

## REMUNERATION OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

### Policy

Determining the remuneration and other facilities for the Board of Commissioners and the Board of Directors refers to the decision of the Shareholders established through the GMS. Establishing the remuneration is considered based on the recommendation from the Remuneration and Nomination Committee.

In determining the remuneration of each of the Board of Commissioners and the Board of Directors, the Bank considers the general performance, individual performance appraisal, fairness with the peer group in the Bank and in the banking industry, as well as the capability of the Bank. The Bank's performance as one of the factors determining remuneration for members of the Board of Commissioners and the Board of Directors, among others, is illustrated by the Company's share price in the stock market.

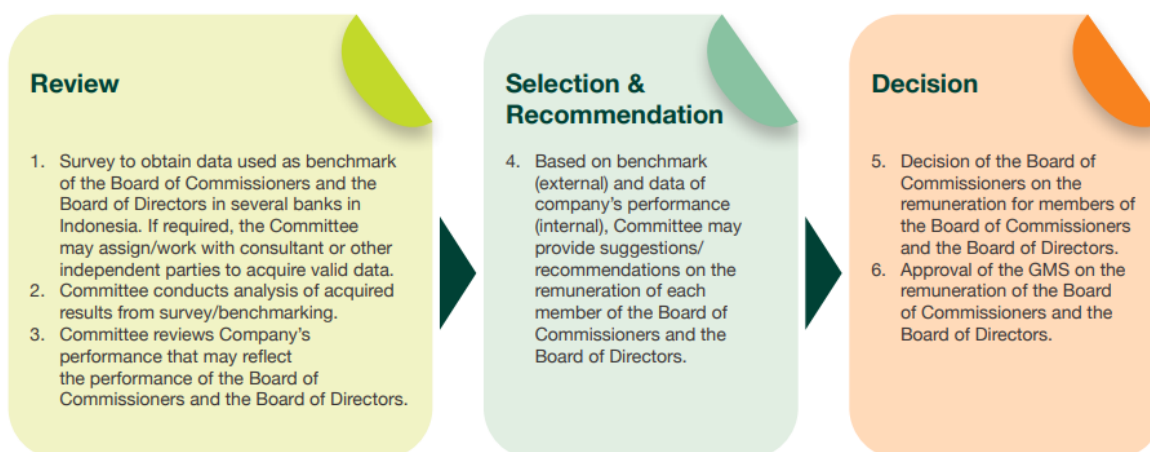
### Variable Remuneration

Variable remuneration within the Bank consists of Performance incentives and bonuses. The incentive is based on the employee's performance in sales, service, and collection. The incentive is provided monthly and quarterly.

Performance bonus is provided based on the Company's performance, the performance of the related work unit, and individual performance. Disbursement is realized in the following year. Performance bonus is extended in line with the performance and financial condition of the Bank. It is provided yearly to employees who do not receive an incentive and to the Board of Directors.

### Procedures of Determining Remuneration

The process of determining the remuneration of the Board of commissioners and the Board of Directors within the Bank, is explained in the flow chart below:



### Performance Review Related to Remuneration

The link between performance and remuneration is explained as follows:

1. The Bank adheres to the principle of meritocracy in providing remuneration to the Board of Directors and employees, both for fixed and variable remuneration. A review of individual remuneration is conducted annually and remuneration adjustments consider the Bank's performance, work unit performance, individual performance, and the Bank's capability.
2. Concerning the Bank's Performance Management, each member of the Board of Directors and employees has individual targets as the basis for individual performance appraisal. Individual targets of the Board of Directors are also the targets of the work unit/directorate the individual is in, derived from the Bank's targets, and then the targets gradually become the targets of the smallest work unit and the targets of individual employees at the lowest level.
3. Performance assessment of the unit and the individuals is based on the realization of the targets of the work unit and the individuals. The unit performance is in the following category: Exceeding Target, Achieving Target, or Not Achieving Target. The unit performance also affects the performance of the head of the concerned unit.

Individual performance is assessed based on the realization of individual targets and evaluated with categories: Outstanding; Very Good; Good; Need Improvement; Poor.

The Bank also regulates the guidelines on providing variable remuneration, which is associated with performance and risk (Material Risk Taker) with the conditions as follows:

- a. 80% of Variable Income is provided in the form of cash.
- b. 20% of Variable Income is Deferred Variable Income with distribution as follows:
  1. Board of Directors
    - 1/3 provided in the form of cash and 500 units of shares
    - 1/3 provided in the form of cash and 500 units of shares
    - 1/3 provided in the form of cash and 500 units of shares
  2. Board of Management
    - 1/3 provided in the form of cash and 400 units of shares
    - 1/3 provided in the form of cash and 400 units of shares
    - 1/3 provided in the form of cash and 400 units of shares

### Positions and Number of Parties that Become Material Risk Takers

Positions included in the material risk takers category are eight (8) Board of Directors and ten (10) Board of Managements. This number is the Material Risk Takers (MRT) during 2024.

### Remuneration Structure of the Board of Commissioners

Type of Remuneration and Other Facilities	Total Amount of Rupiah Received (Gross) in 1 (one) Year	
	Board of Commissioners	
	Total Recipients as of December 31, 2024	Rp Million
Honorarium and/or Allowance	7	15.669
Other facilities in the form of non-cash: housing, insurance, health, and others that:		
• Can be owned	7	824
• Cannot be owned	7	21
<b>Total</b>	<b>7</b>	<b>16,545</b>

Total Remuneration and Benefits in One Year	Number of the Board of Commissioners
Above Rp2 Billion	3
Above Rp1 Billion - Rp2 Billion	2
Above Rp500 Million – Rp1 Billion	0
Below Rp500 Million	0

The number of members of the Board of Directors, the Board of Commissioners, and Employees as Recipients of Fixed and Variable Remuneration in one year and the Total Nominal amount.

Type of Remuneration and Other Facilities	Total Amount of Rupiah Received (Gross) in One Year	
	Board of Directors	
	Total Recipients as of December 31, 2024	Rp Million
Salary, bonus, routine allowance, tantiem, and other facilities in the form of cash <sup>1)</sup>	8	87,259
Other facilities in the form of non-cash: housing, insurance, health, and others that:		
• Can be owned	8	5,911
• Cannot be owned	8	70
<b>Total</b>	<b>8</b>	<b>93,240</b>

1) Includes the remuneration of members of the Board of Directors who worked until March 25, 2022, April 13, 2023, and June 22, 2023.

### Total Amount of Remuneration and Benefits in One Year

Total Amount of Remuneration and Benefits in One Year	Number of the Board of Directors
Above Rp2 Billion	8
Above Rp1 Billion - Rp2 Billion	0
Above Rp500 Million – Rp1 Billion	0
Below Rp500 Million	2

### Fixed Category

(Rp Million)

Detail	2024	2023
Board of Directors	59,043	57,429
Board of Commissioners	15,724	15,725
Employees	1,506,787	1,428,752

### Variable Category

(Rp Million)

Detail	2024		2023	
	Headcount	Total	Headcount	Total
Board of Directors	10	31,878	9	28,136
Board of Commissioners	-	-	-	-
Employee Bonus	-	231,831	-	219,805
Employee Incentive	-	23,338	-	20,480

### Shares Option of the Board of Directors, Board of Commissioners, and Executive Officers

Currently, SMBC Indonesia does not have a share option program.

### Ratio of Highest and Lowest Salary

Detail	2024
Highest of Employee – Lowest of Employee	109.87
Highest of Director – Lowest of Director	4.05
Highest of Commissioner – Lowest of Commissioner	2.72
Highest of Director – Highest of Employee	1.92

### Total Variable Remuneration Deferred

(Rp Million)

Detail	2024		2023	
	Headcount	Total	Headcount	Total
Board of Directors	18	12,013	17	10,674