through the Public Company Website. The availability of a summary of GMS minutes on the Public Company Website provides an opportunity for shareholders who are absent to easily and quickly obtain important information about the GMS implementation. Therefore, the provision on the minimum period of availability of a summary of GMS minutes on the Website is intended to provide sufficient time for shareholders to obtain such information. | Indonesian and English are available on the Website and can be downloaded until the 2023 fiscal year. |

| No | Aspects; Pr | inciples; Recommendations | Comply or Explain |
|--------|---|---|--|
| A.2. | Principle 2: Improving the quant | uality of communication between Public Companies s or Investors. | |
| A.2.1. | Recommendation 4 : | Public Company possesses a communication policy with Shareholders or Investors. | Comply Bank Jatim has a Communication Policy with |
| | Explanation : | The existence of communication between the Public Company and shareholders or investors is intended for the shareholders or investors to get a clearer understanding of the information that has been published to the public, such as periodic reports, the disclosure of information, business conditions or prospects and performance, as well as the implementation of public company governance. In addition, shareholders or investors can also submit suggestions and opinions to the management of the Public Company. The communication policy with shareholders or investors shows the Public Company's commitment to communicating with shareholders or investors. The policy may include strategies, programs, and communication execution timing, as well as guidance that supports shareholders or investors to participate in such communications. | shareholders or investors as stipulated in the Directors Decree number 062/03/40/ DIR/CSE/KEP regarding SOP Investor Management. |
| A.2.2. | Recommendation 5 : | The Public Company discloses the communication policy of the Public Company with Sharehold-ers or Investors on the Company Website. | Comply The Communication Policy with Investors |
| | Explanation : | Disclosure of communication policy is a form of transparency on the commitment of the Public Company to providing equality to all shareholders or investors regarding the implementation of communication. The disclosure of information also aims to increase the participation and role of shareholders or inves-tors in implementing the Public Company communication program. | as described in recommendation 4 can accessed by the public through the Ba Jatim website at the following link: https www.bankjatim.co.id/id/tatakelola compar kebijakan |
| В. | Aspect 2: Board of Commissioner | s' Function and Role | |
| B.1. | Principle 3: Strengthening n Commissioners | nembership and composition of the Board of | |
| B.1.1. | Recommendation 6 : | Determination of the number of members of the Board of Commissioners by considering the Public Company's condition. | Comply Determination the Board of Commissioners |
| | Explanation: | The number of members of the Board of Commissioners may affect the effectiveness of the Board of Commissioners' duties. The number of the Board of Commissioners members in a Public Company must be determined by referring to the provisions of the applicable laws and regulations. The Board of Commissioners members consist of at least two people based on the requirements of the Financial Services Authority (OJK) Regulation Number 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies. In addition, it is also necessary to consider the condition of the Public Company. It includes characteristics, capacity, and size, as well as achieving goals and fulfilling different business needs among Public Companies. However, if the number of the Board of Commissioners members is too large, it could interfere with the effectiveness of the implementation of the functions of the Board of Commissioners. | members of Bank Jatim has taken into the conditions of the Public Company including the number of assets, achievement of company performance, vision mission, goals and strategic directions, and also the provisions of the Financial Services Authority Regulation Number 33/POJK.04/2014 concerning Directors and Board of Commissioners of Public Companies. This number has also been adjusted to the number of Board of Directors members, as well as the effectiveness of the implementation of the Board of Commissioners' supervisory function. |

| No | Aspects; Pr | inciples; Recommendations | Comply or Explain |
|--------|--|---|---|
| B.1.2. | Recommendation 7 : Explanation : | Determination of the composition of members of the Board of Commissioners considering the diversity of expertise, knowledge, and experience required. The composition of the Board of Commissioners is a combination of characteristics both in terms of the organs of the Board of Commissioners and members of the Board of Commissioners individually, follow-ing the needs of the Public Company. These characteristics can be reflected in the determination of the expertise, knowledge, and experience needed in implementing supervisory duties and providing advice by the Board of Commissioners of a Public Company. The composition that considers the needs of the Public Company is a positive matter, primarily related to decision-making in the context of implementing | Comply Determination of the composition of the members of the Board of Commissioners takes into account the diversity of expertise, knowledge, and experience required as stated in the Decree of the Board of Commissioners Number 061/03/07/DK/KEP dated October 3, 2022 concerning the Standard Operating Procedure (SOP) for the Selection and/or Replacement of Members of the Board of Commissioners and Members of the Board of Directors of PT Bank Pembangunan Daerah Jawa Timur Tbk. |
| B.2. | Principle 4: Improving the Ir of the Board of C | the supervisory function carried out by considering various broader aspects. Inplementation Quality of Duties and Responsibilities | |
| B.2.1. | | The Board of Commissioners has in place a Self- Assessment policy that assesses the perfor-mance of the Board of Commissioners. | Comply |
| | Explanation : | The Board of Commissioners' self-assessment policy is a guideline used as a form of accountability for collegial assessment of the Board of Commissioners' performance. Self-assessment is intended to be carried out by each member to assess the implementation of the Board of Commissioners' performance in a collegial manner. Self-assessment is not used to evaluate the individual performance of each member of the Board of Commissioners. With this self-assessment, each member of the Board of Commissioners is expected to improve the performance of the Board of Commissioners on an ongoing basis. | The Board of Commissioners has a self- assessment policy to assess the performance of the Board of Commissioners as regulated in the Decree of the Board of Commissioners Number 063/03/51/DKM/KEP dated March 28, 2024 concerning the Standard Operating Procedure (SOP) for the Work Guidelines of the Board of Commissioners. |
| | | The policy can include assessment activities carried out along with their purposes and objectives, the periodic implementation time, and the benchmarks or assessment criteria used following the recommendations given by the nomination and remuneration function of a Public Company. The existence of this function has been required in the Financial Services Authority Regulation Number 34/POJK.04/2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies. | |
| B.2.2. | Recommendation 9 : | Self-Assessment policies assessing the performance of the Board of Commissioners are to be disclosed through the Annual Report of the Public Company. | Comply The Guidelines for the Performance |
| | Explanation : | The disclosure of the self-assessment policy on the performance of the Board of Commissioners is carried out not solely to fulfill the transparency aspect as a form of accountability for implementing the board's duties. In addition, it also provides assurance, especially to shareholders or investors, as at-tempts need to be made to improve the performance of the Board of Commissioners. With this disclo-sure, shareholders or investors know the check and balance mechanism for the performance of the Board of Commissioners. | Assessment of the Board of Commissioners of PT Bank Pembangunan Daerah Jawa Timur Tbk are disclosed in the Annual Report. |

| No | Aspects; P | rinciples; Recommendations | Comply or Explain |
|--------|---------------------------------------|--|---|
| B.2.3. | Recommendation 10 | : The Board of Commissioners has a policy regarding the resignation of members of the Board of Commissioners if involved in financial crimes. | Comply |
| | Explanation : | The policy regarding the resignation of members of the Board of Commissioners involved in financial crimes is a policy that can increase the trust of stakeholders in the Public Company, which will maintain the integrity of the Company. This policy is needed to help the legal process run smoothly so that the le-gal process does not interfere with the course of business activities. In addition, in terms of morality, this policy builds an ethical culture within the Public Company. The policy may be included in the Guidelines or Code of Ethics applicable to the Board of Commissioners. | The resignation policy for the Board of Commissioners only if the person concerned is a state official who is a member of the Board of Commissioners, then the person concerned is required to resign from his position in government, who is involved in financial crimes is a policy that can increase stakeholder confidence in a Public Company. |
| | | Furthermore, the status of a convict is given by the competent authority to a member of the Board of Commissioners who is involved in financial crimes. Financial crimes refer to manipulation and various forms of embezzlement in financial services activities and Money Laundering Crimes as referred to in Law Number 8 of 2010 concerning the Prevention and Eradication of Money Laundering Crimes. | |
| B.2.4. | Recommendation 11 | The Board of Commissioners or the Committee that performs the Nomination and Remuneration function composed a Nomination succession policy for members of the Board of Directors. | Comply Succession policy in the nomination process |
| | Explanation : | Based on the provisions of the Financial Services Authority Regulation Number 34/POJK.04/2014 con-cerning the Nomination and Remuneration Committee of Issuers or Public Companies, the committee that carries out the nomination function has the task of formulating the policies and criteria needed in the nomination process for prospective members of the Board of Directors. One of the policies that can support the Nomination process, as referred to, is the succession policy of members of the Board of Di-rectors. The policy on succession aims to maintain the continuity of the process of regeneration or regeneration of leadership in the Company to maintain business sustainability and the Company's long-term goals. | for members of the Board of Directors as stated in the Decree of the Board of Commissioners Number 061/03/07/DK/KEP dated October 3, 2022 concerning the Standard Operating Procedure (SOP) for the Election and/or Replacement of Members of the Board of Commissioners and Members of the Board of Directors of PT Bank Pembangunan Daerah Jawa Timur Tbk which regulates candidate candidates from within the Company. |
| C. As | spect 3: Functions and Roles of | the Board of Directors | |
| C.1. | Principle 5: Strengthening birectors. | the Membership and Composition of the Board of | |
| C.1.1. | Recommendation 12 | : Determination of the number of members of the Board of Directors considers the Public Company's condition and effectiveness in decision making. | Comply |
| | Explanation : | As an authorized corporate organ that deals with the management of the Company, the determination of the number of Directors dramatically affects the performance of the Public Company. Thus, the number of members of the Board of Directors must be determined through careful consideration and refer to the applicable laws and regulations. It must be based on the Financial Services Authority Regulation Number 33 / POJK.04 / 2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies consisting of at least 2 (two) people. In addition, the number of Directors must be determined based on the need to achieve the goals and objectives of the Public Company and adjusted to the conditions of the Public Company. This condition includes the characteristics, capacity, and size of the Public Company and size of the Public Company and size of the | The determination of the members of the Board of Directors totaling 7 (seven) Directors has considered the conditions of the Public Company including the amount of assets, the company's performance achievements, and others as well as the provisions of the Financial Services Authority Regulation Number 33/POJK.04/2014 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies. The number has also been adjusted to the members of the Bank's Board of Commissioners with the current composition of 4 (four) people and the effectiveness of decision-making carried out by the Board of Directors. |

| No | Aspects; Pri | nciples; Recommendations | Comply or Explain |
|--------|---------------------|--|--|
| C.1.2. | Recommendation 13 : | Determination of the composition of members of the Board of Directors considers the diversity of expertise, knowledge, and experience needed. | Comply Determination of the composition of the Board of Directors members takes into |
| | Explanation : | Similar to the Board of Commissioners, the diversity of the composition of members of the Board of Directors is a combination of desired characteristics. This combination is in terms of the organs of the Board of Directors and the individual members of the Board of Directors, following the needs of the Public Company. It is determined by considering the appropriate expertise, knowledge, and experience in the division of duties and functions of the Board of Directors in achieving the objectives of the Public Company. Thus, consideration of the characteristic combination will impact the accuracy of the nomination process and the individual appointment of members of the Board of Directors or collegial Board of Directors. | account the diversity of expertise, knowledge, and experience required as stated in the Decree of the Board of Commissioners Number 061/03/07/DK/KEP dated October 3, 2022 concerning the Standard Operating Procedure (SOP) for the Election and/or Replacement of Members of the Board of Commissioners and Members of the Board of Directors of PT Bank Pembangunan Daerah Jawa Timur Tbk. |
| C.1.3. | Recommendation 14 : | Members of the Board of Directors in charge of Accounting or Finance have the required expertise and/or knowledge in accounting. | Comply |
| | Explanation: | Financial Statements are management's accountability reports from managing resources owned by a Public Company. They must be prepared and presented following generally accepted Financial Accounting Standards in Indonesia and related OJK regulations, including laws and regulations in the Capital Market sector that regulate the presentation and disclosure of Public Company Financial Statements. Based on the laws and regulations in the Capital Market sector that regulate the responsibility of the Board of Directors for the Financial Statements, the Board of Directors is jointly responsible for the Financial Statements. The President Director and members of the Board of Directors in charge of accounting or finance sign the Financial Statements. Thus, the disclosure and preparation of financial information presented in the financial statements will largely depend on the expertise and/or knowledge of the Board of Directors, especially members of the Board of Directors in charge of accounting or finance. The existence of expertise and/or knowledge qualifications in the accounting field that at least the members of the Board of Directors have can ensure the process of making the Financial Statements. Thus, the Financial Statements can be a reliable basis for stakeholders in making economic decisions related to the Public Company. Such expertise and/or knowledge can be proven by educational background, training certification, and/ or related work experience. | Profile of Director Finance, Treasury & Global Services Name: Edi Masrianto (2022-present) Education: - Bachelor of Management Economics, University of Jember, 1989 - Master of Agribusiness Management, Gajah Mada University, 2004 Members of the Board of Directors who are in charge of accounting or finance have expertise and/or knowledge in the field of accounting. The Board of Directors has submitted financial reports in the Annual GMS and obtained approval from the GMS. |

| No | Aspects; Pri | inciples; Recommendations | Comply or Explain |
|--------|--|--|--|
| C.2. | Principle 6: Improving the Qu Responsibilities. | | |
| C.2.1. | Recommendation 15 : | The Board of Directors has in place a Self-Assessment policy used to assess the performance of the Board of Directors. | Comply The Board of Directors has a self-assessment |
| | Explanation : | Similar to the Board of Commissioners, the Board of Directors self-assessment policy is a guideline used as a form of accountability for collegial assessment of the Board of Directors' performance. Self-assessment is intended to be carried out by each member of the Board of Directors. The aim is to assess the implementation of the Board of Directors' performance in a collegial manner. Self-Assessment is not used to evaluate the individual performance of each member of the Board of Directors. With this self-assessment, each member of the Board of Directors is expected to improve the performance of the Board of Directors on an ongoing basis. | policy to assess the performance of the Board of Directors as regulated in the Board of Directors Decree Number 063/03/17/DIR/PSM/KEP dated February 26, 2024 concerning the Standard Operating Procedure (SOP) for Performance Management of PT Bank Pembangunan Daerah Jawa Timur Tbk. |
| | | The policy may include assessment activities carried out along with their purposes and objectives, the periodic implementation time, and the benchmarks or assessment criteria used following the recommendations given by the nomination and remuneration function of a Public Company. The establishment of these functions has been required in the Financial Services Authority Regulation Number 34/POJK.04/2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies. | |
| C.2.2. | Recommendation 16 : | Self-Assessment policies in order to assess the performance of the Board of Directors are disclosed through the Annual Report of the Public Company. | Comply |
| | Explanation : | The disclosure of the self-assessment policy regarding the Board of Directors' performance is carried out not solely to fulfill the transparency aspect as a form of accountability for implementing the Board of Directors' duties. In addition, it also provides essential information regarding the attempts to improve the management of the Public Company. This information is beneficial to give assurance to shareholders or investors regarding the existence of certainty that the Company management continues to be carried out in a better direction. With this disclosure, shareholders or investors know the check and balance mechanism for the performance of the Board of Directors. | Performance Assessment of the Board of Directors of PT Bank Pembangunan Daerah Jawa Timur Tbk. disclosed in the Annual Report. |

| No | Aspects; Pri | inciples; Recommendations | Comply or Explain |
|--------|--|--|---|
| C.2.3. | | The Board of Directors has a policy related to the resignation of members of the Board of Directors when involved in financial crimes. The policy of resignation for members of the Board of Directors involved in financial crimes is a policy that can increase the stakeholders' trust in the Public Company, which in return will maintain the Company's integrity. This policy is needed to help the legal process runs smoothly and so that the legal process does not interfere with the course of business activities. In addition, in terms of morality, this policy will build an ethical culture within the Public Company. The policy may be covered by the Guidelines or Code of Ethics applicable to the Board of Directors. Furthermore, the status of a convict is given by the competent authority to a member of the Board of Commissioners who is involved in financial crimes. Financial crimes refer to manipulation and various forms of embezzlement in financial services activities and Money Laundering Crimes as referred to in Law Number 8 of 2010 | Comply The policy of resignation of members of the Board of Directors is regulated in the Articles of Association and the Work Guidelines of the Board of Directors. The Articles of Association and the Work Guidelines of the Board of Directors also regulate provisions related to the termination of the term of office of Members of the Board of Directors and the dismissal of Members of the Board of Directors. |
| | | concerning the Prevention and Eradication of Money Laundering Crimes. | |
| D. | Aspect 4: Stakeholder Participation | | |
| D.1. | Principle 7: Upgrading corpo participation. | rate governance aspects through stakeholder | |
| D.1.1. | Recommendation 18 : | The Public Company has in place policies to prevent Insider Trading. | Comply |
| | Explanation : | A person with insider information is prohibited from conducting a Securities transaction using insider information as referred to in the Law on Capital Market. Public Companies can minimize the occurrence of insider trading through prevention policies, for example, by strictly separating confidential data and/or information from public ones and dividing the duties and responsibilities for the management of such information proportionally and efficiently. | Bank Jatim has a policy to prevent insider trading as regulated in the Decree of the Board of Directors Number 062/03/02/DIR/TRE/KEP dated January 12, 2023 concerning the Market Code of Ethics for Treasury Activities and the Decree of the Board of Directors Number 062/03/40/DIR/CSE/KEP dated June 21, 2023 concerning the Standard Operating Procedure (SOP) for Investor Management. |
| D.1.2. | Recommendation 19 : | The Public Company has in place an Anti-Corruption and Anti-Fraud policy. | Comply Bank Jatim has several policies related |
| | Explanation : | Anti-corruption policies are useful for ensuring that the business activities of public companies are carried out legally, prudently, and in accordance with the principles of good governance. The policy can be part of a code of conduct or in its own form. The policy may include, among others, programs and procedures carried out to overcome corrupt practices, kickbacks, fraud, bribery, and/ or gratification in a Public Company. The scope of the policy must describe the prevention of the Public Company against all corrupt practices, either giving or receiving from other parties. | to Corruption Prevention, including the Implementation of Anti-Fraud Strategies, Work and Business Ethical Behavior (Code of Conduct), Conflict of Interest Guidelines, Corporate Culture, Gratification Policy, Employee Discipline Regulations, Market Code of Ethics Guidelines, and Obligations Guidelines. Maintain Confidentiality of Data and Information. |

| No | Aspects; Pri | nciples; Recommendations | Comply or Explain |
|--------|--------------------|---|--|
| D.1.3. | Recommendation 20 | The Public Company has a policy in place regarding the selection and improvement of suppliers or vendor ability. | Comply |
| | Explanation: | The supplier or vendor selection policy is useful to ensure that the Public Company obtains the necessary goods or services at competitive prices and good quality. Meanwhile, the policy of increasing the ability of suppliers or vendors helps ensure that the supply chain runs efficiently and effectively. The suppliers' or vendors' ability to supply/provide the goods or services needed by the Company will affect the quality of the Company's output. | Bank Jatim has a policy regarding the procurement of goods and services which is regulated in the Decree of the Directors number 060/03/34/DIR/ UMM/KEP dated October 04, 2021 concerning SOP for Procurement of Goods or Services. |
| | | Thus, implementing these policies can guarantee the continuity of supply, both in terms of quantity and quality needed by the Public Company. The scope of this policy includes criteria in selecting suppliers or vendors, transparent procurement mechanisms, attempts to improve the capabilities of suppliers or vendors, and the fulfillment of rights related to suppliers or vendors. | |
| | | The Company has policies related to the procurement of goods and services that contain the selection and improvement of supplier or vendor capabilities as stated in the Procurement Guidelines standards. | |
| D.1.4. | Recommendation 21: | The Public Company has a policy on fulfilling the creditors' rights. $ \\$ | Comply |
| | Explanation : | The policy regarding the fulfillment of creditors' rights is utilized as a guideline in making loans to creditors. The policy aims to maintain the fulfillment of rights and maintain creditors' trust in the Public Company. The policy includes considerations in making agreements, as well as follow-up actions in fulfilling the obligations of the Public Company to creditors. | Bank Jatim explains the creditor's rights in the Credit Agreement (PK), including; 1. The bank ensures that the creditor receives the principal and interest on the loan according to the agreed schedule; 2. The bank ensures that the creditor receives the loan usage report; 3. The bank ensures that creditors receive fines for payments that exceed the agreed schedule; 4. The Bank ensures that principal and interest payments on loans are not subject to penalties if the payment schedule falls on a holiday and is paid on the next working day. |
| D.1.5. | Recommendation 22 | Public Company has a whistleblowing system policy. | Comply |
| | Explanation : | A well-prepared whistleblowing system policy will provide certainty of protection to witnesses or whistleblowers for an indication of violations committed by employees or management of the Public Company. The implementation of these system policies will have an impact on the formation of good corporate governance culture. The whistleblowing system policy includes, among others, the types of violations that can be reported through the whistleblowing system, the way of complaints, protection, and guarantees of the confidentiality of the whistleblower, the handling of complaints, the party who manages the complaint, and the results of handling and following up complaints. | The Public Company has a whistleblowing system policy which is clearly stated in the Decree of the Board of Directors Number 064/03/02/DIR/AUI/KEP dated January 31, 2025 concerning the Standard Operating Procedure (SOP) for the Anti-Fraud Strategy of PT Bank Pembangunan Daerah Jawa Timur Tbk. |

| No | Aspects; Pr | inciples; Recommendations | Comply or Explain |
|--------|--|---|---|
| D.1.6. | | : Public Company has a policy of providing long-term entives to the Board of Directors and employees. | Comply |
| | ach inco per sto inco mo inco hav in t pol enc to t pro of oth inco anc con incl | Ing-term incentives are incentives based on the lievement of long-term performance. The longterm pertive plan assumes that the Company's longterm formance is reflected by the growth in value of the ck or other Company's long-term targets. Long-term tentives are useful to maintain loyalty and provide tivation to the Board of Directors and employees to rease their performance or productivity, which will be an impact on improving the Company's performance the long run. The existence of a long-term incentive icy is a real commitment of the Public Company to courage the implementation of long-term incentives the Board of Directors and Employees with conditions, cedures, and forms adjusted to the long-term goals the Public Company. The policy may include, among ers, the purpose and objectives of providing incentives, terms and procedures for providing incentives, a conditions and risks that the Public Company must useful in providing incentives. The policy can also be luded in the remuneration policy of the existing Public mpany. | The Public Company has a policy of providing long-term incentives to the Board of Directors as stated in the Decree of the Board of Commissioners Number 063/03/06/DIR/DK/KEP dated February 2, 2024 concerning SOP for the Implementation of Remuneration Governance for Management and its Facilities. |
| E. | Aspect 5: Disclosure of Information | on | |
| E.1. | Principle 8: Improving the In | nplementation of the disclosure of information | |
| E.1.1. | Recommendation 24 Explanation: | The Public Company utilizes information technology more broadly in addition to the Website as a medium for disclosing information. The use of information technology can be a helpful medium for the disclosure of information. The disclosure of information is conducted not only to disclose information that has been regulated in laws and regulations but also to disclose other information related to Public Companies that are considered helpful for the knowledge of shareholders or investors. By using information technology more broadly apart from the Website, it is hoped that the Company can extend the effectiveness of disseminating company information. Nevertheless, the use of information technology is carried out while still considering the benefits and costs for the Company. | Comply Banks utilize information technology more widely in addition to websites as a medium for information disclosure that increases the effectiveness of the dissemination of this information, including the following: Instagram @Bank Jatim Facebook @Bank Jatim Twitter @Bank Jatim Youtube @Bank Jatim |
| E.1.2. | Recommendation 25 | : The Annual Report of the Public Company discloses the ultimate benefit of the Ownership of the Public Company of at least 5%, in addition to the disclosure of the ultimate beneficial owner of the share ownership of the Public Company through the main and controlling shareholders. | Comply The ultimate beneficial owner of shares amounting to at least 5% is the Controlling Shareholder, namely the East Java Provincial Government. |
| | Explanation : | Laws and regulations in the Capital Market sector governing the submission of Public Company annual reports have regulated the obligation to disclose information regarding shareholders who own 5% (five percent) or more of Public Company shares. In addition, the obligation to disclose information regarding major and controlling shareholders of Public Companies, either directly or indirectly, is up to the last beneficial owner in the ownership of the shares. In this Governance Guidelines, it is recommended to disclose the ultimate beneficial owner of share ownership of a Public Company of at least 5% (five percent), in addition to disclosing the ultimate beneficial owner of share ownership by major and controlling shareholders. | |

Governance Principles for Banks Issued by The Basel Committee In Banking Supervision

The Governance Guidelines covered 12 principles of corporate governance. Governance Guidelines are best practice standards that can be used as a reference in the implementation of corporate governance in banking. The description of its application can be conveyed as follows.

| Principle | Explanation | Implementation at Bank Jatim |
|---|---|---|
| Principle 1 Responsibilities of the Board of Commissioners. | The Board of Commissioners has responsibilities which include: approval and supervision of the implementation of business strategy, structure and governance mechanisms and corporate culture. | The Board of Commissioners has carried out its responsibilities accordingly with the conditions as stipulated in: - Decree of the Board of Commissioners Number 060/01/DK/KEP dated January 15, 2021 concerning Work Guidelines for the Board of Commissioners - Decree of the Board of Commissioners Number 059/009/DK/KEP dated December 22, 2020 concerning Working Paper for the Performance Assessment of the Board of Commissioners of PT Bank Pembangunan Daerah Jawa Timur Tbk One of them is the Board of Commissioners providing opinions and suggestions on the Annual Work Plan and Budget and providing advice on matters considered important by the Company. |
| Principle 2 Qualifications and Composition of the Board of Commissioners | Members of the Board of Commissioners must have quality in accordance with their duties and responsibilities, both individually and collegially. The Board of Commissioners must understand its role in supervising and implementing corporate governance, and being able to carry out sound and objective decision-making. | The Board of Commissioners of Bank Jatim has fulfilled the qualifications and composition in accordance with applicable regulations. This is also regulated in the Bank's internal provisions SK Board of Commissioners Number 060/01/DK/KEP dated January 15, 2021 concerning Work Guidelines for the Board of Commissioners. One of the components that has been fulfilled is that the Board of Commissioners of Bank Jatim has no financial relationship, management relationship, share ownership and/or family relationship with other members of the Board of Commissioners, Directors and/or Controlling Shareholders or relationship with the Bank, which may affect the ability of those concerned to act independently as stipulated in the provisions on the Implementation of Good Corporate Governance for Commercial Banks and have signed a Statement of Independence. |
| Principle 3 Structure and Mechanism of the Board of Commissioners. | The Board of Commissioners must establish appropriate governance structures and practices in carrying out their duties and periodically review their effectiveness. | The Board of Commissioners has Committees under the Board of Commissioners that assist the implementation of the duties of the Board of Commissioners, namely the Audit Committee, the Remuneration and Nomination Committee and the Risk Monitoring Committee. This has also been accommodated in Bank Jatim internal provisions Decree of the Board of Commissioners Number 060/01/DK/KEP dated January 15, 2021 concerning Work Guidelines for the Board of Commissioners. |
| Principle 4 Directors | Under the direction and supervision of the Board of Commissioners, the Board of Directors is able to manage the Bank's activities in accordance with the business strategy, risk appetite, remuneration policies and other policies that have been approved by the Board of Commissioners | The Board of Directors manages the Company under the direction and supervision of the Board of Commissioners as reflected in the Governance Structure of Bank Jatim Directors Decree Number 058/158/DIR/PRS/KEP date June 17, 2019. |
| Principle 5 Business Group Governance Structure. | Within a business group, the Board of Commissioners of the parent company has overall responsibility for the business group and for ensuring the establishment and implementation of clean governance practices related to the structure, business and risks of business groups and entities. The Board of Commissioners and Directors must understand the organizational structure of the business group and the risks it faces. | The Board of Directors and Board of Commissioners of Bank Jatim have knowledge and understanding of the company's main business and main risks, as evidenced by the passage of the entire Board of Commissioners and Directors from the Fit and Proper Test. The Board of Directors and Board of Commissioners also regularly participate in training and development to improve their capabilities. This is regulated in Bank Jatim internal provisions: Decree of the Board of Directors Number 060/044/DIR/CSE/ KEP dated February 9, 2021 concerning Work Guidelines for the Board of Directors. Decree of the Board of Commissioners Number 060/01/DK/ KEP dated January 15, 2021 concerning Work Guidelines for the Board of Commissioners. |

| Principle | Explanation | Implementation at Bank Jatim |
|--|--|--|
| Principle 6 Risk Management Function | Banks must have a quality risk management function, be independent, have quality resources and have access to the Board of Commissioners. | Bank Jatim runs the Process of Identification, Measurement, Monitoring, Risk Control and Risk Management Information Systems. Bank Jatim always improves the capabilities and knowledge of all employees, especially in terms of risk management, by organizing internal training, socialization which is in line with the internalization of corporate culture. As well as communicating risk management to the Board of Commissioners through the Risk Monitoring Committee. |
| Principle 7 Identification of Risk Monitoring and Control. | Risks must be identified, monitored and controlled for all activities of the Bank. The quality of the risk management and internal control infrastructure must be able to keep up with changes in the Bank's risk profile, external risk conditions and industry practices. | In the management of Bank Jatim Risk Management identification, measurement and risk assessment have been carried out, compiling a risk profile. Risk measurement and assessment is in accordance with established policies and adjusts to the level of risk faced by Bank Jatim. |
| Principle 8 Risk Communication | Effective implementation of risk governance requires accurate risk communication within the Bank both between organizations and through reporting to the Board of Commissioners and Directors. | Submission of risk profiles is submitted quarterly and Bank Soundness Level every semester to the Board of Directors through the Risk Management Committee and to the Board of Commissioners through the Risk Monitoring Committee. |
| Principle 9 Compliance | The Board of Commissioners is responsible for overseeing management related to the Bank's compliance risk. The Board of Commissioners must establish a compliance function and provide approval for policies and processes for identifying, assessing, monitoring and reporting, and providing advice on compliance risks. | The Board of Commissioners ensures the implementation of good corporate governance in business activities and corporate governance policies, including the implementation of compliance. |
| Principle 10 Internal Auditing. | The internal audit function must report independent assurance activities to the Board of Commissioners and must support the Board of Commissioners and Directors in encouraging the implementation of an effective governance process and the long term health of the Bank | Conduct objective testing of evidence in order to provide an independent assessment of the adequacy of internal control, risk management and governance processes within the organization. Internal Audit is directly responsible to the President Director and communicates with the Board of Commissioners through the Audit Committee. |
| Principle 11 Compensation. | The Bank's remuneration structure must support the implementation of corporate governance and risk management | The legal basis for Bank Jatim's remuneration refers to the Decree of the Board of Commissioners No. 059/003/DK/KEP dated April 27, 2020 concerning the Implementation of Governance for Providing Remuneration for the Board of Commissioners and Directors and Facilities at PT Bank Pembangunan Daerah Jawa Timur Tbk. |
| Principle 12 Disclosure and Transparency. | The implementation of governance from the Bank must be carried out in a transparent manner to Shareholders, Depositors, other relevant Stakeholders and Market Participants. | Bank Jatim constantly updates the Company's website to ensure information disclosure for stakeholders such as Annual Reports, Sustainability Reports and Public Exposes. |

Good Corporate Governance Assessment

Assessment Criteria

In conducting self-assessment on the implementation of Good Governance, Bank Jatim refers to the provisions of Financial Services Authority Regulation Number 17 of 2023 on the Implementation of Governance for Commercial Banks, Financial Services Authority Regulation Number 2 of 2024 on the Implementation of Governance for Islamic Commercial Banks and Islamic Business Units, and Financial Services Authority Circular Letter (SEOJK) No. 13/SEOJK.03/2017 on the Implementation of Governance for Commercial Banks.

The self-assessment is conducted periodically on at least 11 (eleven) assessment factors. It is also carried out periodically on 18 (eighteen) governance implementation assessment factors in a comprehensive and structured manner, which are integrated into three (3) governance aspects: governance structure, governance process, and governance outcome, covering the following:

- Implementation of Duties and Responsibilities of the Board of Commissioners;
- 2. Implementation of Duties and Responsibilities of the Board of Directors;
- Implementation of Duties and Responsibilities of the Sharia Supervisory Board;
- 4. Completeness and Implementation of Committee Duties;
- 5. Handling of Conflicts of Interest;
- 6. Implementation of Bank Compliance Function;
- 7. Implementation of Internal Audit Function;
- 8. Implementation of External Audit Function;
- Implementation of Risk Management Function Including Internal Control System;
- 10. Provision of Remuneration;
- Provision of Funds to Related Parties and Large Debtors (Large Exposure);
- 12. Integrity of Reporting and Information Technology Systems;
- 13. The Bank's Strategic Plan;

- 14. Shareholder Aspects;
- 15. Implementation of Anti-Fraud Strategies, including Anti-Bribery;
- 16. Implementation of Sustainable Finance, including Corporate Social and Environmental Responsibility;
- 17. Implementation of Governance in Banking Group;
- 18. Transparency of Financial and Non-Financial Conditions, GCG Implementation Reports, and Internal Reporting.

Parties That Carry Out The Assessment

The self-assessment process involves the Board of Commissioners, Directors, Board of Commissioners Committees and work units in charge to produce a comprehensive and structured assessment of the implementation of Governance at all levels of the organization.

The Score of Assessment

Table of GCG Assessment Results

| Parameter | June 2024 | Dec 2024 |
|--|-----------|----------|
| Implementation of Duties and Responsibilities of the Board of Commissioners | 2 | 3 |
| Implementation of Duties and Responsibilities of the Board of Directors | 2 | 2 |
| Implementation of Duties and Responsibilities of the Sharia Supervisory Board | 3 | 2 |
| Completeness and Implementation of Committee Duties | 2 | 3 |
| Handling of Conflicts of Interest | 2 | 2 |
| Implementation of Bank Compliance Function | 3 | 3 |
| Implementation of Internal Audit Function | 3 | 3 |
| Implementation of External Audit Function | 2 | 1 |
| Implementation of Risk Management Functions Including Internal Control Systems | 3 | 3 |
| Provision of Remuneration | 2 | 2 |
| Provision of funds to related parties and large debtors (Large Exposure) | 2 | 2 |
| Integrity of Reporting and Information Technology Systems | 3 | 3 |
| Bank Strategic Plan | 2 | 2 |
| Shareholder Aspects | 2 | 2 |
| Implementation of Anti-Fraud Strategy, including Anti-Bribery | 3 | 3 |
| Implementation of sustainable finance, including Implementation of Social and Environmental Responsibility | 2 | 2 |
| Implementation of Governance in Bank Business Groups | 2 | 2 |
| Transparency of Financial and Non-Financial Conditions, GCG Implementation Reports and Internal Reporting | 2 | 2 |
| Ranking | 3 | 3 |

Table of Consolidated GCG Assessment Results (Bank Jatim with Bank NTB Syariah)

| Parameter | Dec 2024 |
|---|----------|
| Implementation of Duties and Responsibilities of the Board of Commissioners | 3 |
| Implementation of Duties and Responsibilities of the Board of Directors | 2 |
| Implementation of Duties and Responsibilities of the Sharia Supervisory Board | 2 |
| Completeness and Implementation of Committee Duties | 3 |
| Handling of Conflicts of Interest | 2 |
| Implementation of Bank Compliance Function | 3 |

| Parameter | Dec 2024 |
|--|----------|
| Implementation of Internal Audit Function | 3 |
| Implementation of External Audit Function | 1 |
| Implementation of Risk Management Function Including Internal Control System | 3 |
| Provision of Remuneration | 2 |
| Provision of funds to related parties and large debtors (Large Exposure) | 2 |
| Integrity of Reporting and Information Technology System | 3 |
| Bank Strategic Plan | 2 |
| Shareholder Aspect | 2 |
| Implementation of Anti-Fraud Strategy, including Anti-Bribery | 3 |
| Implementation of sustainable finance, including Implementation of Social and Environmental Responsibility | 2 |
| Implementation of Governance in Bank Business Groups | 2 |
| Transparency of Financial and Non-Financial Conditions, GCG Implementation Reports and Internal Reporting | 2 |
| Ranking | 3 |

Recommendations and Follow Up

Throughout 2024, there were recommendations from the OJK regarding the reporting results for the June 2024 period, which have been followed up and reported in the December 2024 reporting period.

ASEAN Corporate Governance Scorecard

Assessment of the implementation of good corporate governance (GCG) was also carried out based on the ASEAN Corporate Governance Scorecard (ACGS) criteria which adopted the principles of Corporate Governance issued by The Organization for Economic Cooperation and Development (OECD).

Assessment Criteria

The ACGS assessment criteria include the following 5 (five) aspects:

- 1. Rights of Shareholders;
- 2. Equal Treatment of Shareholders;
- 3. The Role of Stakeholders;
- 4. Disclosure and Transparency;
- 5. Responsibilities of Directors and Commissioners.

Parties That Carry Out The Assessment

The assessment is carried out by the ASEAN Capital Market Forum (ACMF) as a representative in each participating country to carry out the assessment on a national scale and is appointed by the regulator of each country.

The Score of Assessment

Based on the results of the 2021 ACGS Bank Jatim assessment, Bank Jatim received the ASEAN Asset Class award in the ASEAN Corporate Governance Scorecard (ACGS) ranking by the ASEAN Capital Market Forum (ACMF).

Recommendations and Follow Up

There are recommendations for improvements related to the implementation and disclosure of governance at Bank Jatim. These improvement recommendations become the basis for carrying out continuous improvement.





Bank Jatim implements its social responsibility activities by referring to the principle of sustainability. Bank Jatim always considers the impact of every decision and its business activities on society and the natural environment through transparent and ethical behavior.

Bank Jatim is committed to implementing sustainable principles that are able to create economic, social and ecological values in the process and at the level of policy and decision making that can drive the Bank's success while still contributing to the achievement of sustainable development goals. Sustainable development goals include ensuring the integrity of the environment as well as the safety, capabilities, well-being and quality of life of present and future generations.

As a financial services institution, the implementation of corporate social responsibility at Bank Jatim refers to OJK Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Service Institutions of Issuers and Public Companies and the international standard, namely ISO 26000. In accordance with the Circular Letter of the Financial Services Authority No. 16 /SEOJK.04/2021 Regarding the Form and Contents of the Annual Report of Issuers or Public Companies Information on corporate social responsibility, especially related to sustainable governance, sustainable economic performance, sustainable environmental performance and sustainable social performance is submitted in the Sustainability Report which is presented separately from the Annual Report.

OJK Index

| Criteria | Explanation | Page | Regulations |
|---|--|------|-------------|
| General | | | |
| Annual Report is well printed and bound. | The Annual Report is well printed and bound. | 1 | POJK 29 |
| Annual Report must be reproduced in the form of printed copies of documents and electronic copies of documents. | | 1 | POJK 29 |
| Annual Reports are presented in Indonesian and foreign languages | | 1 | POJK 29 |
| Annual Report must be published on the Issuer's or Public Company's Website on the same date as the submission of the Annual Report to the Financial Services Authority. | | 1 | POJK 29 |
| Performance Highlights | | | |
| Summary of important financial data contains | Information includes, among others: | | |
| financial information presented in comparative form for 3 (three) financial years or since | 1. Sales revenue. | 22 | SEOJK 16 |
| starting their business if the Issuer or Public Company has been running its business | 2. Gross profit. | 22 | _ |
| activities for less than 3 (three) years. | 3. Operational profit. | 22 | SEOJK 9 |
| | 4. Profit before tax. | 23 | _ |
| | 5. Net profit. | 23 | _ |
| | 6. Profit and loss. | 23 | SEOJK 16 |
| | 7. Total comprehensive profit (loss). | 23 | SEOJK 9 |
| | 8. Total profit (loss) attributable to owners of the parent entity and non-controlling interests. | 23 | SEOJK 16 |
| | 9. Total comprehensive profit (loss). | 23 | SEOJK 16 |
| | 10. Total comprehensive profit (loss) attributable to owners of the parent entity and non-controlling interests. | 23 | _ |
| | 11. Earnings (loss) per share. | 23 | SEOJK 9 |
| | 12. Total assets. | 21 | SEOJK 16 |
| | 13. Total liabilities. | 21 | _ |
| | 14. Total equity. | 22 | _ |
| | 15. Third-party funds. | 21 | SEOJK 9 |
| | 16. Loans received. | 21 | _ |
| | 17. Ratio of profit (loss) to total assets. | 25 | SEOJK 16 |
| | 18. Profit (loss) to equity ratio. | 25 | - |
| | 19. Profit (loss) to revenue/sales ratio. | 25 | - |
| | 20. Current ratio. | 25 | - |
| | 21. Liability to equity ratio. | 25 | _ |
| | 22. Ratio of liabilities to total assets. | 25 | |



| Criteria | Explanation | Page | Regulations |
|------------------|---|------|---------------------|
| | 23. CAR ratio. | 25 | SEOJK 9 |
| | 24. Productive assets. | 25 | |
| | 25. Non-performing loans (NPL) ratio. | 25 | |
| | 26. Ratio of Operating Expenses to Operating Income (BOPO). | 25 | |
| | 27. Cost to Income Ratio(CIR). | 25 | _ |
| | 28. Net Interest Margin (NIM) ratio. | 25 | _ |
| | 29. Percentage of violations and exceedances of the Legal Lending Limit (BMPK). | 25 | |
| | 30. Statutory Reserve Ratio (GWM). | 25 | |
| | 31. Net Open Position (NOP) Ratio. | 25 | |
| | 32. Information and other financial ratios that are relevant to the issuer or public company and the type of industry. | 25 | SEOJK 9 SEOJK 16 |
| tock Information | Information on shares for Public Companies at least contains: | | SEOJK 16 |
| | Shares that have been issued for each quarter presented in comparative form for the last 2 (two) financial years, at least contain: | | _ |
| | a. Number of outstanding shares. | 26 | |
| | Market capitalization is based on the price on the stock exchange where the shares are listed. | 26 | |
| | c. The highest, lowest and closing share prices are based on the price on the stock exchange where the shares are listed. | 26 | _ |
| | d. Volumetrading on the stock exchange where the shares are listed. | 26 | _ |
| | Information in letter b), letter c) and letter d) is only disclosed if the shares are listed on the stock exchange. Information is presented in the form of graphs and tables. | | |
| | such as a stock split, reverse stock, stock dividends, bonus shares, changes in the nominal value of shares, issuance of convertible securities, and additions and capital reduction, share information as referred to in number 1) is added with an explanation of at least: | 28 | SEOJK 16 |
| | a. The date of implementation of the corporate action. | | |
| | Stock split ratios, reverse stock ratios, stock dividends, bonus shares, number of convertible securities issued, and changes in share nominal value. | | |
| | c. The number of outstanding shares before and after the corporate action. | | |
| | d. The number of effect conversions implemented (if any). | | |
| | e. Stock prices before and after corporate actions. | | |
| | In the event of a temporary suspension of share trading (suspension) and/or delisting of shares during the financial year, the reasons for the temporary suspension of share trading (suspension) and/or delisting of shares (delisting) shall be explained. | 28 | SEOJK 16 |

| Criteria | Explanation | Page | Regulations |
|--------------------------------------|---|-------|---------------------|
| | 4. In the event that the temporary suspension of share trading (suspension) as referred to in number 3) and/or the process of canceling the listing of shares (delisting) is still ongoing until the end of the Annual Report period, the actions taken to resolve the temporary suspension of share trading (suspension) and/or cancellation are explained. listing of shares (delisting). | 28 | SEOJK 16 |
| REPORT OF DIRECTORS AND BOARD OF COM | MISSIONERS | | |
| Directors Report | The Board of Directors' report contains at least a brief description of: | | |
| | Performance of Issuers or Public Companies, at least includes: | | |
| | a. Issuer's or Public Company's strategy and strategic policies (including for UUS if the Bank owns UUS). | 44-45 | SEOJK 9 SEOJK 16 |
| | b. The role of the Board of Directors in formulating the strategy and strategic policies of the Issuer or Public Company. | 44 | SEOJK 16 |
| | c. The process carried out by the Board of Directors to ensure the implementation of the Issuer's or Public Company's strategy. | 44 | |
| | d. Comparison between the results achieved and those targeted by the Issuer or Public Company. | 44-45 | SEOJK 9 SEOJK 16 |
| | e. Obstacles faced by Issuers or Public Companies. | 45 | |
| | f. Organizational structure. | 38 | SEOJK 9 |
| | g. Main activity. | 36 | |
| | h. Information Technology. | 38 | |
| | Types of products and services offered, including lending to debtors of micro, small and medium enterprises. | 36-37 | |
| | j. Interest rates for raising and providing funds. | 39-44 | |
| | k. Economic development and target market. | 38-39 | _ |
| | I. Networks and business partners at home and/or abroad. | 38 | _ |
| | m. Number, type and location of offices. | 38 | _ |
| | n. Ownership of the Board of Directors, Board of Commissioners and shareholders in the Bank's business group. | N/A | |
| | o. Important changes that occurred in the Bank and the Bank's business group in the year concerned. | N/A | |
| | p. Important things that are expected to happen in the future. | 45-46 | |
| | q. Human resources include the number, level of education, training, and development of human resources. | 38 | |
| | An overview of the business prospects of the Issuer or Public Company. | 45-46 | SEOJK 9 SEOJK 16 |
| | 3. Implementation of Issuer or Public Company governance. | 46-47 | |



| Criteria | Explanation | Page | Regulations |
|---|---|-------|---------------------|
| Report of the Board of Commissioners | The Board of Commissioners' report contains at least a brief description of: | | |
| | Assessment of the Board of Directors' performance regarding the management of Issuers or Public Companies, including oversight by the Board of Commissioners in the formulation and implementation of the Issuer's or Public Company's strategy carried out by the Board of Directors. | 52-55 | SEOJK 16 SEOJK 9 |
| | Views on the business prospects of Issuers or Public Companies compiled by the Board of Directors. | 55 | |
| | Views on the implementation of governance of the Issuer or Public Company. | 55-57 | |
| | Changes in the composition of the Board of Commissioners (if any) and reasons for the changes. | 58 | SEOJK 9 |
| | 5. Frequency and method of providing advice to members of the Board of Directors. | 52 | _ |
| Statement Letter from Members of the Board of Directors and Members of the Board of Commissioners | Statement Letter from Members of the Board of Directors and Members of the Board of Commissioners regarding Responsibility for the Annual Report. Statement letter from members of the Board of Directors and members of the Board of Commissioners regarding responsibility for the Annual Report is prepared in accordance with the format of Statement Letter from Members of the Board of Directors and Members of the Board of Commissioners regarding Responsibility for the Annual Report. | 64-65 | SEOJK 16 POJK 29 |
| COMPANY PROFILE | | | |
| Company name and full address | Access to Issuers or Public Companies including branch offices or representative offices that enable the public to obtain information about Issuers or Public Companies, including: | 68 | SEOJK 9 SEOJK 16 |
| | 1. Address | | |
| | 2. Phone number | | |
| | 3. Email address | | |
| | 4. Website address | | |
| Name and address of branch office or | Contains information including: | | |
| representative office (if any) | Name and address of the branch/representative office, including: a. Address b. Phone number c. Email address d. Website address | 69-70 | |
| | Notes: if the company does not have subsidiaries, branch offices, and representative offices, so that it is disclosed. | | |
| Brief history of Issuer or Public Company | Include among others: date/year of establishment, name, change of company name (if any), and effective date of change of company name. | 72-73 | SEOJK 9 SEOJK 16 |
| | Notes: if the company has never changed its name, please disclose it. | | |
| Vision, Mission and Corporate Culture | Includes: | | SEOJK 9 |
| | 1. Company Vision | 74 | SEOJK 16 |
| | 2. Company Mission | 75 | |
| | Statement that the vision and mission have been reviewed and approved by the Board of Directors/Board of Commissioners in the financial year. | 76 | _ |

| Criteria | Explanation | Page | Regulations |
|----------------------------|---|---------|--------------------------------|
| Business activities | Description of, among others: | | SEOJK 9 |
| | The company's business activities according to the latest articles of association. | 79 | SEOJK 16 |
| | 2. Business Activities Undertaken. | 80 | |
| | 3. Products and/or services produced. | 80-92 | |
| Operational Area | Issuer's or Public Company's operational area. The operational area is the area or area where operational activities are carried out or the scope of the company's operational activities. | 94-97 | SEOJK 16 |
| Organizational structure | The organizational structure of the Issuer or Public Company in the form of a chart, at least up to 1 (one) level below the Board of Directors including committees under the Board of Directors (if any) and committees under the Board of Commissioners, accompanied by names and positions. | 98-99 | SEOJK 9 SEOJK 16 |
| Association Membership | List of industry association memberships both on a national and international scale related to the implementation of sustainable finance. | 97 | SEOJK 16 |
| Board of Directors Profile | Profile of the Board of Directors, at least contains: | 100-107 | SEOJK 9 |
| | Name and position in accordance with the duties and responsibilities. | | SEOJK 16 |
| | 2. Latest photos. | | |
| | 3. Age. | | |
| | 4. Citizenship. | | |
| | 5. Educational history and/or certification. | | |
| | 6. Position history, including information on: | | |
| | The legal basis for appointment as a member of the Board of Directors of the Issuer or Public Company concerned | | |
| | b. Concurrent positions, both as members of the Board of Directors, members of the Board of Commissioners, and/or committee members as well as other positions both inside and outside the Issuer or Public Company. In the event that members of the Board of Directors do not have concurrent positions, then this is disclosed. | | |
| | c. Work experience and time period both inside and outside the Issuer or Public Company. | | |
| | 7. of the Board of Commissioners, major shareholders and controllers, either directly or indirectly to individual owners, including names of affiliated parties. In the event that members of the Board of Directors have no affiliation, the Issuer or Public Company shall disclose this. Financial relationships and family relationships of members of the Board of Directors and members of the Board of Commissioners with other members of the Board of Directors, other members of the Board of Commissioners, and/or controlling shareholders of the Bank. | 104-106 | SEOJK 9 SEOJK 16 POJK 13 |
| | 8. Changes in the composition of members of the Board of Directors and reasons for the changes. In the event that there is no change in the composition of the members of the Board of Directors, this will be disclosed. | | SEOJK 16 |



| Criteria | Explanation | Page | Regulations |
|--|---|---------|--|
| Profile of the Board of Commissioners | Profile of the Board of Commissioners, at least contains: | 111-115 | SEOJK 9 SEOJK 16 |
| | 1. Name and position. | | |
| | 2. Latest photos. | | |
| | 3. Age. | | |
| | 4. Citizenship. | | |
| | 5. Educational history and/or certification. | | |
| | 6. Position history, including information on: | | |
| | The legal basis for appointment as a member of the Board of Directors of the Issuer or Public Company concerned | | |
| | b. Legal basis for the first appointment as a member of the Board of Commissioners who is an independent commissioner of the Issuer or Public Company concerned. | | |
| | c. Concurrent positions, both as members of the Board of Directors, members of the Board of Commissioners, and/or committee members as well as other positions both inside and outside the Issuer or Public Company. In the event that members of the Board of Directors do not have concurrent positions, then this is disclosed. | 116 | |
| | d. Work experience and time period both inside and outside the Issuer or Public Company. | | |
| | 7. Affiliation with other members of the Board of Directors, members of the Board of Commissioners, major shareholders and controllers, either directly or indirectly to individual owners, including names of affiliated parties. In the event that members of the Board of Directors have no affiliation, the Issuer or Public Company shall disclose this. | | SEOJK 9 SEOJK 13 SEOJK 16 POJK 17 |
| | Financial relationships and family relationships of members of the Board of Directors and members of the Board of Commissioners with other members of the Board of Directors, other members of the Board of Commissioners, and/or controlling shareholders of the Bank. | | |
| | 8. Statement of independence of the independent commissioner in the event that the independent commissioner has served more than 2 (two) terms. | N/A | SEOJK 16 |
| | Changes in the composition of members of the Board of Directors and reasons for the changes. In the event that there is no change in the composition of the members of the Board of Directors, this will be disclosed. | 116-117 | |
| Executive officer brief profile | Including the composition of executive officers along with their positions and a summary of Curriculum Vitae. | 121-136 | SEOJK 9 |
| Number of employees and employee competency development data. | Data on employee competency development that has been carried out in the financial year consisting of parties (position levels) who attended training, types of training, and training objectives as well as equal opportunities for all employees. | 137-138 | SEOJK 9 SEOJK 16 |
| | Employee competency development costs that have been incurred in the financial year. | | |
| Shareholder composition | Names of shareholders and percentage of ownership at the beginning and end of the financial year, which consists of information regarding: | | SEOJK 9 SEOJK 16 POJK 17 |
| | Shareholders who own 5% (five percent) or more shares of Issuers or Public Companies. | 141 | |

| Criteria | Explanation | Page | Regulations |
|---|---|------|---------------------|
| | Members of the Board of Directors and members of the Board of Commissioners who own shares of Issuers or Public Companies. | 143 | |
| | In the event that all members of the Board of Directors and/or all members of the Board of Commissioners do not own shares, then this matter shall be disclosedthe. | | |
| | 3. shares by members of the Board of Directors and members of the Board of Commissioners at the beginning and end of the financial year, including information regarding shareholders who are registered in the register of shareholders for the benefit of indirect ownership by members of the Board of Directors and members of the Board of Commissioners. | 143 | |
| | In the event that all members of the Board of Directors and/or all members of the Board of Commissioners do not have indirect ownership of the shares of the Issuer or Public Company, then this matter must be disclosed. | | |
| | Directors and commissioners who own Shares (Directors and Board of Commissioners/Supervisory Board must report to the company regarding their and/or family's share ownership in the company concerned and other companies, including any changes thereto). | | |
| | 4. Group of public shareholders, namely groups of shareholders who each own less than 5% (five percent) of the shares of the Issuer or Public Company. | 142 | SEOJK 16 |
| | 5. Number of shareholders and percentage of ownership at the end of the financial year based on classification: | 144 | SEOJK 16 |
| | a. Ownership of local institutions. | | |
| | b. Ownership of foreign institutions. | | |
| | c. Local individual ownership. | | |
| | d. Foreign individual ownership. | | |
| | The above information can be presented in tabular form. | | |
| Major and controlling shareholder | Information regarding major shareholders and controllers of Issuers or Public Companies, either directly or indirectly, up to individual owners, presented in the form of a schematic or chart. | 144 | SEOJK 9 SEOJK 16 |
| List of associate subsidiaries, venture companies | Names of subsidiaries, associated companies, joint venture companies where the Issuer or Public Company has joint control of the entity (if any), along with the percentage of share ownership, line of business, total assets, and operating status of subsidiaries, associated companies, joint venture companies. For subsidiaries, information regarding the address of the subsidiary is added. | 145 | SEOJK 9 SEOJK 16 |
| Information related to the Bank Business Group | Banks that are part of a business group and/or have Subsidiaries, must add: | 147 | SEOJK 9 |
| | The structure of the Bank's business group which includes: | | |
| | a. The structure of the Bank's business group consists of the Bank, Subsidiaries, sister companies, Parent Entity up to the ultimate shareholder. | | |
| | b. Management linkage structure within the Bank's business group. | | |
| | c. Shareholders acting on behalf of other shareholders. The definition of a shareholder acting on behalf of another shareholder is an individual shareholder or an entity that has the common goal of controlling the Bank, based on or not based on an agreement. | | |



| Criteria | Explanation | Page | Regulations |
|---|---|---------|---------------------|
| Share listing chronology | Chronology of share listing, number of shares, number of listed shares after each corporate action, nominal value, and offering price from the beginning of listing to the end of the financial year as well as the name of the stock exchange where the Issuer's or Public Company's shares are listed, including stock splits (stock split), merger of shares (reverse stock), stock dividends, bonus shares, and changes in the nominal value of shares, implementation of conversion effects, implementation of capital additions and reductions (if any). | 146-149 | SEOJK 16 |
| Information on the listing of other securities | Information on the listing of other securities that are not yet due in the financial year at least contains the names of the securities, the type of corporate action that causes a change in the number of other securities, year of issue, interest rate/ yield, maturity date, offering value, name of stock exchange where other securities are listed, and securities rating (if any). | 149 | SEOJK 16 |
| Information on the use of public accounting services (AP) and public accounting firms (KAP) | Information on the use of public accounting services (AP) and public accounting firms (KAP) and their networks/ associations/alliance includes: | 150 | SEOJK 16 |
| | 1. Name and address. | | |
| | 2. Assignment period. | | |
| | 3. Information on audit and/or non-audit services provided. | | |
| | Audit and/or non-audit service fees for each assignment given during the financial year. | | |
| | 5. In the event that the designated AP and KAP and their network/ association/alliance do not provide non-audit services, then the information shall be disclosed. | | |
| | Disclosure of information on the use of AP and KAP services and their networks/associations/alliances can be presented in tabular form. | | |
| Name and address of supporting institution and/or profession. | Names and addresses of capital market supporting institutions and/or professions other than AP and KAP. | 151 | SEOJK 16 |
| Awards and Certifications. | Information includes, among others: | 152-155 | SEOJK 9 |
| | Name of award and/or certification (national and international scale). | | |
| | 2. Year of award and/or certification. | | |
| | 3. Awarding and/or certification bodies. | | |
| | 4. Validity period (for certification). | | |
| MANAGEMENT DISCUSSION AND ANALYSIS | OF THE COMPANY'S PERFORMANCE | | |
| Bank Strategic Plan | Long term plan (corporate plan). Medium and short term plans (business plan). | 165-166 | SEOJK 13 POJK 17 |
| Operational review per business segment | Operational review per business segment according to the type of industry of the Issuer or Public Company, at least concerning: | 167 | SEOJK 9 SEOJK 16 |
| | 1. Explanation of each business segment. | | _ |
| | 2. Performance per business segment, among others: | 170-191 | |
| | a. Production, which includes process, capacity, and development. | | _ |
| | b. Increase/decrease in production capacity. | 171-199 | _ |
| | c. Sales/business income. | 171-199 | _ |
| | d. Profitability. | 202 | |

| Criteria | Explanation | Page | Regulations |
|---|--|---------------------|---------------------|
| Description of the company's financial performance | Comprehensive financial performance which includes a comparison of financial performance in the last 2 (two) financial years (in the form of narratives and tables), an explanation of the causes of the changes and the impact of these changes, at least concerning: | 202 | SEOJK 9 SEOJK 16 |
| | 1. Current assets, non-current assets, and total assets. | | |
| | 2. Short term liabilities, long term liabilities and total liabilities. | 203-204, 206-216 | |
| | 3. Funding (investment and giving credit/financing). | 204-205, 217-222 | _ |
| | 4. Third party funds and other funding sources. | 204, 213-214 | _ |
| | 5. Equity. | 204, 218 | _ |
| | 6. Income/sales, expenses, profit (loss), other comprehensive income, and total comprehensive profit (loss). | 205-206, 223-224 | _ |
| | 7. Cash flow. | 224-231 | _ |
| | 8. Basic credit interest rate. | 231-233 | SEOJK 9 |
| Analysis of the quality of earning assets and relevant financial ratios. | | 241 | SEOJK 9 |
| Discussion and analysis of the ability to pay | Explanation of: | 242-247 | SEOJK 16 |
| debts and the collectability of the company's receivables, by presenting the calculation of the relevant ratio according to the type of | Ability to pay debts, both short term (liquidity) and long term (solvability). | | _ |
| company's industry. | 2. Receivables collectibility level. | 234 | _ |
| Discussion on capital structure and | Top explanation: | 235-236 | SEOJK 16 |
| management policies on capital structure (capital structure policy). | Details of the capital structure (capital structure), which consists of interest-based debt/sukuk and equity. | | _ |
| | Management policies on capital structure (capital structure policies). | 249 | |
| | 3. Basis for selection of management policies. | 248 | |
| Discussion on material commitments for | Explanation of: | 248 | SEOJK 16 |
| capital goods investment (not funding commitments) in the last financial year. | 1. The name of the party making the bond. | | |
| · | 2. The purpose of the bond. | 274 | |
| | 3. Source of funds expected to fulfill these ties. | | |
| | 4. The currency to be denominated. | | |
| | 5. The steps the company plans to take to protect against risks from related foreign currency positions. | | |
| | Notes: if the company has no ties related to investment in capital goods in the last financial year to be disclosed. | | |
| Discussion on investment in capital goods | Explanation of: | | SEOJK 9 |
| realized in the last financial year. | 1. Types of investment in capital goods. | | SEOJK 16 |
| | 2. The purpose of investing in capital goods. | 274 | |
| | 3. Investment value of capital goods issued in the last financial year. | | |
| | Notes: if there is no realization of investment in capital goods, so that it is disclosed. | | |
| Description of the company's business prospects. | The business prospects of Issuers or Public Companies are linked to industry conditions, the general economy and international markets accompanied by quantitative supporting data from reliable data sources. | | SEOJK 16 |



| Criteria | Explanation | Page | Regulations |
|--|--|---------|---------------------|
| Comparative information between targets at the beginning of the financial year with the results achieved (realization), and targets or projections to be achieved for the next year. | Comparison between targets/projections at the beginning of the financial year with the results achieved (realization), regarding: | 276-279 | SEOJK 16 |
| | 1. Sales revenue. | | _ |
| | 2. Profit and loss. | 279 | _ |
| | 3. Capital structure. | 279 | _ |
| | 4. Marketing. | 280 | _ |
| | 5. HR Development. | 280-281 | _ |
| | 6. Other matters deemed important by the Issuer or Public Company. | 281 | |
| | Targets/projections to be achieved by Issuers or Public Companies for the next 1 (one) year, regarding: | 279 | _ |
| | 1. Sales revenue. | | |
| | 2. Profit and loss. | 282 | |
| | 3. Capital structure. | 282 | |
| | 4. Dividend policy. | 283 | _ |
| | 5. Marketing. | 283 | |
| | 6. Pengembangan SDM. | 283 | |
| | 7. Other matters deemed important by the Issuer or Public Company. | 283-284 | |
| Description of the marketing aspect. | Marketing aspects of the Issuer's or Public Company's goods and/or services, at least regarding marketing strategy and market share. | 282 | SEOJK 9 SEOJK 16 |
| Description of dividends for the last 2 (two) financial years. | Description of dividends for the last 2 (two) financial years, at least: | 167-170 | SEOJK 16 |
| | The dividend policy, among other things, contains information on the percentage of the amount of dividends distributed to net income. | | |
| | Cash dividend payment date and/or non-cash dividend distribution date. | 285 | _ |
| | 3. Amount of dividends per share (cash and/or non-cash). | 286 | |
| | 4. The amount of dividends per year paid. | 285 | |
| | Notes: if there is no distribution of dividends, please state the reasons. | 285 | |
| Realization of the use of proceeds from the public offering (in the event that the company is still required to submit a report on the realization of the use of funds) | Contains descriptions of: | | SEOJK 16 |
| | 1. Total proceeds. | | |
| | 2. Fund usage plan. | 286 | |
| | 3. Details of use of funds. | | |
| | 4. Fund balance. | | |
| | 5. The date of approval of the GMS/RUPO for changes in the use of funds (if any). | | |
| | a. a. In the event that during the financial year, the Issuer has an obligation to submit a report on the realization of the use of funds, the cumulative realization of the use of proceeds from public offerings until the end of the financial year is disclosed. b. In the event that there is a change in the use of funds as stipulated in the Financial Services Authority Regulation regarding the report on the realization of the use of funds from a public offering, the Issuer shall explain the change. | | |
| | Note: if you do not have information on the realization of the use of proceeds from a public offering, please disclose it. | | |

| Criteria | Explanation | Page | Regulations |
|---|--|---------------------|----------------------|
| Material information (if any), including investment, expansion, divestment, business | Contains descriptions of: | | SEOJK 16 |
| merger/ consolidation, acquisition, debt/ capital restructuring, material transactions, affiliated transactions, and conflict of interest | a. Date, value, and transaction object. | 286-287, 290-291 | _ |
| transactions. | b. The name of the party conducting the transaction. | 289-290 | |
| | c. Nature of the affiliation relationship (if any). | 289-290 | |
| | d. Explanation of the fairness of the transaction. | 288, 291 | |
| | e. Fulfillment of related provisions. | 288, 291 | _ |
| | f. In the event that there is an affiliation relationship, apart from disclosing the information referred to in number a) through number f), the Issuer or Public Company also discloses information: | | |
| | The Board of Directors' statement that affiliated transactions have gone through adequate procedures to ensure that affiliated transactions are carried out in accordance with generally accepted business practices, among others, carried out by fulfilling the arm's length principle. | 288, 291 | |
| | 2) The role of the Board of Commissioners and the audit committee in carrying out adequate procedures to ensure that affiliated transactions are carried out in accordance with generally accepted business practices, among others, is carried out by fulfilling the arm's length principle. | 288, 291 | |
| | g. For affiliate transactions or material transactions which are business activities carried out in order to generate business income and are carried out routinely, repeatedly and/or continuously, an explanation is added that the affiliated transactions or material transactions are business activities carried out in order to generate business income and are carried out routinely, repeatedly, and/or continuously. In the case of affiliated transactions or material transactions referred to have been disclosed in the annual financial statements, information is added | 288, 291 | |
| | regarding references to disclosure in the said annual financial statements. | | |
| | h. For disclosure of affiliated transactions and/or conflict of interest transactions which are the result of the implementation of affiliated transactions and/ or conflict of interest transactions that have been approved by independent shareholders, information is added regarding the date of the GMS that approves the affiliated transactions and/or conflict of interest transactions. | N/A | SEOJK 16 SEOJK 13 |
| | In the event that there are no affiliated transactions and/or conflict of interest transactions, then this is disclosed. | 287 | |
| Description of changes to laws and regulations | The description contains, among others: | | SEOJK 16 |
| on companies in the last financial year. | 1. The names of the laws and regulations that have changed. | 292-294 | _ |
| | The impact (quantitative and/or qualitative) on the company (if significant) or the statement that the impact is not significant. | 292-294 | |
| | Notes: if there is no change in laws and regulations in the last financial year, so that it is disclosed. | | _ |



| Criteria | Explanation | Page | Regulations |
|--|---|---------|---------------------------------|
| Description of changes in accounting policies | The description contains, among others: | | SEOJK 16 |
| implemented by the company in the last financial year. | 1. Changes in accounting policies. | 294 | |
| | 2. Reasons for changes in accounting policies. | 293 | |
| | 3. Quantitative impact on financial statements. | 294 | |
| | Notes: If there is no change in accounting policy in the last financial | | |
| Information on Risk Exposure and Capital. | Risk exposure and capital includes annual period risk and capital exposure reports as stipulated in part II of the Publication Report on risk and capital exposure. | 250-274 | SEOJK 9 |
| GOOD CORPORATE GOVERNANCE | | | |
| GMS. | Information regarding GMS resolutions in the financial year and 1 (one) year before the financial year includes: | 349-361 | SEOJK 16 |
| | a. GMS resolutions in the financial year and 1 (one) year prior to the financial year realized in the financial year. | | |
| | b. GMS decisions in the financial year and 1 (one) year prior to the financial year that have not been realized along with the reasons for not being realized. | | |
| | In the event that an Issuer or Public Company uses an independent party in the implementation of the GMS to carry out the vote count, it shall be disclosed regarding this matter. | | |
| Directors. | Duties and responsibilities of each member of the Board of Directors. Information regarding the duties and responsibilities of each member of the Board of Directors is described and can be presented in tabular form. | 365 | SEOJK 13 SEOJK 16 POJK 17 |
| | 2. Statement that the Board of Directors has a guideline or charter (charter) of the Board of Directors. | 364 | SEOJK 16 |
| | 3. Policy and implementation of the frequency of meetings of the Board of Directors, meetings of the Board of Directors with the of Commissioners, and the level of attendance of members of the Board of Directors at these meetings including attendance at the GMS. Information on the level of attendance of members of the Board of Directors at meetings of the Board of Directors, meetings of the Board of Directors with the Board of Commissioners or GMS can be presented in tabular form. | 366-370 | SEOJK 16 |
| | 4. Training and/or competency improvement for members of the Board of Directors: | 370-371 | SEOJK 16 |
| | a. Policy on training and/or competency improvement for members of the Board of Directors, including an orientation program for newly appointed members of the Board of Directors (if any). | | |
| | b. Training and/or competency improvement attended by members of the Board of Directors in the financial year (if any). | | |
| | 5. The Board of Directors' assessment of the performance of the committees that support the implementation of the duties of the Board of Directors in the financial year contains at least: | 374-375 | SEOJK 16 |
| | a. Performance appraisal procedures. | | |
| | The criteria used include performance achievements during the financial year, competence and attendance at meetings. | | |
| | In the event that the Issuer or Public Company does not have a committee that supports the implementation of the duties of the Board of Directors, this will be disclosed. | | |

| Criteria | Explanation | Page | Regulations |
|---|---|---------|---------------------------------|
| | 6. members of the Board of Commissioners who reach 5% (five percent) or more of paid-up capital, which includes the type and number of shares in: a. The bank in question b. other banks. c. Non-bank financial institutions. d. Other companies domiciled both inside and outside the country. | 418 | SEOJK 13 POJK 17 |
| Board of Commissioners. | 1. Duties and responsibilities of the Board of Commissioners. | 376 | SEOJK 13 SEOJK 16 POJK 17 |
| | Statement that the Board of Commissioners has guidelines or charter of the Board of Commissioners. | 378 | SEOJK 16 |
| | 3. Policy and implementation of the frequency of meetings of the Board of Commissioners, meetings of the Board of Commissioners with the Board of Directors and the level of attendance of members of the Board of Commissioners at these meetings including attendance at the GMS. Information on the level of attendance of members of the Board of Commissioners at meetings of the Board of Commissioners, meetings between the Board of Commissioners and the Board of Directors, or GMS can be presented in tabular form. | 384-391 | SEOJK 13 SEOJK 16 |
| | 4. Training and/or competency improvement for members of the Board of Commissioners: | 391-393 | SEOJK 16 |
| | a. Policy on training and/or competency improvement for members of the Board of Commissioners, including an orientation program for newly appointed members of the Board of Commissioners (if any). | | |
| | b. Training and/or competency improvement attended by members of the Board of Commissioners in the financial year (if any). | | |
| | 5. Assessment of the performance of the Board of Directors and the Board of Commissioners as well as each member of the Board of Directors and members of the Board of Commissioners, contains at least: | 394-404 | SEOJK 16 |
| | a. Procedure for implementing performance appraisal. | | |
| | The criteria used include performance achievements during the financial year, competence and attendance at meetings. | | |
| | c. The party making the assessment. | | |
| | 6. The Board of Commissioners' assessment of the performance of the Committees that support the implementation of the duties of the Board of Commissioners in the financial year includes: | 405-410 | SEOJK 16 |
| | a. Performance appraisal procedures. | | |
| | b. The criteria used include performance achievements during the financial year, competence and attendance at meetings. | | |
| Nomination and remuneration of the Board of Directors and Board of Commissioners. | Least load: | | |
| | Nomination procedures, including a brief description of the policies and nomination process for members of the Board of Directors and/or members of the Board of Commissioners. | 414 | SEOJK 16 |



| Criteria | Explanation | Page | Regulations |
|--|--|---------|---------------------------------|
| | Procedures and implementation of remuneration for the Board of Directors and Board of Commissioners, including: | 414-416 | SEOJK 16 |
| | a. Procedure for determining remuneration for the Board of Directors and Board of Commissioners. | | |
| | b. Disclosure of indicators for determining the remuneration of the Board of Directors. | | |
| | c. The remuneration structure for the Board of Directors and the Board of Commissioners such as salaries, allowances, bonuses/ bonuses and others; And | | |
| | Notes: if there are no performance bonuses, non performance bonuses and stock options received by each member of the Board of Commissioners and Board of Directors, to be disclosed. | | |
| | d. The amount of remuneration for each member of the Board of Directors and members of the Board of Commissioners; Disclosure of information can be presented in tabular form. | | |
| Sharia supervisory board, for Issuers or Public | Least load: | 410-414 | SEOJK 16 |
| Companies that carry out business activities | a. Name. | | |
| pased on sharia principles as stated in the articles of association. | b. The legal basis for the appointment of the Sharia Supervisory Board. | | |
| | c. The assignment period of the Sharia Supervisory Board. | | |
| | d. Duties and responsibilities of the Sharia Supervisory Board. | | |
| | e. Frequency and method of providing advice and suggestions as well as monitoring compliance with sharia principles in the capital market to Issuers or Public Companies. | | |
| Audit Committee. | Name and title in the membership of the committee. | 422-424 | SEOJK 16 POJK 17 |
| | 2. Age. | | |
| | 3. Citizenship. | | |
| | 4. Educational background. | | |
| | 5. Position history, including information on: | | |
| | a. Legal basis for appointment as committee member. | | |
| | b. Concurrent positions, both as members of the Board of Commissioners, members of the board of directors, and/ or committee members and other positions (if any). | | |
| | c. Work experience and time period both inside and outside the issuer or public company. | | |
| | 6. Period and tenure of audit committee members. | | |
| | 7. Description of duties and responsibilities. | 420-421 | |
| | 8. Audit committee independence statement. | 425 | _ |
| | Training and/or competency improvement that has been attended in the financial year (if any). | 427 | |
| | 10.Policy and implementation of the frequency of audit committee meetings and the level of attendance of audit committee members at these meetings. | 425-426 | SEOJK 13 SEOJK 16 POJK 17 |
| | 11. Implementation of audit committee activities in the financial year according to what is stated in the audit committee guidelines or charter. | 427-429 | _ |

| Criteria | Explanation | Page | Regulation |
|---|--|---------|---------------------|
| Issuer or Public Company nomination and | Least load: | | |
| remuneration committee or function. | 1. Name and title in the membership of the committee. | | SEOJK 16 POJK 17 |
| | 2. Age. | | |
| | 3. Citizenship. | | |
| | 4. Educational background. | | |
| | 5. Position history, including information on: | | |
| | a. Legal basis for appointment as committee member. | | |
| | b. Concurrent positions, both as members of the Board of Commissioners, members of the board of directors, and/ or committee members and other positions (if any). | | |
| | c. Work experience and time period both inside and outside the issuer or public company. | | |
| | 6. Period and tenure of committee members. | | |
| | 7. Committee independence statement. | 433 | |
| | 8. Training and/or competency improvement that has been attended in the financial year (if any). | 434-435 | |
| | 9. Description of duties and responsibilities. | 429-430 | |
| | 10.Statement that already has a guideline or charter. | 429 | |
| | 11. Policy and implementation of the frequency of meetings and the level of attendance of members at these meetings. | 434-435 | |
| | 12.A brief description of the implementation of activities in the financial year. | 436 | |
| | In the event that a nomination and remuneration committee is not formed, it is sufficient for the Issuer or Public Company to disclose the information referred to in letter i) to letter I) and disclose: | | |
| | 1. The reasons for not forming the committee | | |
| | Parties carrying out nomination and remuneration functions. | | |
| Other committees owned by Issuers or Public Companies in order to support the functions and duties of the Board of Directors (if any) | Least load: | 438-439 | SEOJK 16 POJK 17 |
| and/ or committees that support the functions | 1. Name and title in the membership of the committee. | | |
| and duties of the Board of Commissioners. | 2. Age. | | |
| | 3. Citizenship. | | |
| | 4. Educational background. | | |
| | 5. Position history, including information on: | | |
| | a. Legal basis for appointment as committee member. | | |
| | Concurrent positions, both as members of the Board of Commissioners, members of the board of directors, and/ or committee members and other positions (if any). | | |
| | c. Work experience and time period both inside and outside the issuer or public company. | | |
| | 6. Period and tenure of committee members. | | _ |
| | 7. Committee independence statement. | 440 | |
| | 8. Training and/or competency improvement that has been attended in the financial year (if any). | 442 | _ |
| | 9. Description of duties and responsibilities. | 437 | _ |
| | 10. Statement that already has a guideline or charter. | 437 | _ |
| | 11. Policy and implementation of the frequency of meetings and the level of attendance of members at these meetings. | 440-441 | _ |
| | 12. A brief description of the implementation of activities in the financial year. | 442-443 | |



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| Company secretary. | 1. Name. | 445 | SEOJK 16 |
| | 2. domicile. | | |
| | 3. Position history, including: | | |
| | a. Legal basis for appointment as company secretary. | | |
| | b. Work experience and time period both inside and outside the issuer or public company. | | |
| | 4. Educational background. | | |
| | Training and/or competency improvement attended in the financial year. | 445 | |
| | 6. Brief description of the implementation of the duties of the corporate secretary in the financial year. | 446 | |
| nternal Audit Unit. | 1. Name of the head of the internal audit unit. | 447 | SEOJK 16 POJK 17 |
| | 2. Position history, including: | | |
| | a. Legal basis for appointment as company secretary. | | |
| | b. Work experience and time period both inside and outside the issuer or public company. | | |
| | 3. Qualification or certification as internal audit profession (if any). | | |
| | 4. Number of employees (internal auditors) in the internal audit unit. | 448 | |
| | 5. Training and/or competency improvement attended in the financial year. | 449 | |
| | 6. The structure and position of the internal audit unit. | 446-447 | |
| | 7. Description of duties and responsibilities. | 448 | _ |
| | 8. A statement that the internal audit unit has guidelines or charters. | 448 | |
| | 9. A brief description of the implementation of the duties of the internal audit unit in the financial year including the policy and implementation of the frequency of meetings with the directors, board of commissioners and/or the audit committee. | 450 | _ |
| Public Accountant. | The name and year of the public accountant who audited the annual financial statements for the last 5 years. | 477 | POJK 17 |
| | 2. The name and year of the public accountant who audited the annual financial statements for the last 5 years. | | |
| | 3. The amount of the fee for each type of service provided by the Public Accounting Firm in the last financial year. | | |
| | 4. Other services provided by the Public Accounting Firm and public accountants in addition to auditing the annual financial statements for the last financial year. | | |
| | Notes: if there is no other service in question, so that it is disclosed. | | |
| Description of the internal control system mplemented by the issuer or public company. | Financial and operational control, as well as compliance with other laws and regulations. | 478-479 | SEOJK 13 SEOJK 16 |
| | 2. Review of the effectiveness of the internal control system. | 480-481 | _ |
| | Statement of the Board of Directors and/or Board of Commissioners regarding the adequacy of the internal control system. | 481 | SEOJK 16 |

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| Risk management system implemented by Issuers or Public Companies. | General description of the Issuer's or Public Company's risk management system. | 481-487 | SEOJK 16 SEOJK 13 |
| | 2. Types of risk and how to manage them. | 487-490 | |
| | 3. Review of the effectiveness of the Issuer's or Public Company's risk management system. | 491-492 | _ |
| | Statement of the Board of Directors and/or Board of Commissioners or the audit committee on the adequacy of the risk management system. | 492 | SEOJK 16 |
| Compliance function. | The level of the Bank's compliance with all provisions and laws and regulations as well as fulfillment of commitments with the competent authorities. | 492-495 | SEOJK 13 POJK 17 |
| Legal cases with a material impact faced by | 1. Main case/lawsuit. | 495-498 | SEOJK 16 |
| issuers or public companies, subsidiaries, members of the board of directors and | 2. Case/lawsuit settlement status. | | |
| members of the board of commissioners (if any). | The impact on the condition of issuers or public companies. The risks faced by the company and the nominal value of claims/lawsuits. | | |
| | 4. Disclosure regarding legal issues at least includes: a. the number of civil and criminal cases faced and decisions that have permanent legal force. b. the number of civil and criminal matters faced and still in the process of being resolved. | 495 | SEOJK 13 |
| | Notes: in the event that the company, subsidiaries, members of the Board of Commissioners and members of the Board of Directors do not have important matters, this must be disclosed. | | |
| Information on administrative sanctions/ sanctions imposed on issuers or public companies, board members commissioners and members of the board of directors, by the Financial Services Authority and other authorities in the financial year (if any). | | 498-499 | SEOJK 16 |
| Information regarding the code of ethics of | 1. Principles of the code of ethics. | 509-511 | SEOJK 16 |
| Issuers or Public Companies | 2. Forms of dissemination of the code of ethics and enforcement efforts | 511-512 | _ |
| | 3. Statement that the code of ethics applies to members of the Board of Directors, members of the Board of Commissioners, and employees of the Issuer or Public Company | 511 | _ |
| Implementation of Governance in Providing Remuneration for Banks. | 1. Remuneration Committee a. Name of members, composition, duties and responsibilities. b. Number of meetings held. c. Remuneration that has been paid to members of the Remuneration Committee for 1 (one) year. | 473 | POJK 45 |
| | Remuneration policy formulation process which includes: a. Review of the background and objectives of the Remuneration policy. b. Implementation of a review of the Remuneration policy in the previous year, along with its improvements. c. Mechanism to ensure that Remuneration for Employees in the control unit is independent from the work unit they supervise. | 473 | |
| | Remuneration policy coverage and its implementation per business unit, per region and in subsidiaries or branch offices located overseas | 473 | |



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| | 4. Remuneration is associated with risks that include: a. The main type of risk (key risk) used in implementing Remuneration. b. Criteria for determining the main types of risk, including for risks that are difficult to measure. c. The impact of determining the main risk on the Variable Remuneration policy. d. Changes in the determination of the main types of risk compared to last year and the reasons, if any. | 473 | |
| | 5. Performance measurement is associated with Remuneration which includes: a. Review of Remuneration policies linked to performance appraisal. b. The method of linking individual Remuneration with Bank performance, work unit performance and individual performance. c. A description of the method used by the Bank to state that the agreed performance cannot be achieved, so it is necessary to make adjustments to remuneration and the amount of remuneration adjustments if this condition occurs. | 473-474 | |
| | 6. Remuneration Adjustment is related to Performance and Risk which includes: a. Policy regarding Variable Remuneration that is deferred, the amount, and the criteria for determining the amount. b. The Bank's policy regarding Variable Deferred Remuneration which is postponed for payment (malus), or withdrawn when it has been paid (clawback). | 474 | |
| | 7. The name of the external consultant and the duties of the consultant related to the Remuneration policy, if the Bank uses the services of an external consultant | 474 | |
| | The Remuneration Package and facilities received by the Board of Directors and Board of Commissioners include the Remuneration structure and details of the nominal amount. | 474 | |
| | Variable Remuneration includes: Forms of Variable Remuneration along with the reasons for choosing this form. And An explanation if there are differences in the provision of Variable Remuneration among the Directors, Board of Commissioners and/or Employees. | 474 | |
| | 10. the number of Directors, Board of Commissioners and Employees who receive Variable Remuneration for 1 (one) year, and the total amount. | 474 | |
| | 11. Position and number of parties who are material risk takers. | 474 | |
| | 12. Shares optionowned by the Board of Directors, Board of Commissioners and Executive Officers. | 474 | |
| | 13. The ratio of the highest and lowest salaries | 475 | |
| | 14. The number of beneficiaries and the total amount of Variable Remuneration guaranteed unconditionally will be given by the Bank to candidates for the Board of Directors, candidates for the Board of Commissioners, and/or prospective Employees during the first 1 (one) year of work | 475 | |
| | 15. The number of employees affected by termination of employment and the total amount of severance paid | 475 | |
| | 16. The total amount of deferred Variable Remuneration, which consists of cash and/or shares or share-based instruments issued by the Bank. | 475 | |
| | 17. The total amount of deferred Variable Remuneration paid for 1 (one) year. | 475 | |

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| | 18. Details of the amount of Remuneration given in one year include: a. Fixed or variable remuneration. b. Deferred and non-deferred remuneration. c. Forms of Remuneration provided in cash and/or shares or share-based instruments issued by the Bank. | 475 | |
| | 19. Quantitative information about: a. The total remaining Remuneration that is still suspended, both exposed to implicit and explicit adjustments. a. Total reduction in Remuneration caused by explicit adjustments during the reporting period. b. Total reduction in Remuneration caused by implicit adjustments during the reporting period. | 476 | |
| A brief description of the policy of providing performance-based longterm compensation to management and/or employees owned by issuers or public companies (if any), | In terms of compensation in the form of management stock ownership program (MSOP) and/or employee stock ownership program (ESOP). The information disclosed shall contain at least: | 514-516 | SEOJK 16 |
| including but not limited to management stock ownership programs program ownership/ | 1. Number of shares and/or options. | | |
| MSOP) and/or employee stock ownership | 2. Implementation period. | | |
| program (ESOP). | 3. Eligible employee and/or management requirements. | | |
| | 4. The exercise price or the determination of the exercise price. | | |
| A brief description of the Information disclosure policy regarding | Share ownership of members of the Board of Directors and members of the Board of Commissioners no later than 3 (three) working days after the ownership or any change in ownership of the shares of the Public Company. | 414-415 | SEOJK 16 |
| | 2. Implementation of the intended policy. | | |
| Description of the whistleblowing system at the Issuer or Public Company. | 1. How to submit a violation report. | 512 | SEOJK 16 |
| | 2. Protection for reporters. | 512 | |
| | 3. The handling of complaints. | 512-514 | _ |
| | 4. The party managing the complaint. | 515 | |
| | 5. The results of handling complaints, at least: | 515 | |
| | Number of complaints received and processed in the financial year. | | |
| | b. Complaint follow-up. | | _ |
| | In the event that an issuer or a public company does not have a whistleblowing system, this will be disclosed. | | |
| Description of the Issuer's or Public Company's anti-corruption policy. | Programs and procedures carried out in Overcoming corrupt practices, kickbacks, fraud, bribery and/or gratuities in Issuers or Public Companies. | 515-519 | SEOJK 16 POJK 17 |
| | 2. Anti-corruption training/socialization for employees of Issuers or Public Companies. | 519 | _ |
| | In the event that the Issuer or Public Company does not have an anticorruption policy, the reasons for not having the said policy will be explained. | | |
| Handling conflicts of interest | | 521 | SEOJK 13 POJK 17 |
| Provision of funds to related parties and provision of large funds (large exposure). | Information that needs to be disclosed is the total amount of debit balances for provision of funds to related parties and to core debtors (individuals or groups) per report position | 521 | SEOJK 13 |
| Transparency of the Bank's financial and non-financial conditions that have not been disclosed in other reports. | | 523 | SEOJK 13 POJK 17 |
| Other information related to Bank Governance, including owner intervention, internal disputes or problems that arise as a result of remuneration policies at the Bank. | | 522 | SEOJK 13 |



| Criteria | Explanation | Page | Regulations |
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| Number of Deviations (Internal Fraud). | Disclosure of irregularities (internal fraud) at least includes: 1. Number of deviations (internal fraud) that have been resolved. 2. The number of irregularities (internal fraud) that are in the process of being resolved internally at the bank. 3. Number of irregularities (internal fraud) that have not been resolved internally at the bank. 4. The number of irregularities (internal fraud) that have been followed up through the legal process. | 521 | SEOJK 13 |
| Buy Back of Shares and/or Bank Bonds. | Policy in buying back shares or bonds of the Bank. Number of shares and/or bonds bought back. Repurchase price per share and/or bond. Increase in earnings per share and/or bonds. | 521 | SEOJK 13 |
| Provision of Funds for Social Activities and/or Political Activities During the Reporting Period. | Disclosure regarding the provision of funds for social activities and/or political activities at least includes the recipient of the funds and the amount of funds provided. | 521 | SEOJK 13 |
| Implementation of sustainable finance, including implementation of social and environmental responsibility | | 523 | POJK 17 |
| Implementation of Public Company governance guidelines for Issuers that issue equity securities or Public Companies. | Statement regarding recommendations that have been implemented and/or Explanation of recommendations that have not been implemented, accompanied by reasons and alternatives for implementation (if any). Disclosure of information can be presented in tabular form. | 524-532 | SEOJK 16 |
| SOCIAL AND ENVIRONMENTAL RESPONSIBILIT | · | | |
| Corporate Social Responsibility | 1. The information disclosed in the social and environmental responsibility section is a Sustainability Report as intended in Financial Services Authority Regulation Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies, containing at least: | 539 | SEOJK 16 |
| | a) Explanation of sustainability strategy. | | |
| | b) Overview of sustainability aspects (economic, social and environmental). | | |
| | c) Brief profile of the Issuer or Public Company. | | |
| | d) Directors' Explanation. | | |
| | e) Sustainability governance. | | |
| | f) Sustainability performance. | | |
| | g) Written verification from an independent party, if any. | | |
| | h) Feedback sheet for readers, if any. | | |
| | The Issuer's or Public Company's response to feedback from the previous year's report. | | |
| | Sustainability Report as referred to in number 1), must be prepared in accordance with the Technical Guidelines for Preparing Sustainability Reports for Issuers and Public Companies as stated in Appendix II which is an inseparable part of this Financial Services Authority Circular Letter. | | |
| | 3. Sustainability Report information in number 1) can: | | |
| | a) Disclosed in other relevant sections outside the social and environmental responsibility section, such as the Directors' explanation regarding the Sustainability Report disclosed in the relevant section of the Directors' Report; and/or | | |

| Criteria | Explanation | Page | Regulations |
|----------|--|------|-------------|
| | b) Refer to other sections outside the social and environmental responsibility section while still referring to the Technical Guidelines for Preparing Sustainability Reports for Issuers and Public Companies as listed in Appendix II which is an inseparable part of this Financial Services Authority Circular Letter, such as the profile Issuer or Public Company. | | |
| | 4. The Sustainability Report as referred to in number 1) is an inseparable part of the Annual Report but can be presented separately from the Annual Report. | | |
| | 5. In the event that the Sustainability Report is presented separately from the Annual Report, the information disclosed in the Sustainability Report must: | | |
| | a) Contains all information as intended in number 1); And | | |
| | b) Prepared in accordance with the Technical Guidelines for Preparing Sustainability Reports for Issuers and Public Companies as stated in Appendix II which is an inseparable part of this Financial Services Authority Circular Letter. | | |
| | 6. If the Sustainability Report is presented separately from the Annual Report, then the social and environmental responsibility section contains information that information regarding social and environmental responsibility has been disclosed in the Sustainability Report which is presented separately from the Annual Report. | | |
| | 7. Submission of a Sustainability Report which is presented separately with the Annual Report must be submitted simultaneously with the submission of the Annual Report. | | |

Note

- SEOJK 16 : Financial Services Authority Circular No. 16/SEOJK.04/2021 concerning Form and Content of Annual Reports of Issuers or Public Companies.
- SEOJK 9 : Financial Services Authority Circular No. 9/SEOJK.03/2020 concerning Transparency and Publication of Conventional Commercial Bank Reports.
- SEOJK 13 Financial Services Authority Circular No. 13/SEOJK.03/2017 concerning Implementation of Governance for Commercial Banks.
- POJK 45 : Financial Services Authority Regulation No. 45/POJK.03/2015 concerning Implementation of Governance in Providing Remuneration for Commercial Banks.
- POJK 17 : Financial Services Authority Regulation 17 of 2023 concerning the Implementation of Governance for Commercial Banks



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